

Growing the number and diversity of the future manufacturing workforce



Make UK and The Tomorrow's Engineers Code - in partnership with EngineeringUK, are working together to increase the diversity and number of young people entering engineering careers in manufacturing.

The Code provides the chance to share ideas and learn from others to increase the diversity and number of young people entering engineering careers.

The Tomorrow's Engineers Code is designed to be flexible so it can support organisations from SMEs to large multinational companies and more.

Any organisation with UK operations that funds, designs and/or delivers engineering-inspiration activities are invited to become a Signatory. It's free to become a member of this community and any organisation not meeting the criteria above, can join as a Supporter.

It is shaped around 4 pledges: inspiring connection, driving inclusion, showcasing engineering, and improving impact. Organisations contribute at whatever level of ambition is relevant to them.

What an SME member of Make UK said about The Code

Established in 1969, Aldermans is a family run business and is one of the South West's leading metal fabrication experts.

Aldermans employs approximately 50 people and specialises in sheet metal fabrication and fabricated steel products, underpinned by 50 years' experience in tool making, precision engineering and press work.

"We are incredibly proud of the work we are doing with young people in our community. Using the 4 pledges of The Code has provided us with a practical framework so we understand and recognise our achievements. This inspires us to do more"

Karen Friendship, Managing Director, Aldermans

How Aldermans contributes to the 4 pledges of The Code

Inspiring connection

The commitments:

- Working with local education providers to facilitate meaningful work experiences
- Hosting factory visits for young people to demonstrate engineering and inspire career choices
- Providing mentoring opportunities for engineering undergraduates planning their career
- Supporting young people's engineering events and competitions to inspire future generations into engineering – by exhibiting at events, participating on a judging panel, or mentoring

How?

- Mentoring a University of Plymouth Mechanical Engineering student
- Providing work experience to a student studying at Plymouth College who plans to study engineering at university
- Collaborating with City College Plymouth and UTC Plymouth on future design engineering projects, including visits, and exhibiting at open mornings
- Participating in a virtual schools event organised by MVV Environment Devonport Ltd and Exeter Science Park

Driving inclusion

The commitments:

- Promoting engineering as a career for all and encouraging women to consider engineering – led by Karen Friendship, Managing Director at Aldermans
- Welcoming apprenticeship applications from all who have an ability and passion for engineering, not just academic high-achievers

How?

- Joining a video project for City College Plymouth celebrating International Women's Day
- Providing 2 Kickstart placements, one of which progressed to a 4-year engineering apprenticeship scheme



Showcasing engineering

The commitments:

- Showing an authentic view of working in engineering - images on the website and other marketing materials are of staff members undertaking real jobs
- Respecting and showing the full diversity of staff on Aldermans' marketing
- Including case studies on the website that show the real-world impact of Aldermans' work
- Company communications showing the wide range of engineering technologies and processes at the factory - demonstrating the diversity of opportunities within metalwork engineering
- Including 'day in the life' profiles of apprentices and senior staff members - providing insight into career development at various stages
- Publicising other engineering technologies adopted as a company, or by customers in order to demonstrate the broader role of engineering in the world

How?

- Updating the website making sure the newest members of staff are incorporated, including apprentices
- Publicising adoption of electric charging points and an electric bike

Improving impact pledge

The commitments:

- Seeking quantitative and qualitative feedback on the activities Aldermans undertakes to measure outcomes. Enabling a focus on activities most likely to achieve a long-term impact
- Considering alternative frameworks for measuring impact for understanding outreach effectiveness

How?

- Monitoring views, likes and shares of videos and social media posts relating to apprenticeships



To find out more about The Code visit code.tomorrowsengineers.org.uk