Graduate Engineering Engagement Programme 2025-26

Let's improve #EngDiversity together!

Welcome to GEEP!

The Graduate Engineering Engagement Programme (GEEP) is the Royal Academy of Engineering's award-winning programme which aims **to create a level playing field in the UK engineering industry,** for a profession where the next generation of engineers is empowered to shape their career path & companies become committed to building an inclusive culture in which talent can thrive.

We are delighted to have you as an industry partner on this year's programme.

This pack provides an overview of the volunteering opportunities and D&I Deep-Dive sessions across the year. You do not need to digest everything all at once as we'll be recruiting for each session separately and will provide full briefing details before each event.

We hope that this pack will help you with your planning and enable you to make the most of the programme. The following pages will share the programme timeline and a breakdown of each activity and key dates.

The GEEP runs from November 2025 through to July 2026 and comprises:

Student-facing activities:

These sessions support students to gain a better understanding of the engineering industry and the next steps they would like to take in their careers. There are 5 types of activities, each has opportunities for volunteers from your organisation to inspire and support students on their engineering journey.

Mentoring: Volunteers will be matched with a student and provided with full training to guide them through six/seven 1:1 structured online mentoring sessions.

Engineers Explore: Online workshops exploring hot topics in engineering. Volunteers will share their expertise and insights on topics that are particularly relevant today, from chartership to sustainability.

Pathways to Engineering: Focusing on entry routes to engineering, these online sessions enable volunteers to share their personal career journey and tips for making an engineering job application stand out.

Skills Masterclass: Masterclasses allow students to hone their employability skills through interviews, assessment-style activities, and networking. Volunteers will support students in interactive tasks and provide feedback.

Skills Bootcamp: These sessions feature multiple masterclasses in one day to enable students to build their skills rapidly. Volunteers can join for a full day, taking part in multiple activities and building a deeper rapport.

Work experience: We encourage companies to share any available work opportunities with us and, where possible, to create work-exposure opportunities for GEEP students.

Industry-facing activities:

After the success of last year, we will be hosting again a series of D&I Deep-Dives to support industry partners to maximise the impact of the GEEP within their organisations. Each session has multiple slots, providing flexibility for your team and enabling individuals from across the business to participate.

D&I Deep-Dives: These sessions will enable your organisation to explore opportunities to build inclusion, hear from experts of EDI, and connect with other employers to share good practice.

In addition, the Academy will foster open communication with the companies, by hosting open sessions allowing your teams to hear more details about the programme, meet other industry partners, share experiences and ask any questions. In particular, in October 2025 **Kick-off calls** will allow you to get an overview of the programme and ask any questions you may have, while in May 2026 **Mid-journey check-in calls** will allow you to give your feedback on the programme.

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GEEP Timeline 2025-26

Month						Work exposure
October	Recruitment and training for mentors Mid-Sept to mid-Oct			Kick-off presentations 07 & 10 Oct		Work exposure
November	Explore 4 Nov	Masterclass 11 Nov	D&I Deep Dive 1 13 & 18 Nov	Pathways 20 Nov	Bootcamp 27 Nov (Newcastle)	
December	Pathways 2 Dec	Bootcamp 8 Dec (London, Academy)			Masterclass 10 Dec	
January	Explore 14 Jan	Pathways* 20 Jan	Bootcamp 22 Jan (Sunbury on Thames, bp)		Masterclass 28 Jan	
February	Pathways 4 Feb	Bootcamp 12 Feb (Birmingham, WSP)	Explore 18 Feb		Bootcamp 25 Feb (Edinburgh)	
March	Explore 4 Mar	Masterclass 11 Mar	Masterclass x 2 17 Mar (Manchester)		Masterclass x 2 27 Mar (London, Academy)	
April	Explore 14 Apr	D&I Deep Dive 2 Date TBC			Pathways 16 Apr (Bath)	
May	Mid-programme check-in					
June	Pathways 8 Jun	Explore 10 Jun		Masterclass 16 Jun		
July	GEEP graduation 10 July (London, Academy)					

*Event for GEEP Ambassadors only

1. Student-facing activities

1.1 Mentoring (ONLINE over Brightside platform)

→ Mentoring provides students with access to individualised and tailored guidance from an engineer or a person with a deep knowledge of the engineering industry in 1:1 sessions, to power their career trajectory and provide role models.

Volunteer requirements for your company:

You will need to provide:

- Small and medium organisations (under 250 people): minimum of 2 mentors
- Large organisations: minimum of 5 and up to 50 mentors

Each mentor commits to attending a 1.5hour online mentor training session and participating in at least six 45-minute, 1:1 video mentoring sessions (Nov 25 - July 26). Please see the mentor pack for more details.

Mentor recruitment (from Tuesday 16 September 2025, until Thursday 16 October 2025)

We offer training for mentors, with full sessions for new mentors and refresher sessions for returning mentors (we value mentors' time and, if they have already participated in GEEP in the previous year, we propose a shorter training for them).

Mentor training sessions for **new mentors** (mentors pick one to attend, 1hr15 mins each):
- Thu 2 Oct 2025, 06pm–07:15pm
- Tue 7 Oct 2025, 08:30am–09:45am
- Wed 15 Oct 2025, 12:30pm–01:45pm
- Thu 16 Oct 2025, 06pm–07:15pm
- Tue 21 Oct 2025, 12:30pm-01:45pm.

Mentor refresher sessions for **returning mentors** (mentors pick one to attend, 30 mins each):
- Tue 30 Sept 2025, 12:30pm–01pm
- Wed 8 Oct 2025, 06pm–06:30pm
- Thu 16 Oct 2025, 08:30am–09:00am.

In addition to training, this year we are piloting a '**community of practice**' for mentors, that is drop-in virtual chats facilitated by our team where mentors can share tips, challenges, and advice with each other.

Mentor community-of-practice sessions for all mentors (mentors pick as many as they want to attend, 30-45 mins each):
- Wed 3 Dec 2025, lunchtime slots (exact time TBC)
- Wed 11 Mar 2026, lunchtime slots (exact time TBC)
- Wed 13 May 2026, lunchtime slots (exact time TBC).

1.2 Engineers Explore (ONLINE over Zoom)

→ Each session gives students access to the resources they need to fully explore the engineering profession and make informed career choices, with a focus on how engineering is rising to the challenges of the changing world.

During the session, students will:

- Hear about real-world experiences of engineers
- Learn about the practical applications of engineering across different sectors and companies
- Get a taste of how engineering roles are changing and what future careers may look like

Dates of sessions:

Date	Session Theme	Time
Tuesday 04 November 2025	**Sustainability, climate change and quest for net zero:** A priority for all engineering organisations is protecting the planet. This session will showcase how organisations are doing this and help students reflect on how they can be championing sustainability within their career.	3:45-6pm
Wednesday 14 January 2026	**How to make the most of work experience & placements:** Work experiences and placements are valuable opportunities to learn, grow, and build connections. This session will focus on how students can stand out, build strong relationships with colleagues, mentors, and managers, and use these opportunities as a springboard for future career progression. Industry volunteers will share practical approaches and insights to help students make the most of every work experience, no matter how long.	3:45-6pm
Wednesday 18 February 2026	**How to shape your career path using your transferable skills:** Many skills from studies, projects, and activities outside university are valuable to employers. This session will show how to identify these skills and present them clearly to recruiters. Industry volunteers will share examples of how they used their transferable skills to secure roles in engineering.	3:45-6pm
Wednesday 4 March 2026	**The journey to Chartership:** Chartership is an important achievement in the life of an engineer. In this session, students will have the opportunity to explore how chartership is not just a route	3:45-6pm

	to a higher professional standing but also a personal journey that shapes the identity of an engineer.	
Tuesday 14 April 2026	**Building Resilience is a skill** The journey to securing placements, internships, and graduate roles often comes with challenges, whether that's rejections, delays, or the pressure of competition. This session focuses on strategies for staying motivated, bouncing back from setbacks, and maintaining momentum. Industry volunteers will contribute by sharing practical approaches and lessons they have found useful in developing resilience as a skill, offering insights that students can apply to their own journeys.	3:45-6pm
Wednesday 10 June 2026	**What does it mean to be an engineer in emerging sectors?** New industries such as space technology, AI in engineering, and renewable innovations, energy & power, manufacturing & design are creating exciting opportunities for engineers. This session will introduce students to these fast-growing areas and show how to prepare for roles in them. Volunteers will share what their typical working days look like, what projects they are involved in, and some advice for getting started.	3:45-6pm

Volunteer requirements for your company:

You will need to provide:

A designated speaker who will:

1) Bring their niche expertise to the session and speak about the session topic, making the topic accessible and contextualising it within the field of engineering/wider world application.

2) Take part in a short networking session at the end.

This volunteer will ideally be well established in their career to provide students insight into the working life of an experienced engineering professional.

OR

A panellist who will:

1) Provide a brief introduction to themselves, their area of work, and how the session topic intersects with the work they do

2) Take part in a short networking session at the end

1.3 Pathways into Engineering (ONLINE over Zoom & IN-PERSON)

→ These sessions provide access to the resources students need to fully explore the engineering profession and make informed career choices, with a focus on how to

navigate a career journey and successfully secure a role in engineering. We want to show our students that no matter where they start in life, they can find their path to go where they want to be.

During the session, students will:

- Hear about real-world experiences of engineers
- Learn about the diverse routes they can take to enter the field
- Get a taste of how to navigate a variety of recruitment processes

Dates of sessions:

Details	Time
Thursday 20 November 2025 **Sharing career journeys**	3:45-6pm
Tuesday 2 December 2025 **Sharing career journeys**	3:45-6pm
Tuesday 20 January 2026 ***Event for the GEEP Ambassadors only***	3:45-6pm
Wednesday 4 February 2026 **Sharing career journeys**	3:45am-6pm
Thursday 16 April 2026 **Interview the interviewer** **In-person, in Bath**	9:45-1pm
Monday 8 June 2026 **Sharing career journeys**	3:45-6pm

Volunteer requirements for your company:

You will need to provide:

A designated speaker who will speak about their career journey to date. This should include their route into engineering and their area of work, making the topic accessible and contextualising it within the field of engineering/wider world application. This volunteer will ideally be well established in their career to provide students insight into the working life of an experienced engineering professional.

OR

A panellist who will provide a brief introduction to themselves, their area of work, and routes into their roles. The focus of the panel is to demystify the various recruitment processes involved in entering an engineering career.

1.4 Skills Masterclass (ONLINE over Zoom & IN-PERSON)

→ These sessions build participants' employability skills, such as teamwork, and communication, and improve their competencies through the lens of the engineering sector.

There are a variety of topics covered, each designed to maximise student participation and volunteer engagement:

- CV & Applications
- Interviews and Assessments
- Personal Branding (including Networking)

During the session, students will:

- Build their skills
- Build sector knowledge as they progress through the programme
- Create a social capital

Dates of sessions:

Online

Topic	Date	Time	Volunteer roles
Personal Branding & Networking	Tuesday 11 November 2025	3:45-6pm	Group leader & speed networker
CVs and Applications	Wednesday 10 December 2025	3:45-6pm	Group leader
Interview Prep and Mock Interview	Wednesday 28 January 2026	3:45-6pm	Mock interviewer
Assessment Centres	Wednesday 11 March 2026	3:45-6pm	Group leader
Interview Prep and Mock Interview	Tuesday 16 June 2026	3:45-6pm	Mock interviewer

In-person

Topic	Date & location	Time	Volunteer roles
Assessment Centres & Networking (AM) and Assessment Centres & Networking (PM)	Tuesday 17 March 2026 **Manchester**	9:45am-1pm & 1:45-5pm	Group Leader & speed networker
Personal Branding and Networking & CVs & Applications (AM) and Personal Branding and Networking & CVs & Applications (PM)	Friday 27 March February 2026 **London - Academy**	9:45am-1pm & 1:45-5pm	Group Leader & speed networker

Volunteer requirements for the company:

You will need to provide:

- Small and medium organisations (under 250 people):
  - At least 2 volunteers to take part in the online masterclasses
  - At least 2 volunteers to take part in the in-person masterclasses or bootcamps (see below for bootcamps). Volunteers can choose to come together at the same event or to join alone at two different events
- Large organisations:
  - At least 5 volunteers to take part in the online masterclasses
  - At least 6 volunteers to take part in the in-person masterclasses or bootcamps (see below for bootcamps). We suggest 3 volunteers at 2 events, or 2 volunteers at 3 events, since joining as a small group is useful for team building.

Each volunteer will lead a small group of students (2-3 for Interviews, 4-6 for CVs and Personal Branding). Students will work with the volunteer through the structured activity. Resources are supplied to ensure the volunteer can effectively guide the discussion.

In the networking element of the session, volunteers will speak with small groups of students for an allotted amount of time, sharing their experiences and insight to their company and engineering discipline. Participants will rotate around the volunteers.

Volunteers will ideally represent a diverse range of backgrounds, e.g., at different stages in their career, different routes into the sector, from different fields of engineering.

1.5 Skills Bootcamp (IN-PERSON)

→ These sessions are multiple masterclasses in one day. They build participants' employability skills, such as teamwork, and communication, and improve their competencies through the lens of the engineering sector.

There are a variety of topics covered, each designed to maximise student participation and volunteer engagement:

- CV & Applications
- Mock Interviews
- Mock Assessment (Business Case Study)
- Networking Lunch

During the session, students will:

- Build their skills
- Build sector knowledge as they progress through the programme
- Create a social capital.

Date of sessions:

In-person

Date & location	Time	Volunteer roles
Thursday 27 November 2025 **Newcastle**	9:15am-4:15pm	Group leader & Mock interviewer (AM) Speed networker & Mock assessor (PM)
Monday 8 December 2025 **London, Academy**	9:15am-4:15pm	Group leader & Mock interviewer (AM) Speed networker & Mock assessor (PM)
Thursday 22 January 2026 **Sunbury-on-Thames (bp is hosting)**	9:15am-4:15pm	Group leader & Mock interviewer (AM) Speed networker & Mock assessor (PM)
Thursday 12 February 2026 **Birmingham (WSP is hosting)**	9:15am-4:15pm	Group leader & Mock interviewer (AM) Speed networker & Mock assessor (PM)
Wednesday 25 February 2026 **Edinburgh**	9:15am-4:15pm	Group leader & Mock interviewer (AM) Speed networker & Mock assessor (PM)

Volunteer requirement for the company:

You will need to provide:

- Small and medium organisations (under 250 people): at least 2 volunteers to take part in the in-person masterclasses or bootcamps (see above for masterclasses). Volunteers can choose to come together at the same event or to join alone at two different events
- Large organisations: at least 6 volunteers to take part in the in-person masterclasses or bootcamps (see above for masterclasses). We suggest 3 volunteers at 2 events, or 2 volunteers at 3 events, since joining as a small group is useful for team building.

Each volunteer will lead a small group of students (2-3 for Interviews and Networking, 4-6 for CVs and Mock Assessments). Students will work with the volunteer through the structured activity. Resources are supplied to ensure the volunteer can effectively guide the discussion.

In the networking element of the session, volunteers will speak with small groups of students for an allotted amount of time. Participants will rotate around the room.

Volunteers will ideally represent a diverse range of backgrounds, e.g., at different stages in their career, different routes into the sector, from different fields of engineering.

1.6 Work experience

→ We encourage companies to share any available work opportunities with us and, where possible, to create work-exposure opportunities for GEEP students, such as shadowing, on-site visits, or short placements.
There are no fixed deadlines for this; we are happy to co-create opportunities with companies on an ongoing basis throughout the year.

2. Industry-facing activities

2.1 Mid-journey calls, graduation (ONLINE over Teams & IN-PERSON)

→ These Academy-led events are free to attend and will mark the beginning, mid-journey and the end of GEEP. However, participation from the companies is highly encouraged to share experiences and connect.

Dates of sessions:

Topic	Date	Time
Kick-off sessions (online)	Tuesday 07 October 2026 OR Friday 10 October 2026	11am–12pm OR 1pm–2pm
Mid-programme check-in (online)	Calls across May 2026	TBC
GEEP graduation **(In-person, London - Academy)**	Friday 10 July 2026	TBC

2.2 Diversity & Inclusion Deep-Dives

→ We propose a series of interactive diversity and inclusion training sessions for industry partners which will allow you to:

- Reflect on your own D&I practice
- Share experiences and insights with other organisations

We encourage 1-2 representatives from each company to join the sessions. These do not need to be the same representatives; however, they should be people who can bring the learning from the training back into the company. We will share full details on these sessions separately. In the meantime, please diarise the dates below:

Dates of sessions:

Topic	Date	Time
Embedding a Culture of Mentorship within your Organisation (online)	Thursday 13 Nov 2025 OR Tuesday 18 Nov 2025	10am-12pm OR 1pm–3pm
Inclusive Recruitment	Date TBC April 2026	TBC

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If you have any questions, please contact Zakwan Ahmed (zakwan.ahmed@raeng.org.uk).

A huge thank you from the GEEP graduates!