

EQUATE Scotland

For Women in Science, Engineering & Technology



SCOTLAND'S CHALLENGE

Scotland has a world class reputation for innovation and research in science, engineering and technology. These key areas of the Scottish economy have enormous potential for growth.

The challenge for Scottish businesses is to maintain a skilled workforce when faced with an ageing population, skills shortages and increased competition for qualified workers.

Talented apprentices, high calibre graduates and experienced staff are essential to business success and economic prosperity.

Science, engineering and technology provide exciting, well paid and challenging careers. Yet fewer women than men choose to work in these fields and those that do are more likely to leave at key points in their career. Women are under-represented at every level in these areas in both education and employment.

This 'leaky pipeline' effect results in a loss of talented female scientists, engineers and technologists: 73% of women with these qualifications are no longer employed in related occupations.

This reduces the pool of talent available to Scotland's industries and curtails the career aspirations and earning potential of many of Scotland's brightest women.

Scotland's challenges also bring opportunities and Equate Scotland aims to:

- Increase the numbers of women in science, engineering and technology to expand the talent pool available for these sectors
- Work closely with employers to change employment practice and workplace culture to build workforces for the future which are inclusive and diverse
- Enable women to fulfil their potential in these sectors by supporting their recruitment, development and success

Equate Scotland is Scotland's expert in gender equality in science, engineering and technology.

In order to achieve these aims we work with partner employers in industry and academia, as well as public sector bodies and the Scottish Government to create positive changes in employment practices and workplace cultures which benefit everyone. We:

- **Deliver** training and support for women at each stage of their career
- **Offer** employers and business a tailored consultancy to meet their challenges in recruitment and retention and improve gender equality and diversity in the workplace
- **Provide** opportunities for female students to make valuable links with industry through the Interconnect Student network – the UK's only student network for female STEM students
- **Organise** industry placements for female students with progressive employers throughout Scotland

As specialists in the Scottish Further and Higher Education sector we are uniquely placed to support Scotland's education institutions to recruit and retain female staff and students in science, engineering and technology, providing consultancy to achieve Athena SWAN Awards.



EMPOWERING WOMEN

At Equate Scotland, we make a positive difference for women in science, engineering, technology and the built environment.



FEMALE TALENT

IMBALANCES RIGHT ACROSS THE BOARD

Gender segregation in the workplace is not just an issue at entry level, it's a concern at every step of the career ladder - up to board level where highly skilled women's talents are not represented. Even in new industries such as life sciences, renewables and IT where there are the greatest opportunities, the imbalance continues.

Progressive businesses realise that long term sustainability and success depend on providing equal and diverse workplaces. Getting more women into growth sectors and utilising the skills and talents of those already working in these

fields is a priority for forward thinking companies that want to grow their business. By accessing all the available talent through fairer workplace policies and cultures brings benefits not only to women but to the whole workforce.

EMPOWERING WOMEN TO REALISE THEIR CAREER ASPIRATIONS

Research has shown that whilst women have the ability and skills they may lack the confidence to progress to their full potential. At Equate Scotland we aim to address the under representation of women in these sectors enabling them to achieve their career goals.

CAREER DEVELOPMENT

We have a programme of events and courses across Scotland which enables women to become more positive and confident to make informed career decisions. Whether women are starting out in careers, returning after a career break or applying for a senior position we're here to help.

Our courses and coaching programmes are tailored to ensure women's careers stay on track.

Short courses:

- [Assertiveness in the workplace](#)
- [Get SET for Business](#)
- [Returning to work](#)
- [CV's, Applications and Interviews](#)
- [Sticky Floors and Glass Ceilings](#)
- [Media Skills](#)
- [Change: Realising your strengths](#)

COACHING FOR SUCCESS PROGRAMME

The coaching for success programme is an excellent opportunity for high quality subsidised coaching.

The series of individual coaching sessions is aimed at women who would like to access support to help them progress their careers – whether they are seeking a promotion or aiming to establish themselves at management level or are looking to return to work after a career break. We also work in partnership with employers to set up coaching programmes within their organisation.

"It's been a great resource to be able to attend the career development workshops. Sometimes you can get so focused on your job, opportunities that can enhance your career can often be missed."

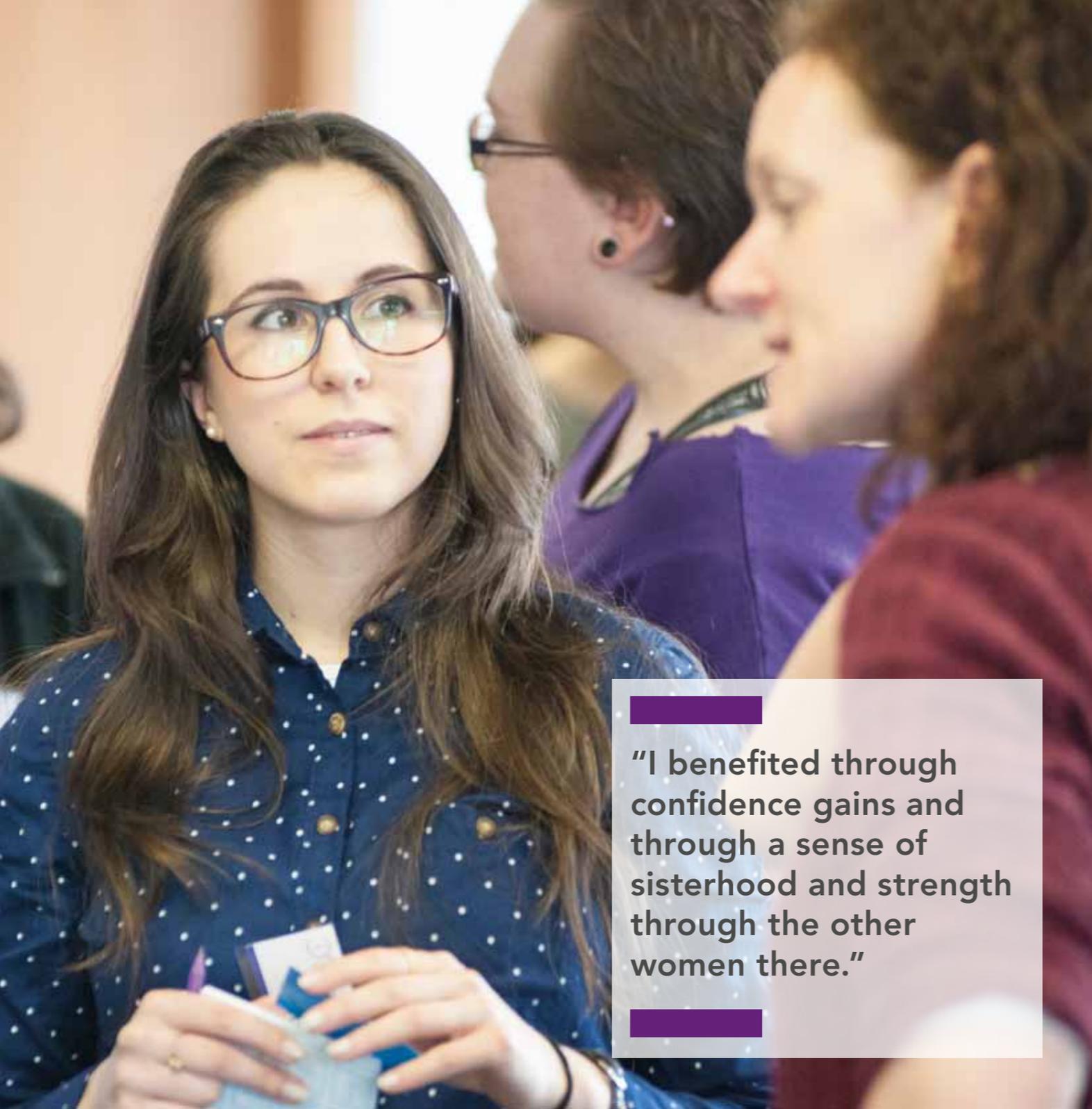


CAREER CLINICS

The competing demands of everyday working and family life can make it hard for women to take a step back and reflect on where their careers are heading, keeping CV's up to date, or preparing for an interview or promotion. Our career clinics offer objective and bespoke help, with advice or support on a one-to-one basis.



"Engaging with Equate made me realise that I am not isolated in my journey to achieving a career in SET. The advice was tailored and relevant to women who want to develop their careers in SET. It made me realise how this desire to work can fit into my life as a woman and a mother."



"I benefited through confidence gains and through a sense of sisterhood and strength through the other women there."

interconnect

INTERCONNECT STUDENT NETWORK

Interconnect is the only network for women studying science, engineering, technology and construction at Scotland's Colleges and Universities.

We give students the opportunity to meet like-minded women studying similar subjects. This reduces the isolation they can feel being in a minority on their course.

Interconnect also organises events which allow students to network with professional women working in their chosen field.

In conjunction with students, employers and institutions, we run Interconnect events across Scotland to:

- provide an insight into industry through workplace visits which enable students to see what it is like working in their chosen field
- enable students to build links with industry and understand what skills and experience employers are looking for
- bring students together to network with female professionals as role models
- develop students' skills and enhance their CV's



"Being part of the Interconnect network has really opened up a lot of doors for me. I've met some amazing women in industry and also networked with other female STEM students. Organising a networking event helped me secure a summer work placement with Skyscanner. Employers are interested in my experiences with Interconnect and it enhances my CV. I'd really urge every female student to get involved and be part of the Interconnect network."

*Chelsea Sievewright,
Technology Student,
University of Abertay*

STUDENT PLACEMENTS

CAREERWISE PLACEMENTS

Our CareerWISE programme aims to encourage more girls and women to consider science, engineering and technology careers.

We achieve this by providing female school pupils and students with information on the types of career opportunities and the route into these sectors through work experience and paid work placements.

Students from Scottish Universities undertake meaningful paid work placements within some of Scotland's high growth industries including oil and gas, life sciences and IT. Placements augment learning by enabling students to gain vital workplace skills and experiences,

ultimately increasing employability and helping to make the transition from education into fruitful careers.

EMPLOYER OF CHOICE

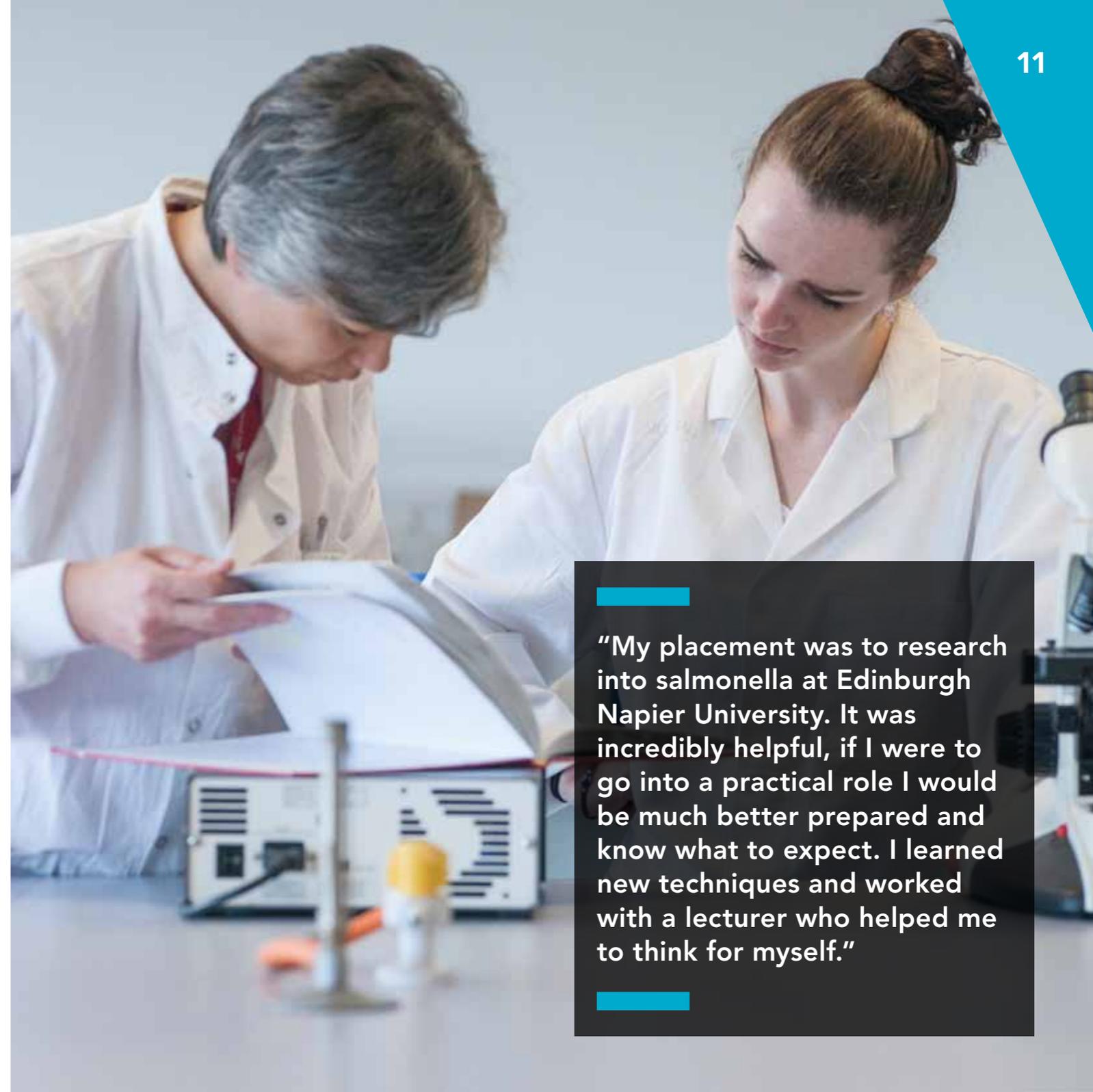
The CareerWISE initiative provides a unique opportunity for employers who recognise the benefits of gender diversity.

It helps employers promote themselves to Scotland's female talent pool and position their organisations as an employer of choice, whilst establishing connections with higher education establishments. It also provides an opportunity to embed good practice in attracting and recruiting female talent.



"As an employer in the technology environment it is very difficult to find female employees with the relevant skills. I am keen to take student placements as it improves our presence within Universities, so hopefully it is easier to recruit graduates and feed them into our development team. We'd definitely like to continue to encourage female computing students to reduce the skills gap and address the gender imbalance in our industry."

Chris Ellis, Chief Technology Officer, Computer Application Services



"My placement was to research into salmonella at Edinburgh Napier University. It was incredibly helpful, if I were to go into a practical role I would be much better prepared and know what to expect. I learned new techniques and worked with a lecturer who helped me to think for myself."

EMPLOYERS

We know attracting and retaining skilled staff is a challenge for many employers.

Scottish employers are faced with the difficulty of recruiting and retaining skilled employees. There are skills shortages in all of Scotland's growth sectors and competition for attracting the best engineers has never been higher.

We work with employers in industry to develop a workplace culture which meets both their business needs and the aspirations of all their employees – giving them the ability to attract the best talent and retain experienced staff.

WE HELP EMPLOYERS

Recruit the best talent through:

- engagement with our student Interconnect network and work placement programmes to connect with career entrants
- advising them on recruitment practices and processes to widen the pool of available talent

Retain experienced staff through:

- creating an equal and family-friendly working environment that benefits all employees
- addressing the challenges of unconscious bias, managing flexible working patterns and helping employees achieve a good work/life balance
- embedding equality practices through training in gender awareness, equality and diversity, unconscious bias
- developing a women's network to support their female employees
- enhancing women's careers through our development courses and coaching services

SCOTTISH UNIVERSITIES

Equate Scotland is the leading expert in gender equality in Higher Education in Scotland. We enable institutions to create a more diverse workforce and support women studying and working in academia.

Almost three-quarters of Scotland's Universities have used our experience and expertise to help design and implement their action plans and applications for Athena SWAN Awards. Our expertise is recognised through our participation in Athena SWAN assessment panels.

How we can help:

- **Act as consultants** for action plans and Athena SWAN applications
- **Facilitate workshops** where organisations can explore good practice with others at similar stages in the Athena SWAN process
- **Facilitate focus groups** to identify and develop ideas for action
- **Deliver** unconscious bias workshops and gender awareness training to all organisations

"We've been working with Equate to advance gender equality in our organisation and we've greatly appreciated the valuable support and expertise they provide. We've set up a partnership coaching programme to help achieve a better gender balance in senior posts and we're pleased to see very positive feedback on this."

WORKING TO INCREASE WOMEN IN CONSTRUCTION

Equate Scotland has worked in partnership with CITB, Skills Development Scotland and construction employers to take action to increase the opportunities for women in construction.

How we've achieved this:

- Our work placement project, OnSite, has attracted women to participate in 'hands on' work experience in the construction and building industries, whilst offering tailored advice and support at career entrants' level
- Supporting female college students in pre-vocational courses in construction trades with career advice which builds confidence in their ability

- Building the case for diversity in construction through research and employer engagement
- Established 'the diversity and equality in Scottish construction task group'



"CITB has worked closely with Equate Scotland on the OnSite project to help women considering a career in construction to move on to Modern Apprenticeship programmes through pre-vocational work placements. The team at EQUATE have done a first class job at working with the intake of women and providing them with additional help and support in areas such as childcare and information on career pathways in the construction sector. This has helped to address the gender imbalance in construction."

Phil Ford, CITB

"The support and encouragement that has been offered has helped me continue my search for employment, which at times has felt very lonely and isolated. Being around Equate has given me back my confidence and an increased sense of my own value."



EQUATE Scotland

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UNIVERSITY 


The Scottish
Government


LOTTERY FUNDED