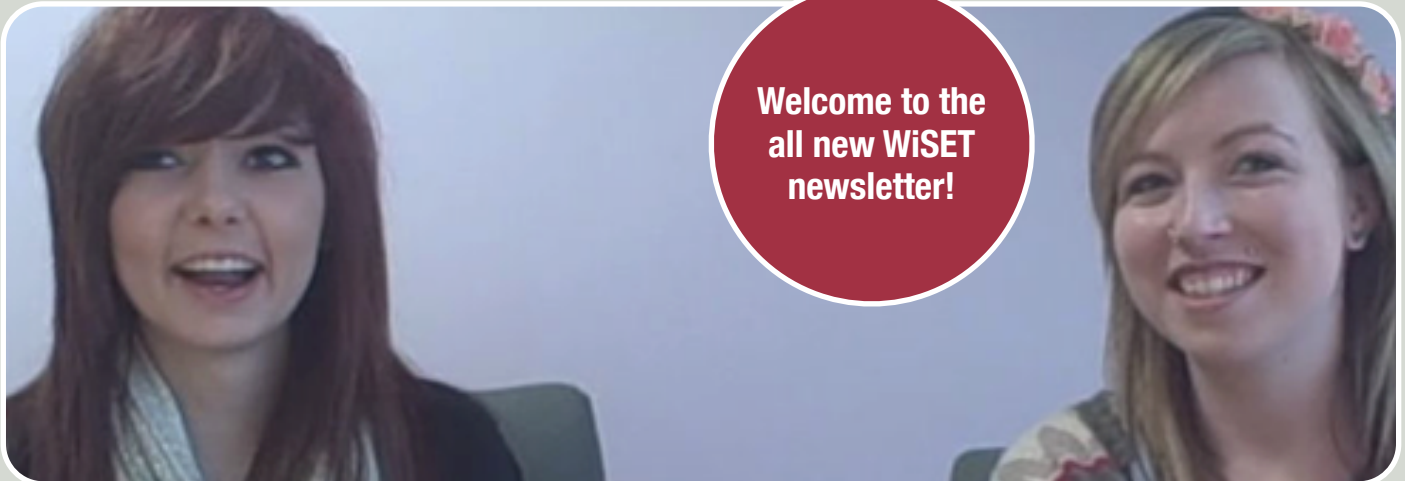


Autumn/Winter 2011

WiSET NEWSLETTER

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- HerStory: the new section of the WiSET Website
- WiSET work experience
- STEM Returners
- The STEM Equality and Diversity Toolkit



HERSTORY - INSPIRING ENGINEERS

The brand new section of the WiSET website profiling real-life female engineers designed to encourage girls and women to consider careers in the sector.

HerStory - Inspiring Engineers is a brand new section of the WiSET website designed to provide a real flavour of engineering to encourage girls and women to consider careers in the sector. The thinking behind the resource is to provide a 'one-stop-shop' with information of interest to women and girls who want to know more about the many different types of engineering. Much of the information is in the form of short video clips, some of which involve school students interviewing female engineers. The resource features information about different roles and routes

including apprenticeships, personal stories illustrating different careers, and perspectives of women and girls studying and those hoping to study engineering. *HerStory* also includes views from women working in different fields, employers in the sector, lecturers and tutors delivering engineering courses, and there is an opportunity to find out about the benefits of Professional Body membership and Chartership. This new resource has been funded by the Royal Academy of Engineering and HESTEM and will be completed by December 2011.

Pictured above: School student, Holly Wilson (left) interviews Elli Green, automotive engineering student, about her experiences of studying and her hopes for the future



Visit: WWW.WISET.ORG.UK

Return to STEM course participants: Nancy and Aisha

The WiSET team have a strong track record of providing courses and securing work experience placements for women wishing to return to careers in Science, Engineering, Technology and the Built Environment. Our latest departure, 'Return to STEM', resulted in nine women from across the UK representing a wide range of STEM disciplines, attending the University over a three month period with the joint aim of getting back to work in their chosen field. Both Nancy Cutinha and Aisha Tajudin (pictured) from the course are engineers, and they were lucky to be offered work experience placements with local Steel company, Firth Rixson. Nancy has now been offered a permanent role with the company using her background in Process and Chemical Engineering, and Aisha is using the technical and report writing skills gained through her placement to apply for jobs as a Power Systems Engineer. We intend to run similar courses in the future, and welcome enquiries. To find out more about Nancy and Aisha's experiences, visit the *HerStory* section of the WiSET website at www.wiset.org.uk



Nancy
Cutinha and
Aisha Tajudin

FIRTH RIXSON METALS SUPPORTS THE WiSET TEAM

One of the events during **Global Manufacturing Week- Sheffield** was a celebration of Women in Enterprise held at the Cutler's Hall. Members of the WiSET team attended the event and were delighted to hear Elinor Oldroyd, General Manager at Firth Rixson Metals, telling the audience that her company welcomed requests for work experience placements. Within a very short space of time (minutes in fact!) a couple of placements had been agreed, and women from WiSET's Return to STEM course were able to access

the valuable up-to-date experience and confidence boost that they so needed to help them return to the workplace. Staff at Firth Rixson have been a wonderful source of support and inspiration to WiSET, recognising the value of developing a more diverse workforce, and understanding that this can only be achieved through a range of initiatives and activities. They were also happy to host a visit from our work experience student, Guneet Kohli, and to contribute to our *HerStory* web resource where you can hear an interview with Deborah Rees, HR Manager.

'We are really pleased to be able to offer an opportunity for work experience for women returning to work in engineering and manufacturing' **Deborah Rees, Firth Rixson**



Guneet Kohli
talking to Deborah
Rees at Firth
Rixson

WiSET'S WORK WITH EMPLOYERS

The team has developed expertise in supporting employers wishing to recruit more women into the science, engineering and technology sectors. Our strength is in offering tailored support to organisations who have varying levels of experience of promoting gender equality. Employers are often aware of the business benefits of a diverse workforce and want to find out how they can recruit and retain more girls and women. Please get in touch if you think we can help you.

GUNEET'S WiSET WORK EXPERIENCE

I approached the WiSET team to help me gain work experience in engineering in summer 2011. I wasn't sure which branch of engineering I would be interested in, but thanks to the team at Sheffield Hallam, I was able to gain first-hand experience in engineering careers from electrical to aerospace.

I thoroughly enjoyed my first week of work experience, where I took part in hands on activities from working on a race car with Formula Student, to taking part in a car maintenance class, where I learnt how to change the oil filter efficiently. I was also able to use some of the software that is crucial to engineers, such as Computer Aided Design, ProEngineer and Laser Machines. However the highlight of the week was being able to take off, fly and land a plane using the engineering department's flight simulator. Whilst having a great time during the first week, I also learnt a lot more about different fields of engineering, and also learnt that I enjoy the mechanical aspects of engineering more than

the electrical. This has helped me in lots of ways as I can now focus on this aspect of engineering.

The second week with the WiSET team was just as good as the first, as I was able to see engineers at work at Firth Rixson and Rolls Royce. This was a great opportunity for me to talk to some engineers about their careers and paths into engineering, from apprenticeships to completing university degrees. I also used this week to do some personal research into women in engineering, and was surprised at how low the figures for women in these careers are, with the lowest percentage of women in engineering coming from the UK. The highlight from the second week and the whole placement was a visit to RAF Cosford, where I was able to watch engineers working on planes such as the Red Arrows, and learn more about careers as engineers in the RAF. On this visit I was also able to talk to girls my own age who are also interested in engineering, which I had not been able to do beforehand.

I cannot thank the WiSET team enough for organising a fantastic work experience placement, which has really helped me gain insight into being an engineer, and the different places engineering can take you.



UKRC and WISE Update

UKRC

Although the government funding for the UK Resource Centre for Women in SET has been cut, the UKRC are and will continue to remain an active promoter of gender equality for women in SET. WiSET at SHU will remain a partner and the UKRC, based at Bradford but operating across the UK, will provide a central source of expertise, evidence and best practice to influence change in the gender balance of the science, engineering and technology workforce to support business growth and the lifetime earnings and career aspirations of women.

Visit the website at www.theukrc.org to find out more about the services available.

WISE

The WISE Board have agreed to move the WISE campaign to the UKRC, and while WISE branding will be maintained, the two campaigns will be under the same umbrella. Visit the WISE website www.wisecampaign.org.uk for more information.

PLANNING THE WORK EXPERIENCE

WiSET has established a national reputation for expertise in STEM work experience placements. We welcomed Guneet to the team for 2 weeks in July 2011 and followed our own guidelines about organising a STEM placement to ensure that the key elements were included:

- A structured programme negotiated with Guneet before her arrival
- An induction which included allocation of an agreed project
- Regular hands-on activities and industrial visits
- Meeting positive role models, including female engineers
- Completing tasks which resulted in a CREST Award (Silver in this case)
- Undertaking some research and career thinking/planning
- Presenting the outcomes of her project to the team

Please contact us if you are a work experience organiser and would like help organising a STEM placement

ROLE MODELS

Role Models and Good Practice: Science Council Report

Pat Morton recently prepared a report for the Science Council about Role Models and Case Studies in STEM to identify examples of schemes that illustrate Good Practice for use with young people to promote STEM careers. This was part of the follow up to the Science for Careers Expert Group funded by government. The report emphasised that role models are only part of the story in the campaign to promote STEM to young people, but that case studies and role model schemes can play an important role in widening subject

and career choices. To download the report, go to:

www.sciencecouncil.org/content/role-models-and-case-studies-report

If you would like to bring STEM role models into school, or find out more about STEM Ambassadors – email us at wiset@shu.ac.uk and someone from the STEM team will get in touch.



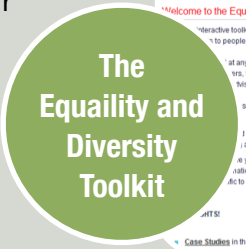
Do you know someone who could be a great role model for young people?

STEM EQUALITY & DIVERSITY TOOLKIT

One of the great things to come out of the STEM Subject Choice and Careers project is the online toolkit...please check it out and tell us what you think. It has been developed for anyone developing teaching resources, or working in careers, or enrichment providers, or work experience providers. - and offers pointers to all sorts of

resources across all strands of equality and diversity. Please find the Toolkit at:

www.stem-e-and-d-toolkit.co.uk



LET US KNOW YOUR STORY...
If you want to shout about something you have done to promote Equality & Diversity or Widening Participation. You might be a careers adviser, a teacher or an employer... we would like to hear your stories...or perhaps you would like to share your own career experience in a case study for our website www.wiset.org.uk so other girls and women can be inspired or encouraged.

We have lots of experience in developing innovative solutions to the challenges of occupational segregation or promotion of equality and diversity. We welcome enquiries from those who share our interests. If you would like to discuss or develop a proposal, draw on our services or work in partnership with us, we would like to hear from you.



LEARN MORE ABOUT THE WORK WE DO ON OUR WISSET WEBSITE
www.wiset.org.uk



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