| **Firm** | **Proportion of female engineers and scientists (In the UK)** | **Initiatives to encourage women to pursue technology-related careers** |
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| ***Defense & Aerospace*** |
| **BAE Systems** | 8% of engineering workforce, and 5% of the senior executive engineering community.9% of engineering apprentice recruits, and 15% of engineering graduate recruits. “These figures are better than the national averages, which report around 5% of engineering apprentices and 8-12% of undergraduate engineers as female”. | Schools roadshow aimed at children in the last year of primary school and first two years of secondary school and is meant to challenge stereotypes about STEM before children decide on their GCSEs. Roadshow comprises a piece of theatre (with a female lead) and a practical workshop.Support a residential workshop run by the Smallpiece Trust for year 9 pupils and encourage female participants to apply by targeting girls school.Started a sector-wide project on “Women into Engineering” led by Rolls-Royce. This aims to engage girls in STEM by involving business female mentors and a mixture of school based activity and Outward Bound based projects.Set up mentoring programmes to accelerate the development of high potential women.Set aspirational targets to increase gender diversity in leadership ranks. |
| **Rolls-Royce** | 15% of all employees. Within engineering function, 9.1% of the staff. Women also represent 15.5% of the Engineering Early Career and Leadership High Potentials. | 70 of its STEM Ambassadors are female.Various workshops and programmes, e.g. outward bound programme mentored by female apprentices, a specific workshop on “engaging females in engineering” targeted at young women.Week long residential programme at sites near all UK facilities targeted at year 9 female students.Founding members of the Large Engineering Employers Apprenticeship Consortium (LEEAC) which aims to double the number of female apprentices in LEEAC to 14% by 2015. |
| ***IT-related*** |
| **Google** | Refused to release figures on the proportion of female engineers, citing confidentiality. | A number of Google employees have taken part in a scheme to mentor female students studying computer science or related degrees. Over 200 students from 46 UK universities applied.Anita Borg Scholarship – flagship scheme for women in computer, has helped over 800 female technology students to the tune of $2.4 million since it began.As part of its internal programme to support women – Women@Google – last year, convened a Global Summit for women which brought over 100 senior female leaders from various Google divisions and locations together. |
| **Microsoft** | Refused to release figures on the proportion of female engineers, citing confidentiality.However, claims that the number in IT professional roles is “significantly higher” than the national average of 14%. | Area VPs and GMs are accountable for increased quality gender diverse recruitment. Managers’ mandate is to ensure that every succession slate has at least 1 woman and to ensure that interview teams include at least 1 woman. |
| **ARM** | 5% of those in engineering, but none of these are in senior management. No women among the “Fellows” which are the most senior technical specialists and represent the top 1% of technical staff. The percentages are higher outside the UK, especially in India. | Encourage women to apply and try to have female candidates interviews by women.Main challenge is the number and quality of female job applicants, as very few pusue electronic engineering or computer science and of those that do, many leave for other professions.Says that most initiatives that directly address the issue are clearly failing at a national level and make little difference. The most effective means would be role models and TV commentators or presenters who make the subject seem sexy and exciting. |
| ***Oil & Gas*** |
| **BP** | (Across global organisation) 15% of Group Leaders; 25% of managers and 29% of all employees.2011 intake: 20% of UK graduate recruits into engineering roles and 42% of those into science roles were female. | Building a relationship with Interconnect, a Scottish group focused on women in STEM careers, e.g. networking sessions and site visits.Pangbourne facility will host engineering events targeted at female engineers at Bath university.Creating a global womens’ network where women can share experiences and learn from each other.Focusing on diversity in talent reviews to ensure that women with potential are recognised and supported. |
| **Shell** | 18% of those in engineering and technical roles.In 2010, 23% of the technical graduate intake; improved to 29% by 2011. | Support the “Girls in Industry” programme, with a selection of girls in years 5 and 6 spending two weeks at Shell.In Scotland, a pilot programme at Banaff and Buchan Academy where there is a girls only class encouraging girls to take science.Supports Women in Science Engineering and Technology (WinSET) societies in UK universities.Active Women’s Network which offers mentoring and networking.Named in The Times top 50 employers for women for the last two years. |
| ***Vehicle manufacturing*** |
| **Ford** | Ford of Britain Board – 14.3% (one member)IT – 16.7%Product development – 6.2%Manufacturing – 4.5%Engineering apprentices – 7.2%Dealer apprentices – 13.2% | Flexible Working and Family-Friendly policiesm e,g, telecommuting, job-sharing, part-time working. Salary sacrifice childcare voucher scheme and on-site childcare at the Dunton Technical Centre. Maternity policy offers 100% full pay for 52-weeks, and over 98% of those who go on maternity leave return to work to Ford.Ford WISE prize to recognise exceptional female engineering students.Ford rated as a top 3 employer for gender equality by *Opportunity Now* in April 2009; as a Top Employer for Working Families and Best for Maternity by *Working Families* in October 2010.Supports Computer Clubs for Girls, an initiative created by e-skills UK and funded by DCSF. |
| **Jaguar Land Rover** | 8% of engineering staff, “while JLR believes this to be too low, we believe this broadly matches the supply of engineers coming out of UK universities”“In summary, JLR believes increasing the number of women in engineering is a critical issue which deserves specific attention. If we could get a 50:50 demographic out of our academic system this would potentially have an 80% growth in engineers coming through the system, something we would most welcome.” | Five Education Business Partnership Centres providing learning facilities and resources for children. Outreach of apprentices to local schools targeting girls’ schools as well as other groups under-represented in engineering.Supports “Engineering Network for Women” for undergraduates. Provides women with “significant” opportunities for sponsorship, year long and summer placements and bursaries to support them at university.Teamed up with sector skills council Semta to try to redress the gender imbalance in the organisation. |