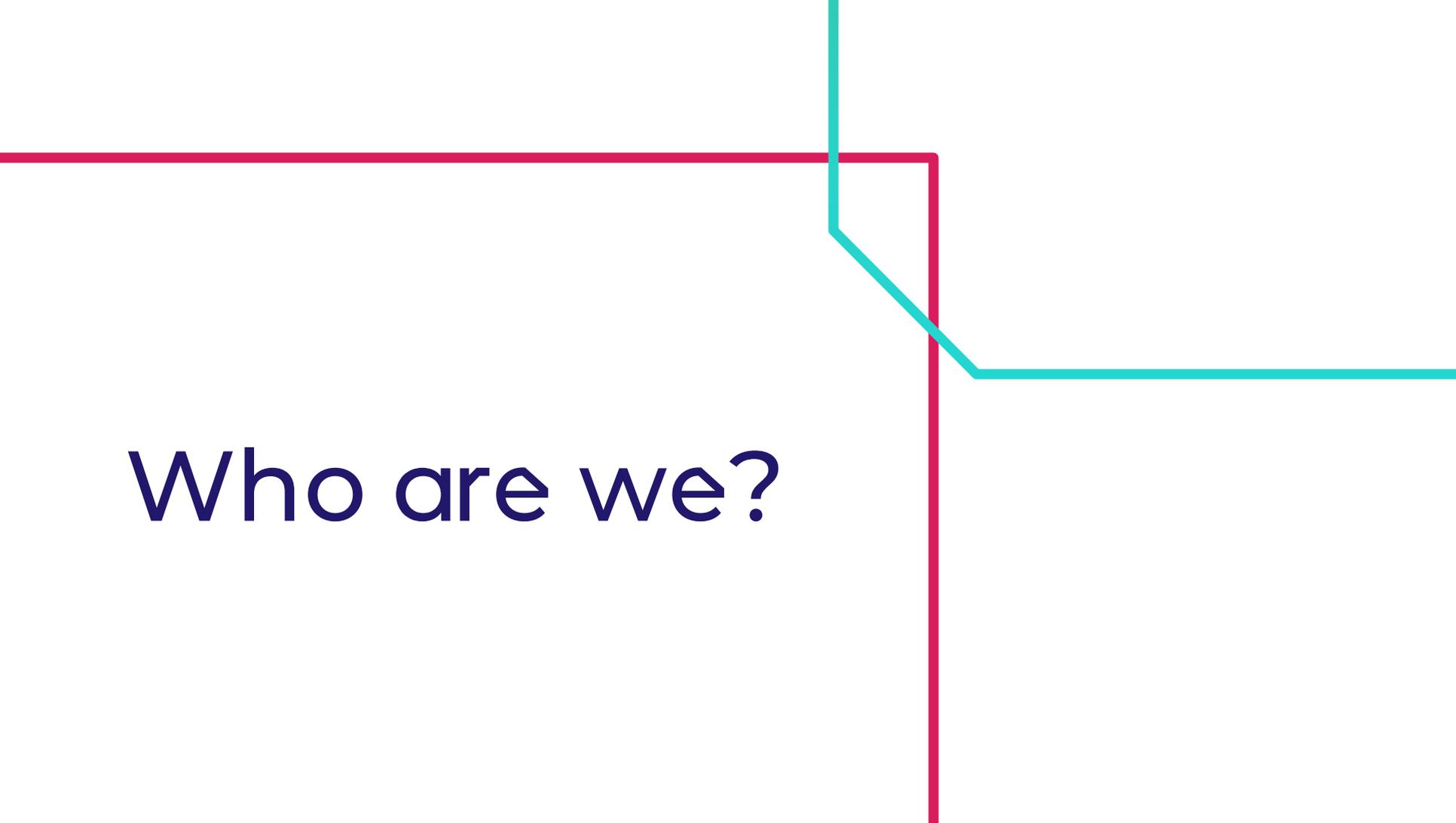


# Graduate Engineering Engagement Programme

UKOPA Conference  
8 October 2025

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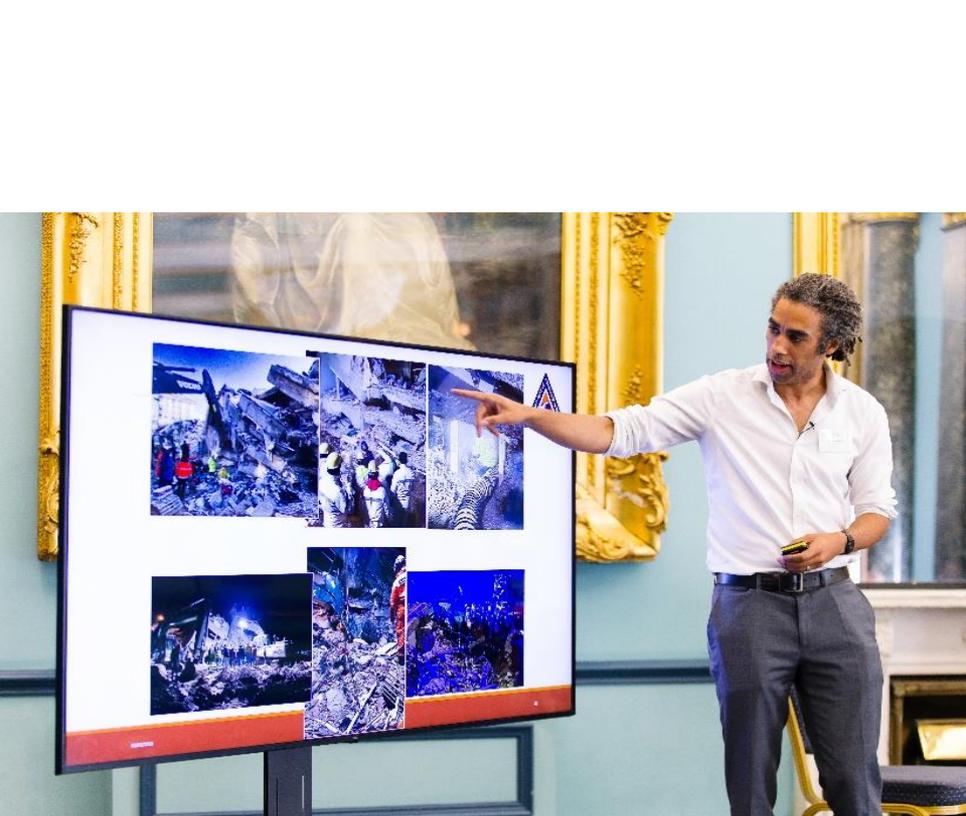
Who are we?





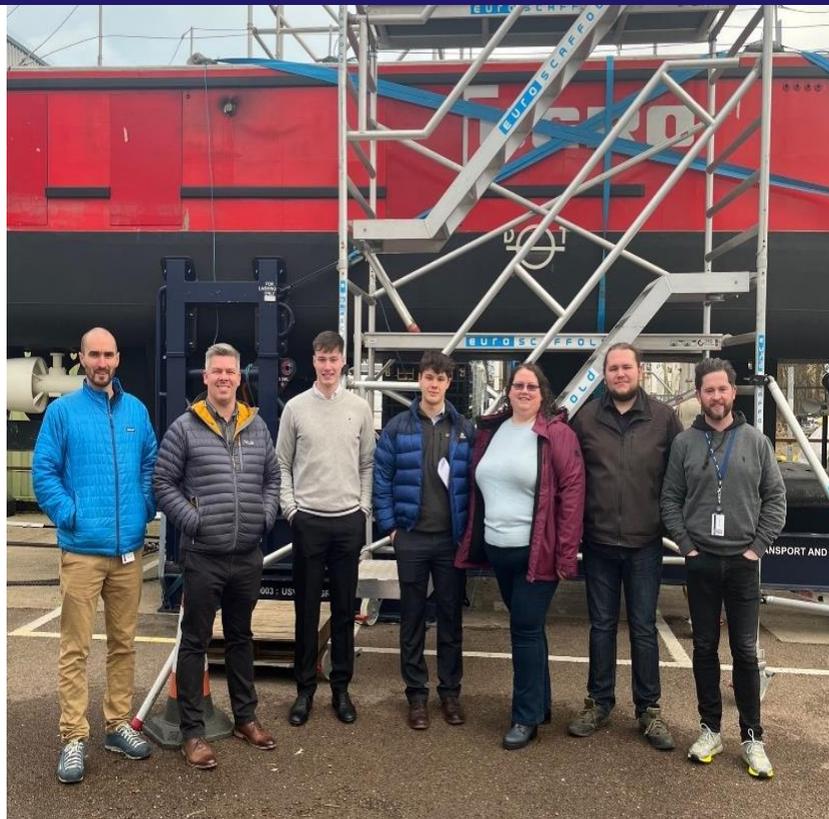














Zoom Meeting

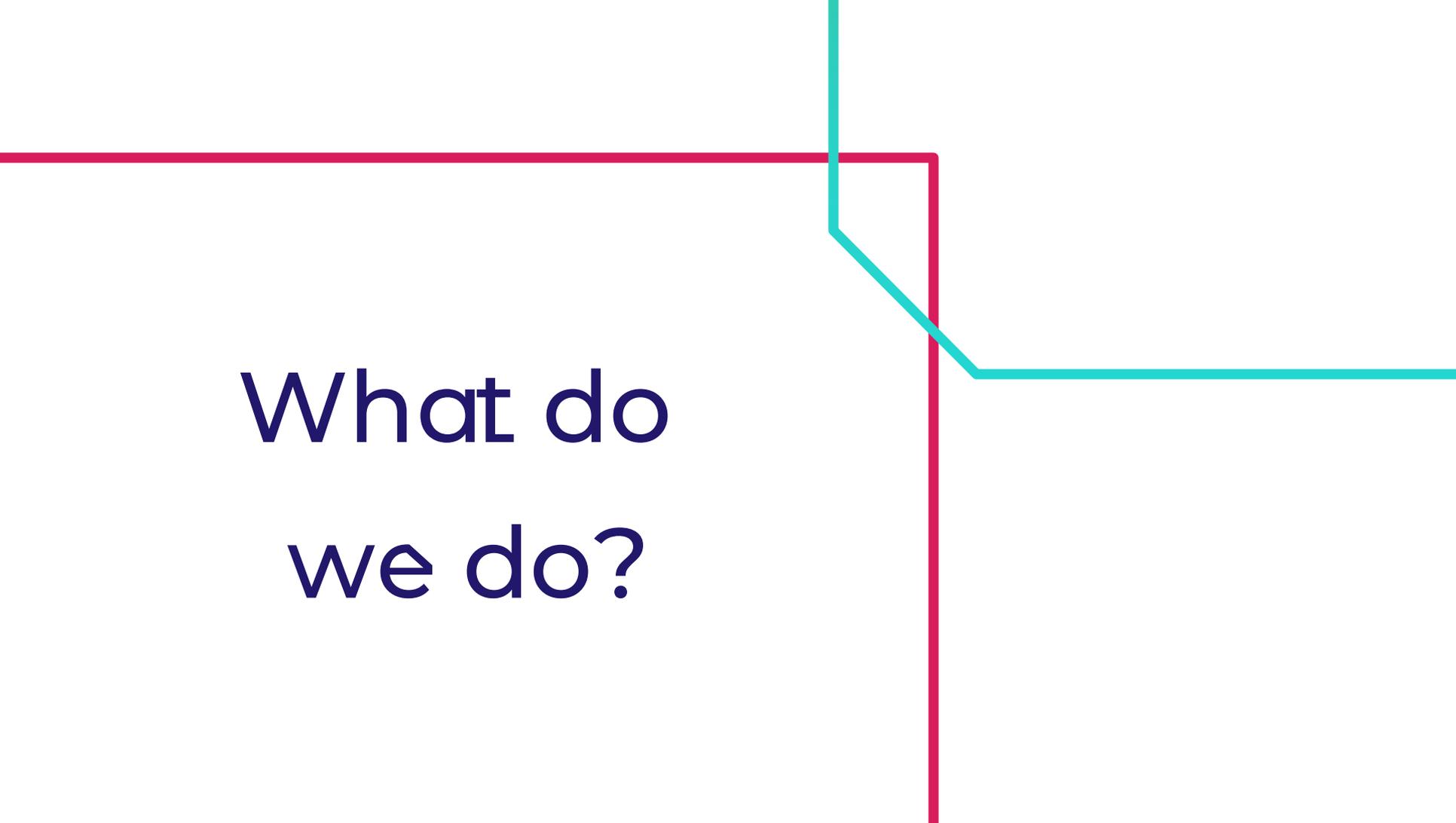
Recording... Sign in View

Shilpa - GEEP team (sh... Daniel Brockman - Fu... Joe - GEEP team Lynsey McEwan - Johnson Matthey Anna National Grid Electricity Transmission Gunay Maria Kalli - MFX Jasper Barrett - AB Dynamics

Unmute Stop Video Security Participants 57 Share Screen Summary AI Companion Reactions Apps Whiteboards Notes More Leave



**Connection.**  
**Collaboration.**  
**Community.**

A decorative graphic consisting of two lines. A red line starts from the left edge, goes horizontally to the right, then vertically down, and then horizontally to the right again. A teal line starts from the top edge, goes vertically down, then diagonally down and to the right, then horizontally to the right, and then vertically down again.

What do  
we do?



**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**



## Students 2024-2025: Under-represented backgrounds

Black, Asian  
and Minority  
Ethnic

73%



Non-Russell  
Group  
university

49%



Lower socio-  
economic  
family  
background

47%



1<sup>st</sup> generation  
to attend  
university

46%



Women

36%



Juggle  
part/full-time  
jobs

33%



Received free  
school meals

33%



Received  
grant/bursary

28%



With a special  
or additional  
learning need

10%



Care giver  
2.7%

Care leaver  
0.8%



365 Students

## Industry partners 2025-2026: Companies

Amey

fugro

nationalgrid

Medtronic

wsp



JM Johnson Matthey  
Inspiring science, enhancing life

Z ZURICH®

AB DYNAMICS™

COWI

  
UK Atomic  
Energy  
Authority

Evoloito  
The Power of Electric Flight

atelier ten



 bam

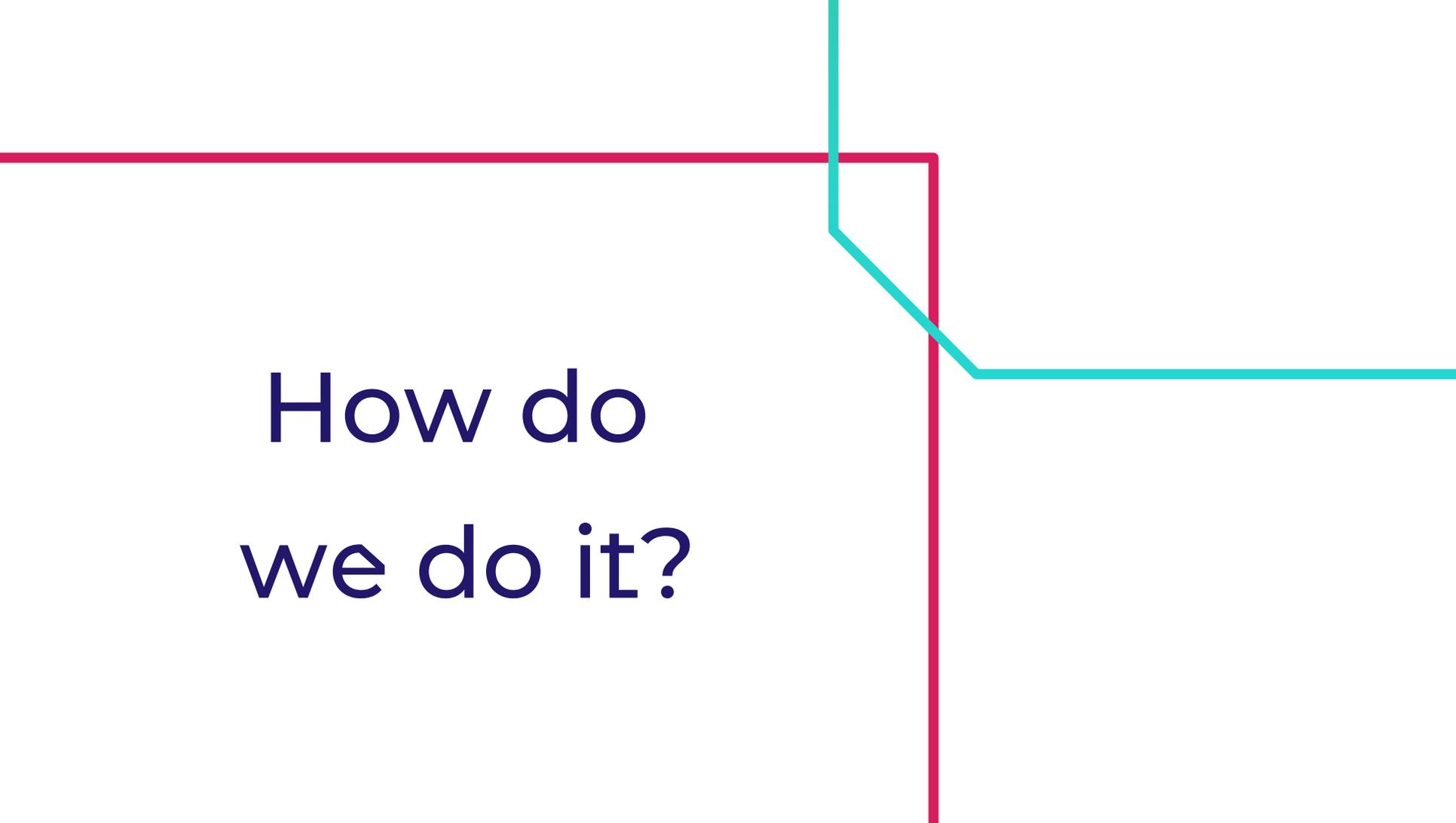
 ITP Aero

Useful Simple  
Trust

 VEOLIA

UKOPA

**MBDA**

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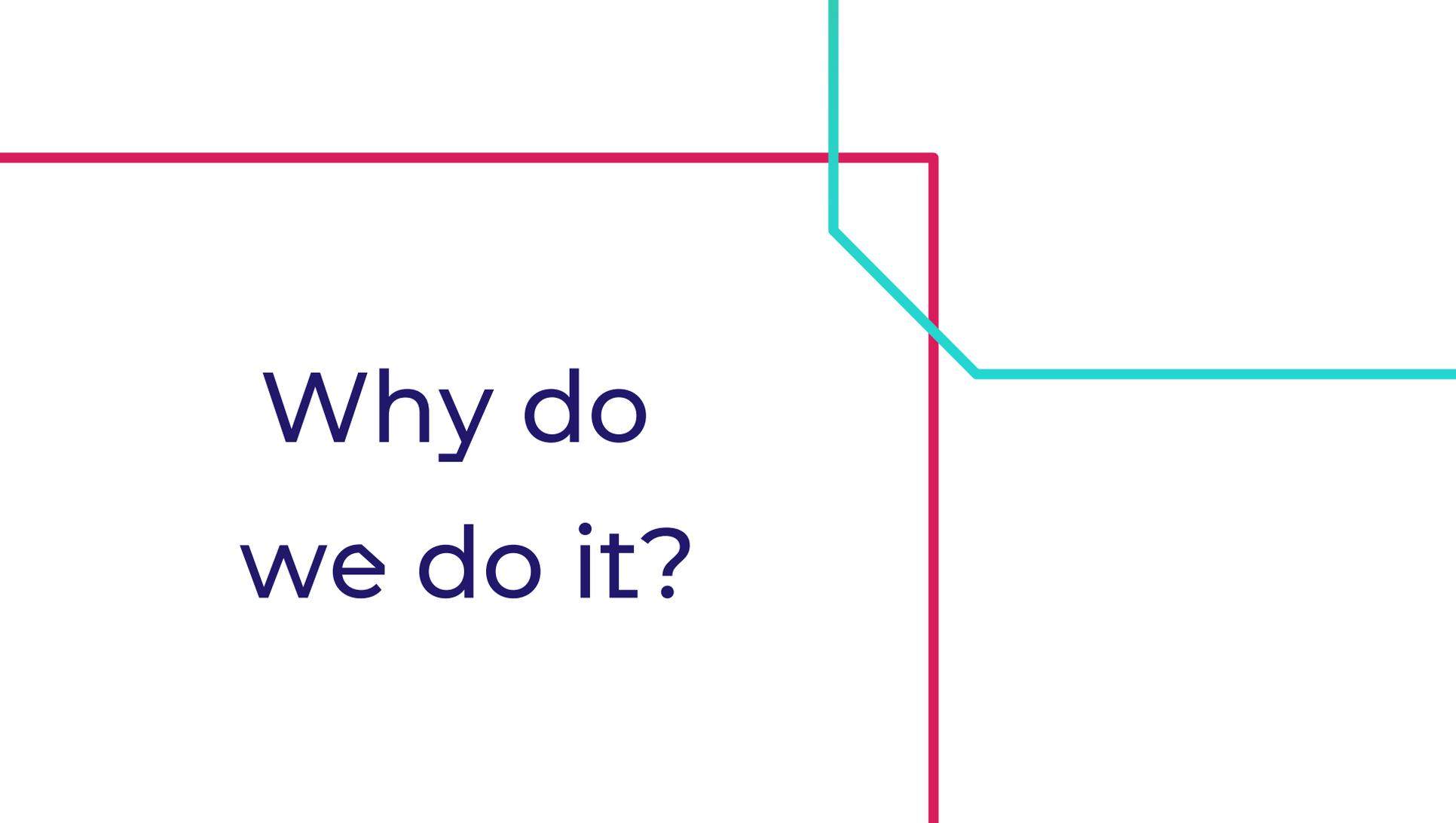
How do  
we do it?

## Training offer 2025-2026

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

Work exposure

\*Event for GEEP Ambassadors only

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Why do  
we do it?



**No matter  
where you start in life,  
you can find your own path  
to go  
where you want to be**

A decorative graphic consisting of a red line forming a partial border on the left and top, and a teal line forming a partial border on the right and top, meeting at a corner with a diagonal cutout.

What have  
we achieved?



**GEEP is a collaboration  
across industry  
with  
50+ companies &  
2,000+ students  
from 70+ UK universities  
taking part since 2015**



## Another year of impact



**242 mentoring  
pairs**

**71% at least six  
sessions**



**1,053 hours  
for group  
events**



**211 volunteers  
for group  
events**



**1,560 hours  
for mentoring**



## Benefits of participating in GEEP

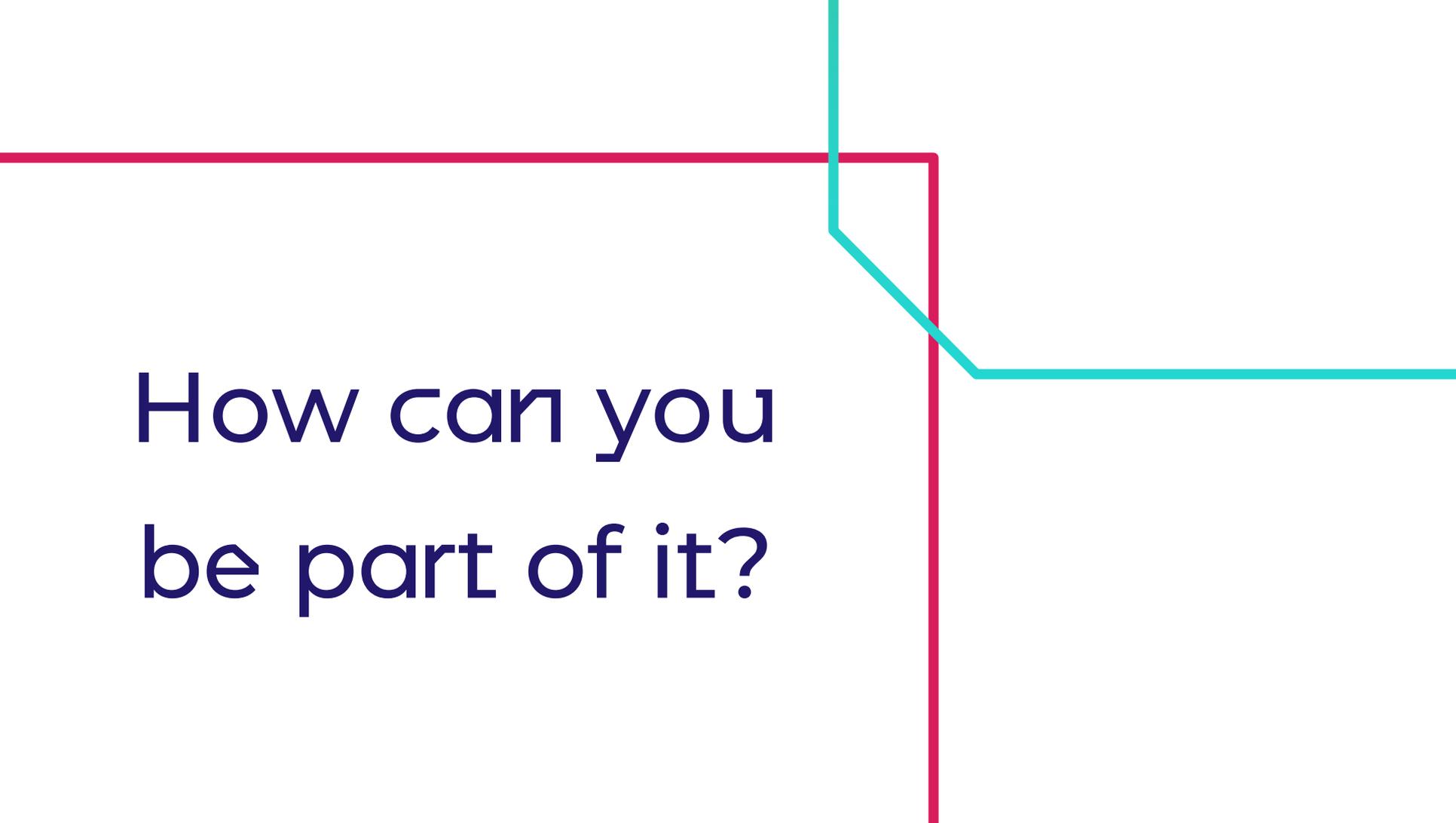
### STUDENTS

- Insight into career options
- Confidence and corporate awareness
- Social capital within the industry

### COMPANIES

- Pipeline building
- Commitment to Corporate Social Responsibility (CSR)
- Tailored support & community in D&I journey

- Continuing professional development
- Reconnect with your why
- Active contribution to social change

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How can you  
be part of it?

## Graduate Engineering Engagement Programme

### EDI Deep Dive - Embedding a culture of mentorship within your organisation

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. Talented underrepresented engineering students and established engineering professionals come together to shape the identity and future of the industry.



#### Are you...

- A mentor or a supporter of mentorship?
- Keen to explore how your organisation can embed mentorship as a core cultural value rather than a standalone initiative?
- Ready to be a catalyst for change and raise awareness of how good EDI practice can transform your people, your organisation, and the industry as a whole?

#### How you can contribute

Join us for an interactive session on **embedding a culture of mentorship within your organisation**.

You will learn practical strategies to foster meaningful mentor-mentee relationships with a focus on mentoring people from underrepresented backgrounds, integrate mentorship into everyday workflows, and indirectly empower your whole organisation by championing a culture of growth and connection.



#### What you will do

- Upskill your knowledge and commitment to mentoring, EDI and social responsibility.
- Take part in the facilitated interactions with other engineering professionals in break out groups.
- Provide your feedback on the session.

#### When & where

EDI Deep Dive on 'Embedding a culture of mentorship within your organisation',  
Thursday 13 Nov 2025, 10-12pm, online **OR**  
Tuesday 18 Nov 2025, 1-3pm online

A brief with more details and instructions will be provided.

#### How to register

Register here to volunteer: [Click here](#)  
For questions, email [geep.team@raeng.org.uk](mailto:geep.team@raeng.org.uk)

### 1. Group leader:

- Networking
- Mock interviews
- Assessment centres
- CVs and applications

### 2. Speaker or panellist:

- Share your career journey
- Sustainability
- Emerging sectors
- How to make the most of work experience & placements
- Interview the interviewer
- Transferable skills
- Chartership
- Resilience

### 3. EDI delegate:

- Embedding a culture of mentorship within your organisation (EDI Academy team)
- Inclusive recruitment (TCC)
- EDI conference

- [Click here](#)
- [geep.team@raeng.org.uk](mailto:geep.team@raeng.org.uk)



Royal Academy of Engineering | Graduate Engineering Engagement Programme

## Level the playing field in engineering

### Become a GEEP mentor and inspire future engineers

The Royal Academy of Engineering's award-winning Graduate Engineering Engagement Programme (GEEP) supports engineering students and graduates from underrepresented backgrounds to transition into engineering employment. Mentoring is a valuable part of the programme, enabling students to receive tailored 1-2-1 support from a professional in engineering industry.

#### Why become a mentor?

-  A rewarding experience sharing career guidance with a future engineer from an under-represented background
-  Build your communication and leadership skills
-  Demonstrate that you value professional development and boost your CV and applications

#### What's involved?

- Mentoring an engineering student or recent grad to power their career path
- Attending a 1hr15 online mentor training session
- Join 1:1 video mentoring (Nov 2025 - Jun 2026)
  - Minimum 270 minutes total
  - Suggested: 6x45-min sessions

**Apply by Thursday**  
16 October  
[bit.ly/geepmentorapp](https://bit.ly/geepmentorapp)



**Want to find out more? Join a drop-in information session: [See dates and register](#)**

Need support? Contact:  
[geep.mentoring@brightside.org.uk](mailto:geep.mentoring@brightside.org.uk)

## Improved structure!

- 1. Student / Limited work experience**  
→ focus on exploring skills and future options
- 2. Graduate / Actively job seeking**  
→ focus on applications and interviews
- 3. Already in work (early-career)**  
→ focus on professional growth and progression
  - *Soft skills, Teamwork, Building relationships, Resilience and growth mindset, and Corporate awareness* are six new topics
  - *Career progression and chartership* has been reworked with more interactive guidance





Royal Academy  
of Engineering

Graduate Engineering  
Engagement Programme

**Let's improve  
#EngDiversity  
together!**



**GEEP contact: [simona.fornarino@raeng.org.uk](mailto:simona.fornarino@raeng.org.uk)  
[zakwan.ahmed@raeng.org.uk](mailto:zakwan.ahmed@raeng.org.uk)**