TOMORROW'S
ENGINEERS

CODE

Community insights and tools for action

The Code check-in
2024/2025

The Code check-in

Our annual survey for Signatories to review their progress against the 4 pledges and identify areas where support might be needed.

We've taken the results and insights to develop this toolkit. It highlights all your efforts towards each pledge in the last 12 months, provides links to existing resources to help you, and outlines our plans for further support in the coming year. We hope you find it useful.

The full report of findings is available here:

READ FULL REPORT

Inspire connection
Work together to create sustained journeys of engineering and technology inspiration activities for all young people

Drive inclusion
Help all young people get access to engineering and technology inspiration and careers activities, especially those from groups underrepresented in the industry

Showcase engineering & technology
Celebrate the breadth of opportunities and benefits that careers in engineering and technology offer to all young people, as well as the positive environmental and societal impact

Improve impact
Continuously learn from and improve your activities using evaluation data, as well as sharing learnings with the community

Inspire connection

Work together to create sustained journeys of engineering and technology inspiration activities for all young people

You told us…

In the last 12 months…

- **78%** of you have considered how your activities fit within the wider STEM outreach sector

- **71%** have worked with others to deliver joint STEM outreach activities

- **44%** have signposted to other STEM outreach activities

You could…

- **See what's already out there:** Browse **Neon experiences** to see what others in the sector are already doing, how it relates to your own activities and what you could signpost schools to

- **Share your work:** Post an introduction to yourself, your organisation and your activities in **The Code LinkedIn group** and see where you could connect with others

- **Make it meaningful:** Take a look at **The Careers and Enterprise Company's tools** to make workplace experiences more impactful

"**Collective action**. If we can work together to ensure a wider spread of engagement, this would really benefit the sector, but this does need collation and curation."
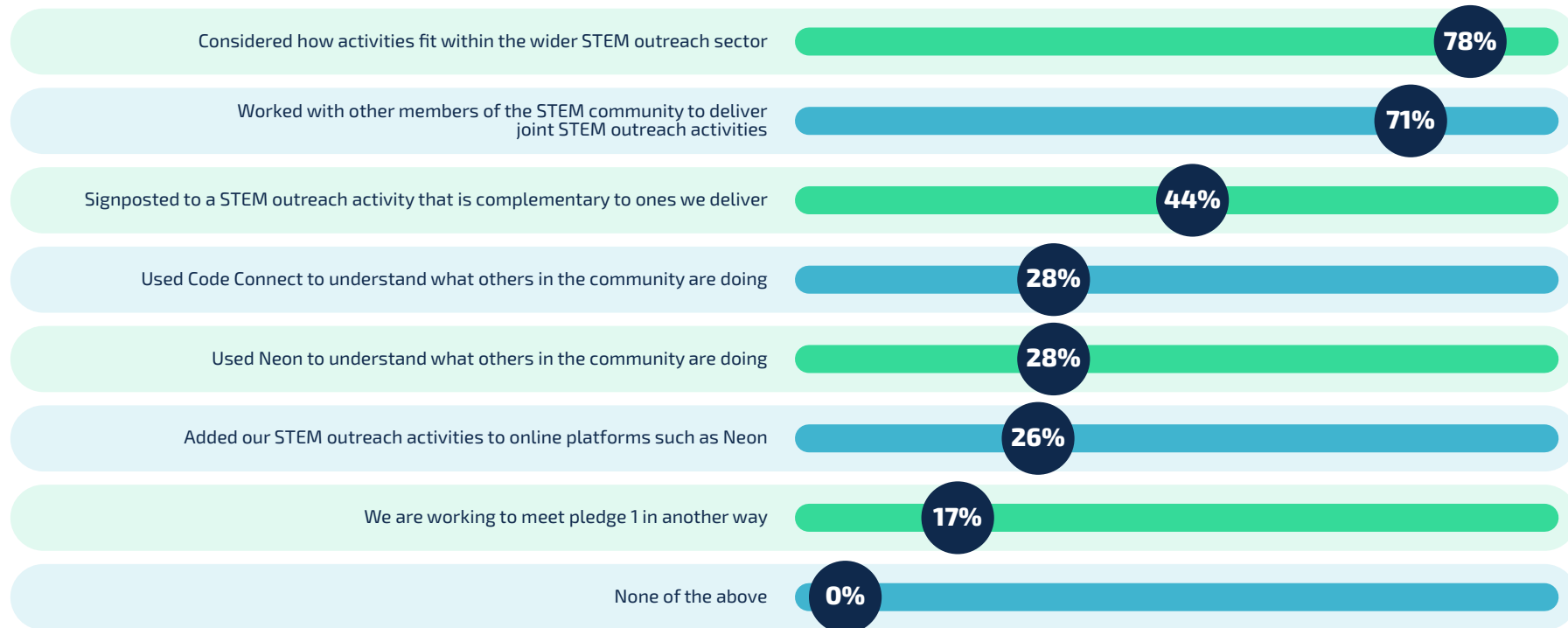
"Developing **long-term engagement**. Establishing follow-up programmes to maintain connections with students beyond single events, ensuring they receive continued guidance and inspiration."

In the last 12 months, has your organisation done any of the following towards meeting
Pledge 1: Inspire connection

Question	Percentage
Considered how activities fit within the wider STEM outreach sector	78%
Worked with other members of the STEM community to deliver joint STEM outreach activities	71%
Signposted to a STEM outreach activity that is complementary to ones we deliver	44%
Used Code Connect to understand what others in the community are doing	28%
Used Neon to understand what others in the community are doing	28%
Added our STEM outreach activities to online platforms such as Neon	26%
We are working to meet pledge 1 in another way	17%
None of the above	0%

Drive inclusion

Help all young people get access to engineering and technology inspiration and careers activities, especially those from groups underrepresented in the industry

You told us…

In the last 12 months…

- **82%** of you have actively considered how to target young people from groups underrepresented in engineering and technology and **71%** of you have delivered or funded STEM outreach targeting them

- **53%** have collected demographic data on participants, but only **39%** of you have analysed it

- **32%** included young people from underrepresented groups in the design of your programmes, and **53%** said you have adapted your activities to make them more inclusive for them

"[We would like support with] greater insight into developing and actioning **more inclusive STEM activities and strategically focusing our outreach** around this objective."

You could…

- **Identify areas of need:** Use EngineeringUK's **Key stats infographic** to understand who the most underrepresented groups in engineering and technology are

- **Break down barriers:** Target your activities to schools with the highest proportion of young people from groups underrepresented in engineering technology via **Neon**. Read more about **how this priority schools criteria was developed**

- **Review your content:** Watch **Making engineering content inclusive** (7 mins) and **EDI considerations in engineering engagement activity** (7 mins). Read the **EDI language guide**

- **Understand your current audience:** Use this **Demographic data question bank** to help gather demographic data of the young people taking part in your activities

In the last 12 months, has your organisation done any of the following towards meeting
Pledge 2: Drive inclusion

Activity	Percentage
Actively considered how to target young people from groups underrepresented in engineering and technology or schools with higher proportions of such young people, in our STEM outreach	82%
Delivered or funded STEM outreach activities which target young people from groups underrepresented in engineering and technology or schools with higher proportions of such young people	71%
Collaborated with others to fund or deliver STEM outreach activities which target young people from underrepresented groups in engineering and technology or schools with higher proportions of such young people	58%
Adapted activities to be more inclusive for young people from groups underrepresented in engineering and technology	53%
Collected demographic data on participants of our STEM outreach activities	53%
Analysed the demographic data we collect on participants of our STEM outreach activities	39%
Included young people from underrepresented in engineering and technology in helping design our STEM outreach activities	32%
Used EngineeringUK EDI criteria to help target your activities to schools that are likely to have the highest proportion of young people from underrepresented groups in engineering and technology	17%
We are working to meet pledge 2 in another way	9%
None of the above	4%

Showcase engineering & technology

Celebrate the breadth of opportunities and benefits that careers in engineering and technology offer to all young people, as well as the positive environmental and societal impact

"Our focus will be on **increasing exposure to diverse role models** throughout our programmes of activity, utilising our alumni network to showcase the diversity of careers within STEM."

"[We would like] support in developing content that demonstrates the **environmental and societal impact** of careers in highways and transportation."

You told us…

In the last 12 months…

- **85%** of you have used diverse imagery of people working in engineering and technology, **70%** showcased a variety of engineering and technology career opportunities, and **76%** included information about the range of pathways into the industry in your outreach activities

- **78%** have involved STEM outreach facilitators, volunteers and role models from a range of backgrounds in your activities but only **40%** have trained your volunteers to talk about engineering and technology in an engaging and inclusive way

- **75%** said you have made connections between STEM subjects and engineering and technology, and **63%** have demonstrated how engineering and technology plays a role in tackling environmental sustainability problems in your outreach. Looking forward, these are both areas many of you would like to develop further
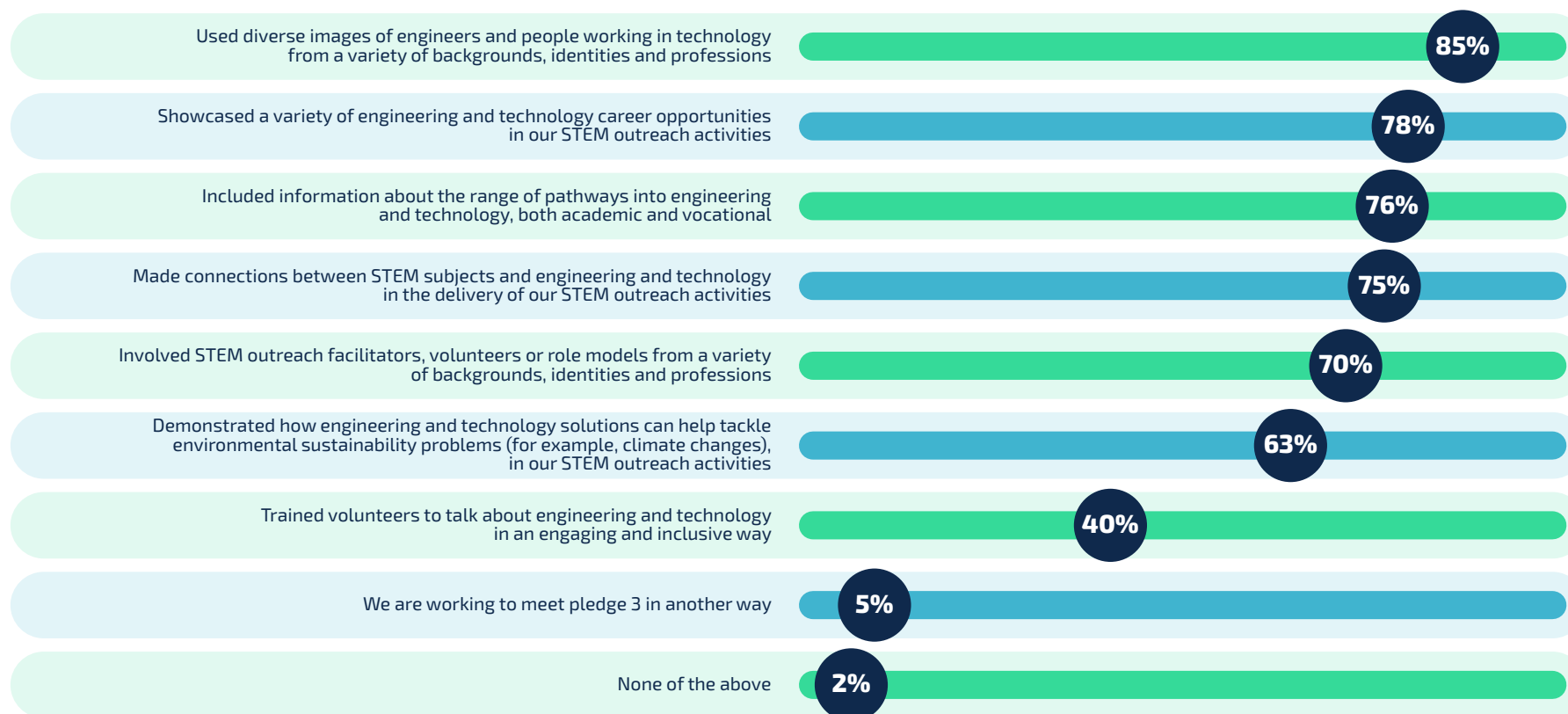
Showcase engineering & technology

You could…

- **Explore** the **This is Engineering image library** and **Neon case studies** within your work to show young people the variety of different people, roles and routes into engineering and tech careers

- **Support your volunteers:** Share **this webinar** (30 mins) about how to talk to young people about engineering and technology careers. This ready-made **Engineer your future** PowerPoint can be used to inform and inspire students

- **This handy careers guide**, **From idea to career**, showcases some of the many types of engineering careers out there, as well as the pathways in

- **Refresh your knowledge** of the different engineering and technology careers pathways using the **All routes into engineering guide**. Look at the career route maps for **England**, **Scotland**, **Wales** and **Northern Ireland**, and **T Level explorer**. Don't forget to share with young people you work with

- **Understand teachers' knowledge** of the different routes into engineering and tech careers in **EngineeringUK's teacher research report**

- **Help students make the connection** between climate change solutions and engineering and technology: use the **Inspiring young people in environmental sustainability in engineering guide** to understand how you could bring engineering and technology solutions for sustainability problems into your outreach activities. There are also some ready-made resources **Tackling climate change**, **green careers postcards** and **green careers posters**

- **Stay up to date** with the latest **Gatsby benchmarks**, which are used by schools to plan their approach to careers education

In the last 12 months, has your organisation done any of the following towards meeting
Pledge 3: Showcase engineering & technology

Activity	Percentage
Used diverse images of engineers and people working in technology from a variety of backgrounds, identities and professions	85%
Showcased a variety of engineering and technology career opportunities in our STEM outreach activities	78%
Included information about the range of pathways into engineering and technology, both academic and vocational	76%
Made connections between STEM subjects and engineering and technology in the delivery of our STEM outreach activities	75%
Involved STEM outreach facilitators, volunteers or role models from a variety of backgrounds, identities and professions	70%
Demonstrated how engineering and technology solutions can help tackle environmental sustainability problems (for example, climate changes), in our STEM outreach activities	63%
Trained volunteers to talk about engineering and technology in an engaging and inclusive way	40%
We are working to meet pledge 3 in another way	5%
None of the above	2%

Improve impact

Continuously learn from and improve your activities using evaluation data, as well as sharing learnings with the community

You told us…

In the last 12 months…

- **57%** said you have designed your STEM outreach activities with key performance indicators or learning outcomes in mind, but only **29%** have developed a theory of change for your outreach work

- **68%** of you have collected feedback on the delivery of your STEM outreach, and **60%** have evaluated its impact. However only **28%** of you said you have shared your learnings with other members of the STEM community

- The improving impact pledge is where you need the most guidance – with **51%** saying that you need more support with it
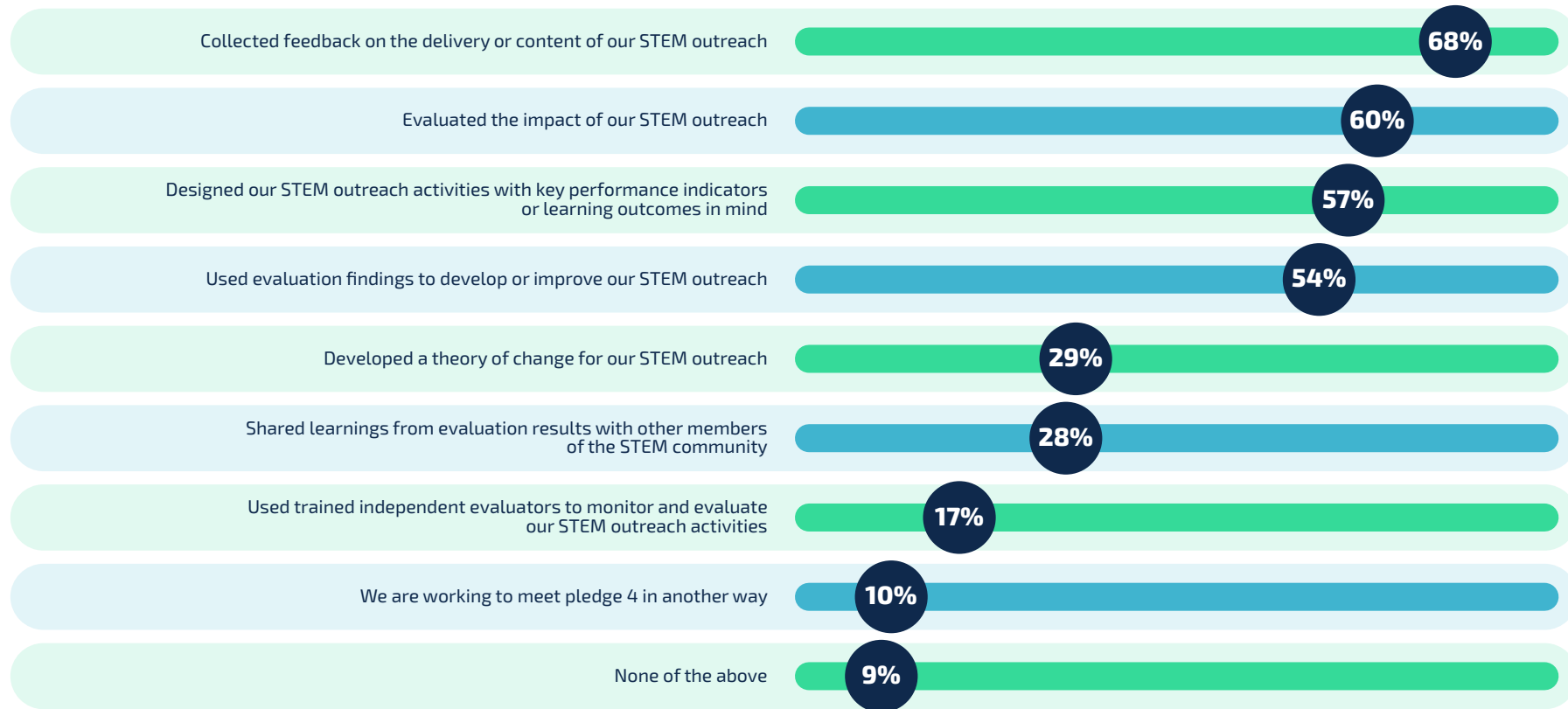
You could…

- **Clarify your goals:** Watch **this video** (25 mins) on how to develop a theory of change

- **Choose your approach:** Watch the **Proportionate evaluation webinar** (35 mins) recording to decide on an evaluation approach appropriate to your activity level

- **Review your surveys:** Use the **EngineeringUK measures bank** to help you write evaluation surveys for different audiences and outcomes, and watch this handy **Measures bank tutorial video** (12 mins) to help you use it

"**[We would like] support with creating evaluation questions for different key stages, what is realistic to ask primary/ secondary school aged children**."

In the last 12 months, has your organisation done any of the following towards meeting
Pledge 4: Improve impact

Item	Percentage
Collected feedback on the delivery or content of our STEM outreach	68%
Evaluated the impact of our STEM outreach	60%
Designed our STEM outreach activities with key performance indicators or learning outcomes in mind	57%
Used evaluation findings to develop or improve our STEM outreach	54%
Developed a theory of change for our STEM outreach	29%
Shared learnings from evaluation results with other members of the STEM community	28%
Used trained independent evaluators to monitor and evaluate our STEM outreach activities	17%
We are working to meet pledge 4 in another way	10%
None of the above	9%

You also told us...

Funding and resourcing continue to be a challenge, and you'd like us to empower the community to share learnings and challenges, as well as successes.

"Funding is the biggest issue for us, but keeping up to date with the latest ideas and trends will help us stay relevant."

Looking ahead...

You would like to work with others on:

○ Collective action

○ Developing partnerships

○ Making sure students continue to be inspired beyond your engagements

"Fostering **a culture of shared learning** by openly discussing successes and challenges with community members, stakeholders, and partner organisations can enhance collective knowledge and drive innovation."

You could...

Take a look at the following fundraising resources:

● **Directory of social change** broad information about fundraising, especially if you are new to it

● **Grants online** a free online portal for grant funding from trusts and foundations

● **Charity Excellence Framework** a free online portal for grant funding from trusts and foundations

● **Funds online** a paid-for portal with different subscription types. It has thousands of funding opportunities which you can filter to see which your organisation may be eligible for. Includes funding from companies, government and trusts, for both organisations and individuals

● **UK fundraising** website with articles about fundraising, often with information about new grant windows opening, or calls for funding

How will we support you going forward?

In the coming year, our focus will be to focus on these 3 areas:

1 **Facilitate connections:**
We'll continue to provide opportunities for you to network and connect with others in the community through **The Code LinkedIn group**, **The Code explores… series**, and **Tomorrow's Engineers Live**.

2 **Drive change together:**
Based on your feedback, we'll use **The Code explores…** programme to dive deeper into the topics you've highlighted, including engaging more effectively with young people from underrepresented groups, and measuring impact.

3 **Foster shared learning:**
We'll work with you to integrate the sharing of evaluation findings into the Code community, fostering a culture of shared learning and continuous improvement.

TOMORROW'S ENGINEERS

CODE

POWERED BY

EngineeringUK
INSPIRING FUTURES TOGETHER

code.tomorrowsengineers.org.uk