

WE ARE A SIGNATORY OF THE CODE

TOMORROW'S
ENGINEERS
CODE

Supporting Tomorrow's Engineers

The Tomorrow's Engineers Code is a commitment to work toward common goals, or pledges, to increase the diversity and number of young people entering engineering careers.

To support the Code, we have made the following commitments:

Inspiring Connection

Our commitments:

- We work with local education providers to facilitate opportunities for meaningful work experience.
- We host student visits at the factory to demonstrate engineering in practice and inspire career choices.
- We provide mentoring opportunities for engineering undergraduates planning their career.
- We support young people's engineering events and competitions to convey the excitement and opportunity of engineering – for example, by exhibiting at events, participating on a judging panel, or mentoring teams.

In 2021 we fulfilled these commitments by:

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

Find out more about the Code at:
code.tomorrowsengineers.org.uk

Driving Inclusion

Our commitments:

- We actively promote engineering as a career for all. We particularly encourage women to consider engineering (an approach led personally by our Managing Director). We do this by hosting our own events; and supporting the initiatives of other local employers, education providers and industry groups.
- We participate in the Government's Kickstart scheme to provide work placements for young people at risk of long-term unemployment.
- We welcome apprenticeship applications from all who have an aptitude and passion for engineering, not just academic high-achievers.

In 2021 we fulfilled these commitments by:

- *Participating in a video project for City College Plymouth to celebrate International Women's Day*
- *Providing two Kickstart placements – one of whom has now progressed onto a four-year engineering apprenticeship scheme.*





Showcasing Engineering

Our commitments:

- We always show an authentic view of working within our engineering business, so our images are of real staff members undertaking real jobs. We respect and show the full diversity of our staff team in our communications.
- We include project case studies on our website to show the real-world impact of the work we undertake.
- Our company communications show the wide range of engineering technologies and processes at our factory, to demonstrate the diversity of opportunities within metalwork engineering.
- We include 'day in the life' profiles of apprentices and senior staff members to provide insight into career development at various stages.
- We also publicise other engineering technologies that we have adopted as a company, or that our customers are using, to demonstrate the broader role of engineering in the world.

In 2021 we fulfilled these commitments by:

- Including newer members of staff on our team profile on the website, including previous apprentices.
- Publicising our adoption of electric charging points and an electric bike
- Including photos of all our staff teams in our Christmas video



Improving Impact

- We will seek quantitative and qualitative feedback on the activities we undertake, in order to measure outcomes. This will enable us to focus on activities most likely to achieve a long-term impact.
- We will consider broader ways of measuring impact and collaborating with frameworks to contribute to broader understanding of effectiveness.

In 2021 we fulfilled these commitments by:

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




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