

TOMORROW'S
ENGINEERS

CODE

**Community
insights and
tools for action**

The Code check-in
2025/2026



The Code check-in

Our annual survey helps Signatories review their progress against the 4 pledges. This toolkit highlights your efforts over the last 12 months. Thank you.

It's also a helpful tool to identify areas where you may need support. We've listed some resources to assist you. Plus, you'll get a hint of our plans for further support in the coming year.

You can see the full report and all the findings

**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...

- 80% of you have considered how your activities fit within the wider STEM outreach sector
- 66% have worked with others to deliver joint STEM outreach activities and 46% have signposted to other STEM outreach activities

Looking ahead

You'd like to strengthen collaboration with other Code Signatories, continue existing partnerships, and develop and expand joint programmes. Some of you also want to increase collaboration at a regional level, including in the devolved nations.

You could...

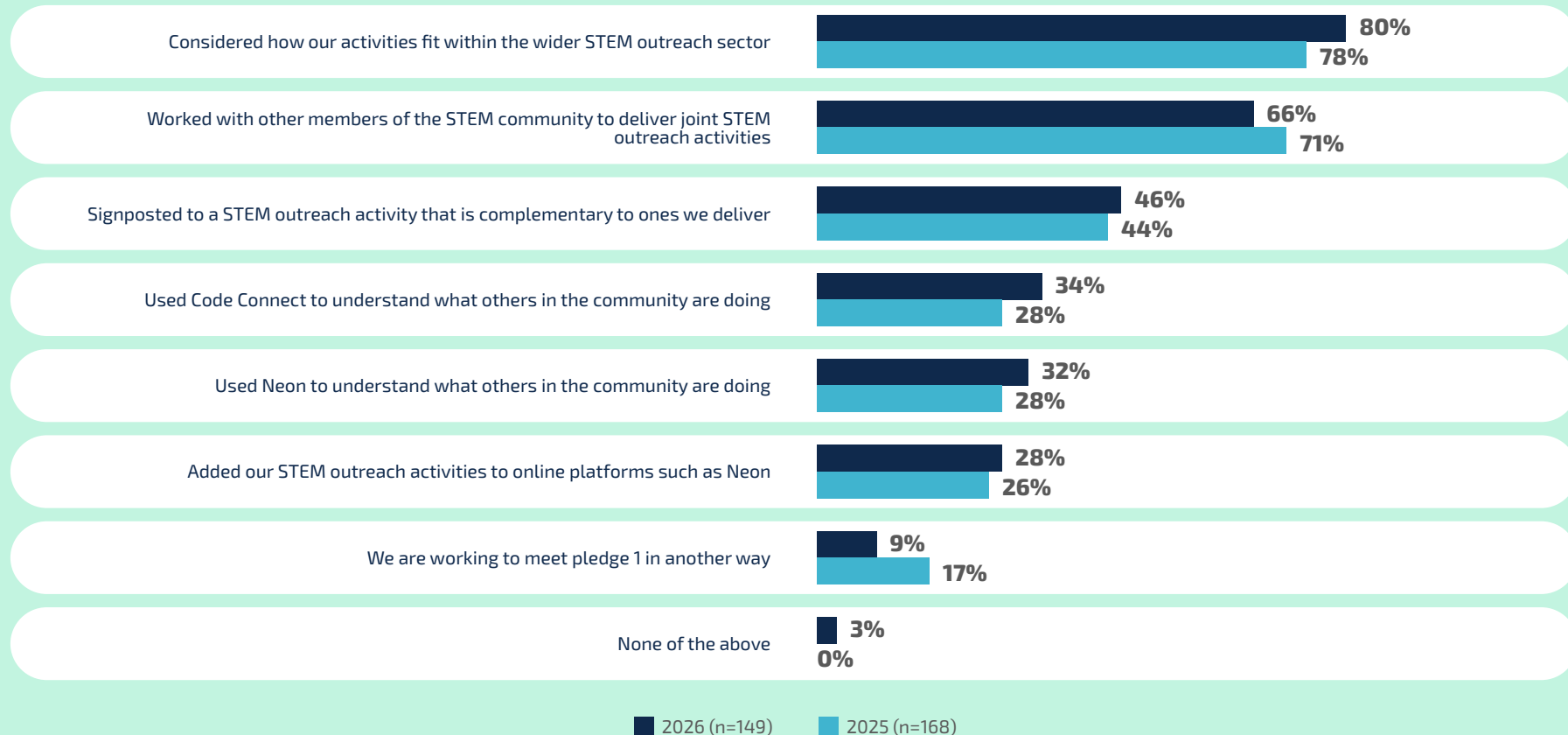
- See what's already out there:** Browse the [Neon directory on EUK Education](#) to see what others in the sector are doing. See if you can submit your outreach so schools and teachers can find you.
- Share your work:** Post an introduction to yourself, your organisation and your activities in [The Code LinkedIn group](#) and see where you could connect with others
- Check out [EngineeringUK's sustained engagement framework](#)** to consider how you can work with other activities, organisations and resources. This helps make sure young people engage with meaningful, age-appropriate STEM activities throughout their educational journey

"Over the next 12 months, we aim to strengthen sustained journeys into engineering by connecting our provision with wider local and national ecosystems. As part of the Code network, we are keen to actively collaborate with Code members local to us, co-delivering activities and creating more joined-up opportunities for young people to continue their engagement beyond a single programme."

"I am working with other organisations local to us that have signed up to The Code to deliver events. I am hoping for this to continue but also to increase our engagement with others signed up to The Code."

In the last 12 months, has your organisation done any of the following towards meeting

Pledge 1: Inspire connection?



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...

- **74%** of you have actively considered how to target young people from groups underrepresented in engineering and technology and **77%** have delivered or funded STEM outreach targeting them
- **58%** have collected demographic data on participants, and **50%** have analysed it
- **31%** have included young people from underrepresented groups in the design of your programmes, and **53%** said you've adapted your activities to make them more inclusive for them



Looking ahead

You told us you want to increase and continue your activities supporting the Drive inclusion pledge, and adapt your activities to target different groups. This includes SEND learners and those from lower social economic backgrounds or the schools that serve them.

Newer Signatories appear more likely to seek support from The Code as they develop their approach to the Drive inclusion pledge.

“[In the next 12 months we would like to] engage with members from underrepresented backgrounds in the development of our outreach programme, and analyse qualitative feedback from outreach attendees.”

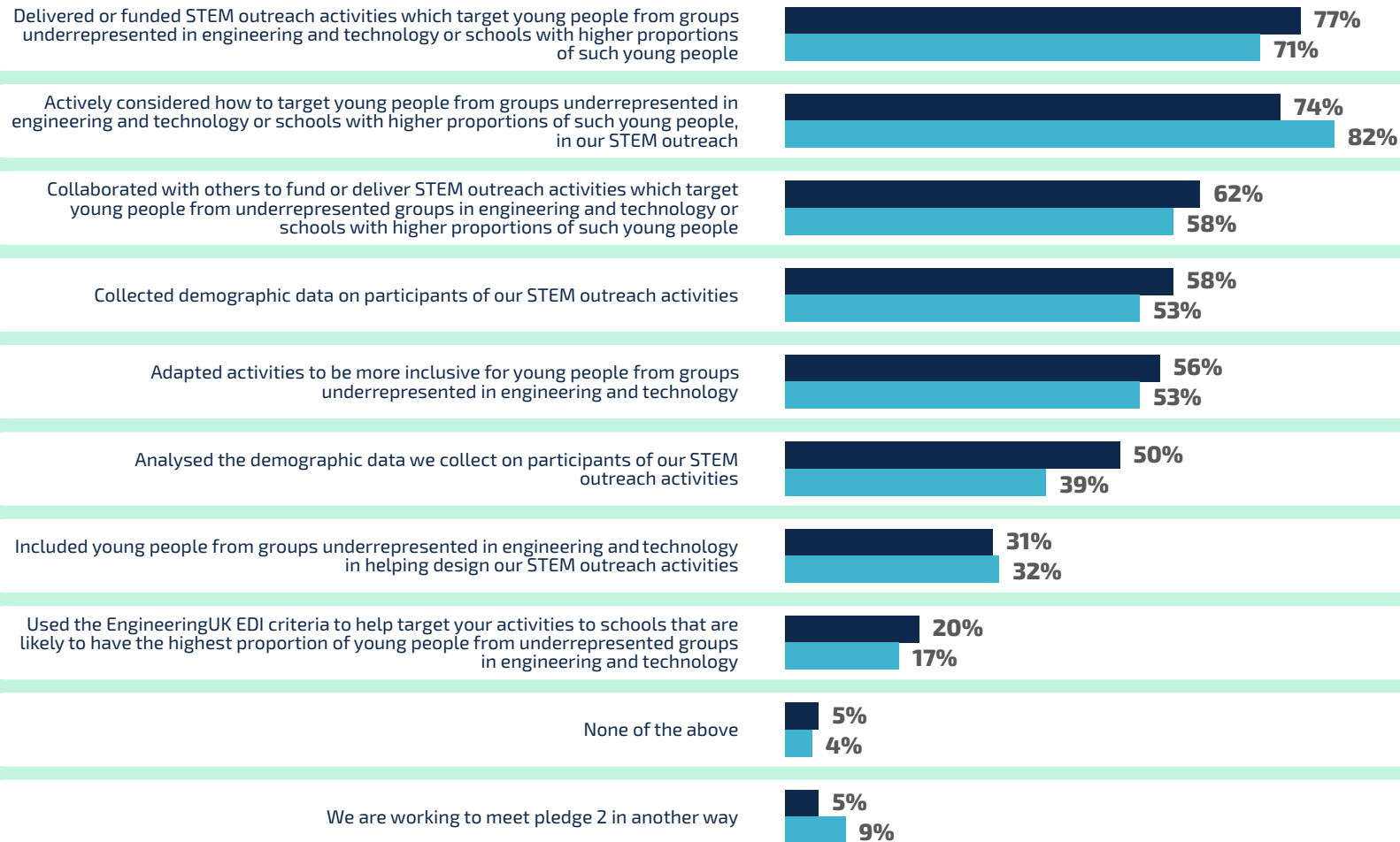
Drive inclusion

You could...

- **Identify areas of need:** Use [EngineeringUK's key stats demographic](#) to understand who the most underrepresented groups in engineering and technology are
- **Reflect on your approach to targeting and reach:** [Read about EngineeringUK's approach](#) reflect on how you target your own activities
- **Break down barriers:** Opt to target your activities to schools with the highest proportion of young people from groups underrepresented in engineering and technology [via Neon](#).
- **Read about** how the priority schools criteria was developed
- **Design to be inclusive:** Check out resources and content from [The Code explores... designing inclusive programmes](#) series. It includes a webinar by Code Signatory The Lightyear Foundation about making your careers and outreach activities inclusive for neurodivergent young people. They also shared insights into designing with young people
- **Understand your current audience:** Use this [Demographic data question bank](#) to help you gather demographic data of the young people participating in your activities
- **Collaborate** to increase girls' take-up of engineering and technology pathways with other Code Signatories in the [Gender Pathways collective](#)



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



■ 2026 (n=149) ■ 2025 (n=168)

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



You told us...

In the last 12 months...

- **77%** of you have used diverse imagery of people working in engineering and technology, **83%** have showcased a variety of engineering and technology career opportunities and **80%** included information about the range of pathways into the industry in your outreach activities
- **71%** involved STEM outreach facilitators, volunteers and role models from a range of backgrounds in your activities
- **44%** have trained your volunteers to talk about engineering and technology in an engaging and inclusive way
- **77%** said you have made connections between STEM subjects and engineering and technology
- **60%** have demonstrated how engineering and technology plays a role in tackling environmental sustainability problems in your outreach



Looking ahead

You would like to improve representation across diverse demographics and career pathways through the use of role models, while also emphasising the positive social and environmental value of engineering and technology.

“[We would like to] work with our school delivery partners to ensure that engineering is showcased in a more positive way that is helping us for example to meet net zero.”

Showcase engineering & technology

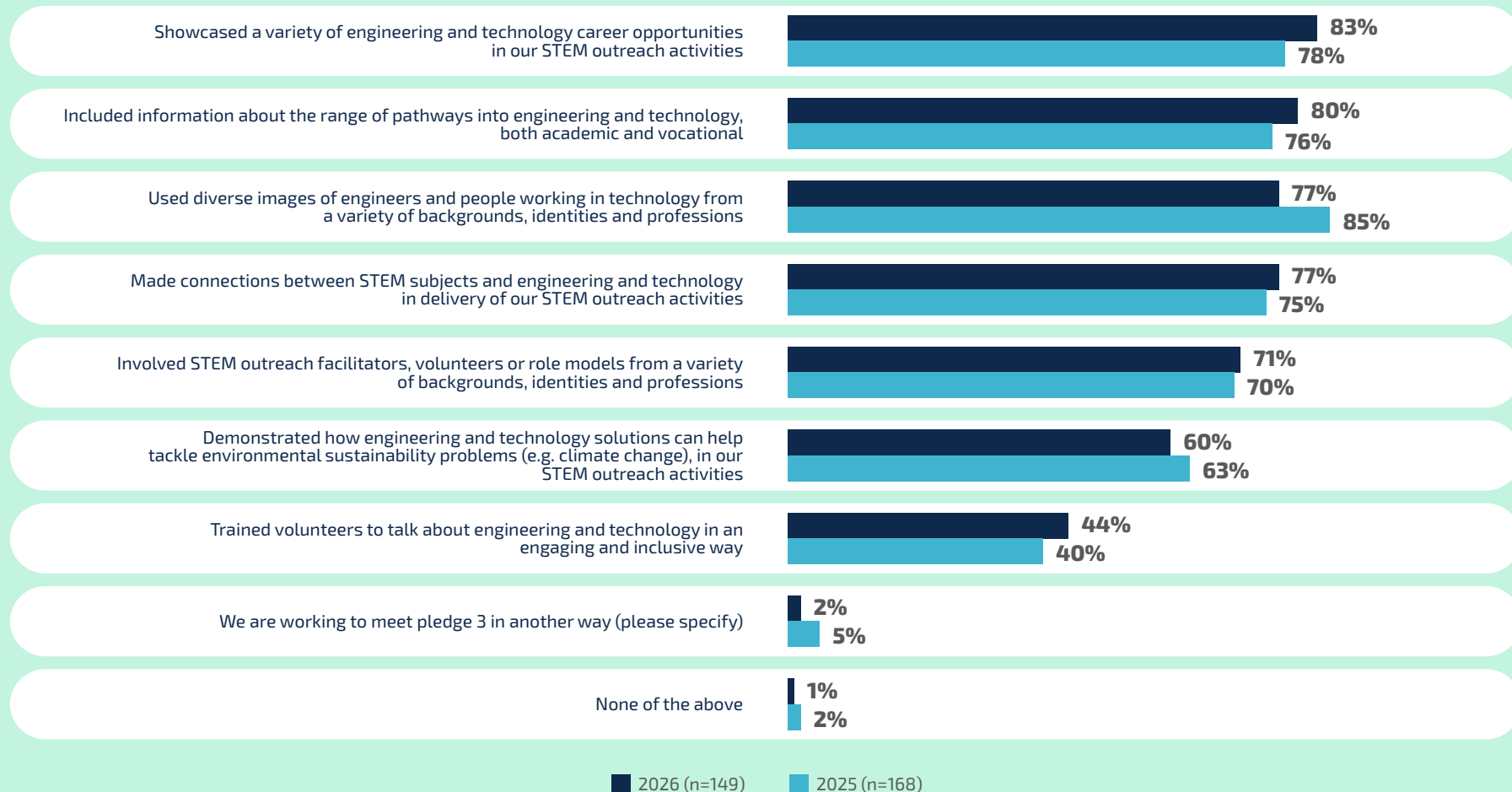


You could...

- **Check out the content and resources from [The Code explores... inspiring young people](#).** The series includes a lightning talk on the research and evidence around young people's interest and engagement in engineering and tech careers as well as key messages and top tips from EngineeringUK's careers and programmes colleagues. There's also a panel discussion with Code Signatories ENGRL, ZooLab, Institution of Civil Engineers (ICE) and Team Repair
- **Refresh your knowledge about the different engineering and technology careers pathways** using the [All routes into engineering guide](#), career route maps for [England](#), [Scotland](#), [Wales](#) and [Northern Ireland](#), and share with young people you work with
- **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 these ready-made resources: [Tackling climate change, green careers postcards](#), and [green careers posters](#)
- **Explore [EUK Education's real job stories](#)** within your work to show young people the variety of different people, roles and routes into engineering and technology careers
- **Support your volunteers:** Share this [ready-made Engineer your future PowerPoint](#) that they can use to inform and inspire students. There's also this [From idea to career guide](#) which explores 12 different engineering sectors

In the last 12 months, has your organisation done any of the following towards meeting

Pledge 3: Showcase engineering & technology?



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...

- **79%** of you have collected feedback on the delivery of your STEM outreach. **67%** have evaluated its impact and **62%** have used evaluation findings to develop or improve your outreach
- However, only **31%** of you said you have shared your learnings with other members of the STEM community
- **63%** of you said that you have designed your STEM outreach activities with key performance indicators, or learning outcomes in mind, and **28%** have developed a theory of change for your outreach work
- The improving impact pledge remains the area where you need the most support, with **43%** saying that you need more support with it



Looking ahead

You want to strengthen how you collect, use and share evaluation data. You want a focus on wider sharing internally, with partners and across The Code community. You're keen to introduce new elements into your evaluation work such as pre- and post-intervention measures to better evidence impact.

Newer Signatories with less established feedback and evaluation approaches are particularly keen to draw on support from The Code to develop these.

“[In the next 12 months] we'll further embed a consistent evaluation framework across all programmes, ensuring that data on participation, engagement, and outcomes is systematically collected and reviewed. We will refine our use of pre- and post-engagement measures to better understand changes in young people's awareness, confidence, and aspirations in engineering and technology.”

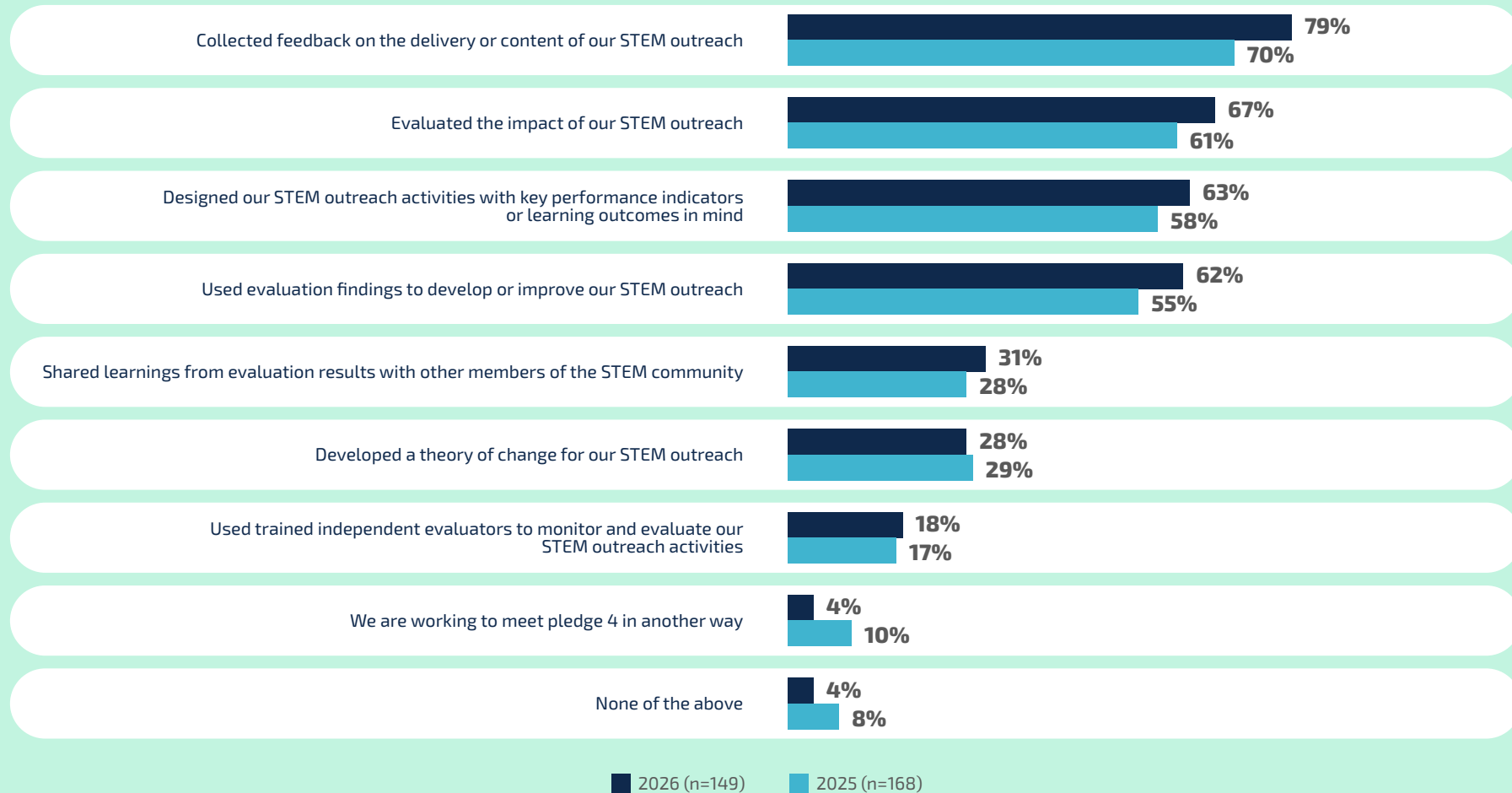
You could...

- Check out the resources and content from [The Code explores... evaluating STEM outreach](#) series including a webinar around choosing an evaluation approach that matches the scope, depth and methods of evaluation to the size, stage and purpose of your activity
- Develop a theory of change and use [this webinar](#) as a guide to help you
- Review your surveys: Use [EngineeringUK's free evaluation tool](#) to help you write surveys for different audiences and outcomes. It also includes a video tutorial on how to use it
- Share your evaluation findings in [The Code LinkedIn group](#). You can hear about EngineeringUK's 2024/25 evaluations [here](#)



In the last 12 months, has your organisation done any of the following towards meeting

Pledge 4: Improve impact?



You also told us...

Making meaningful connections

46% of you said you had connected with other Code Signatories over the past 12 months. When asked to describe how they had connected, many referenced activities such as the [Gender Pathways collective](#) and [Tomorrow's Engineers Live](#).

“Connecting with The Code has directly led to a new partnership with a Code member, and we would hope to repeat this with other new partners in the future.”

Where support can make the biggest difference

In line with previous years, the greatest demand for support was with the Improve impact pledge (**43%**). However new for this year was demand for support with the Inspire connection pledge following closely behind (**34%**), and **28%** said no support was needed.



What you value about being part of The Code

A diverse and collaborative community

“We appreciate The Code's ability to **bring together stakeholders in engineering education and outreach**, helping us to build partnerships with likeminded organisations for the benefit of future engineers. The ability to **bring together different people with different interests in the STEM education space** has shaped what we do, how we do it, and, crucially, how we **springboard off partnerships** to enhance what our organisation does well, whilst supporting other organisations to grow and thrive.”

Resources, tools and shared learning

“Being a member of The Code has **strengthened our outreach work** by giving us access to **high-quality resources, guidance and best practice from across the STEM community**. The Code provides a **wealth of tools and insights** that help us design more effective engineering outreach, supported by EngineeringUK and the wider Code community.”

Staying connected through the year

“It's been beneficial to have the **newsletters and touch points**. I like the fact that now we can **see the new Code members** that join so it **exposes us to organisations we can partner up with** too.”

In the coming year, we will...

1

Create more opportunities for Signatories to connect, collaborate and learn from each other through a range of networking, peer learning and community engagement activities

Strengthen links to wider strategic initiatives, ensuring The Code continues to offer value to all Signatories by connecting them with opportunities to collaborate, influence and contribute to sector-wide change, alongside access to resources and guidance

2

3

Support continuous improvement across the Code community. We'll share practical insights, evidence, and approaches in priority areas such as evaluation and sustained engagement



TOMORROW'S ENGINEERS --- CODE

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INSPIRING FUTURES TOGETHER

www.engineeringuk.com/thecode

