



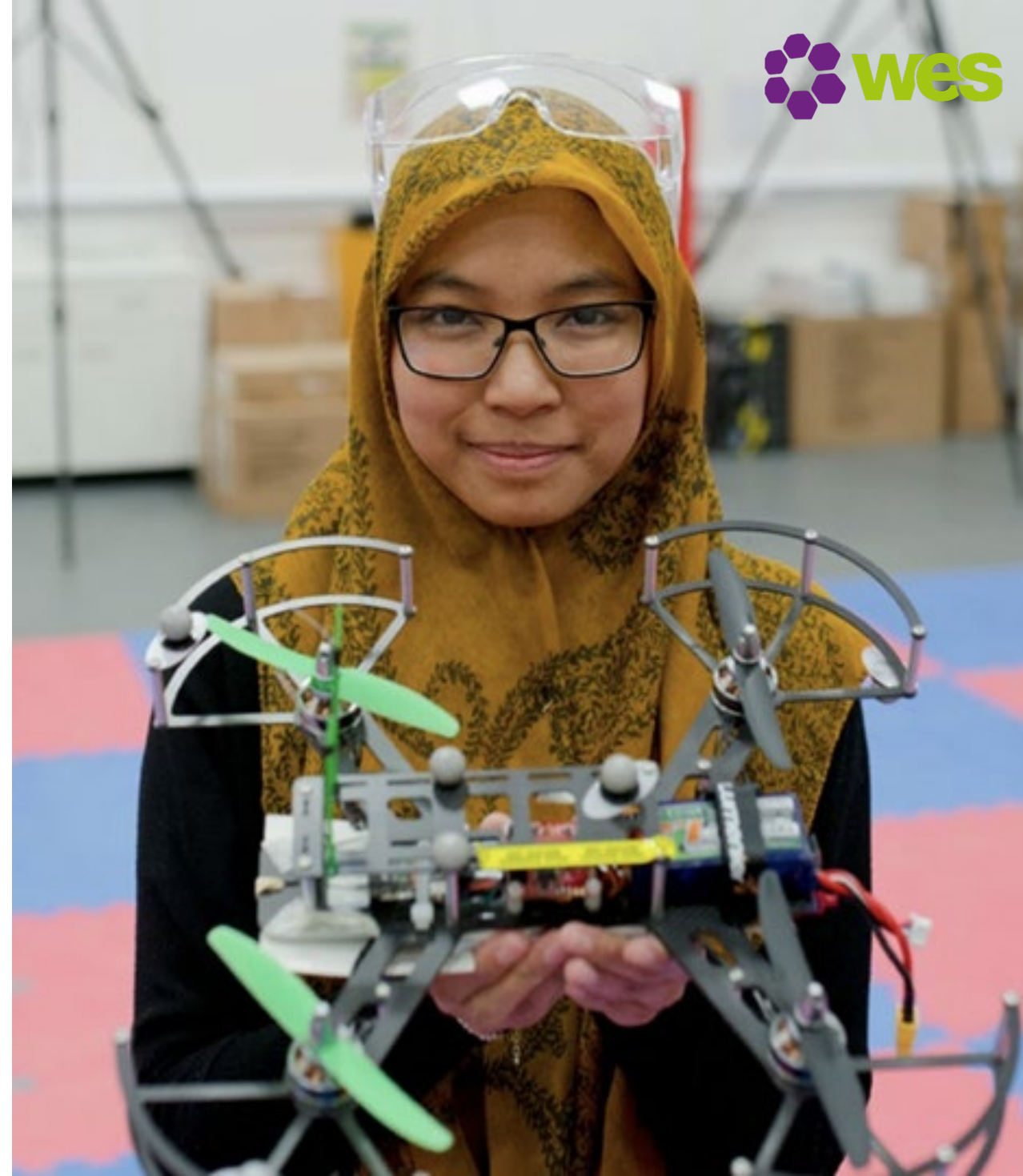
Kick starting your membership

4th February 2026



The Women's Engineering Society is a strategic platform to engineering excellence

- We support women to build fulfilling careers in engineering.
- We help organisations attract, retain, and develop the talent needed to drive sustainable growth and innovation.
- We shape the national conversation on inclusion in engineering.



The evidence base provides a great case for organisations to move from a skills gap issue to strategic advantage through a Partnership



Workforce Challenge

EngineeringUK and the **National Engineering Policy Centre**¹ project a significant skills gap, with engineering occupations expected to see one of the highest employment growth rates by 2030, creating **demand for over 800,000 additional jobs** in clean energy, defence, digital, and housing.

Retention & Diversity

McKinsey's Diversity Matters Even More² (2023) shows companies in the top quartile for gender diversity on executive teams are **25–39% more likely to financially outperform** peers.

ESG Imperative

PwC's UK Investor Survey³ (2023) found **89% of investors suspect greenwashing** in corporate disclosures and demand greater transparency. Regulators are moving toward mandatory ESG reporting, making inclusive workforce practices a critical compliance and reputational issue.

Talent Attraction

Deloitte's 2025 Gen Z and Millennial Survey shows that these generations expect employers to foster **inclusive cultures, belonging, and purpose-driven work** where diversity is valued, managers are mentors. Inclusion is embedded in everyday practices not just policies.

WES partnership directly addresses these challenges by providing visibility, networks, and programmes that strengthen engineering capability, diversity, and ESG credentials

¹ <https://www.engineeringuk.com/research/skills-and-demand-in-engineering>

² <https://www.mckinsey.com/capabilities/people-and-organizational-performance/our-insights/diversity-matters-even-more>

³ <https://www.pwc.co.uk/services/esg/uk-investor-survey-2023.html>

⁴ <https://www.deloitte.com/global/en/issues/work/genzmillennialsurvey.html>

We build pathways to and through employment by aligning women with opportunities and industry with growth and innovation

- We support women to build fulfilling careers in engineering.
- Meeting women, and partners, where they are.
- Building impactful connections and belonging.



The evidence base translates into a great opportunity set for women who are looking for a fulfilling career in engineering



Career abundance

Engineering presents fastest growth of any profession by 2030¹, with >800,000 new positions emerging across clean energy, defence & digital technologies. **This represents a powerful invitation to play a leading role in solving the challenges that matter most via a purposeful and future-focussed career.**

Diversity dividend

As more companies recognise that women's leadership directly strengthens business results², **demand is growing for talented women who can shape strategy, lead and drive technical excellence.** For women this is a clear pathway to influence, impact and accelerated career progression in strong organisations.

ESG purpose

Companies need engineers who can combine technical expertise with ethical leadership and sustainability insight³. **Women can play defining roles in shaping credible ESG strategies, strengthening integrity and driving the responsible innovation that investors and society now expect.**

Talent opportunity

Organisations are actively seeking engineers who thrive in collaborative, values-led environments and who bring fresh perspectives to innovation and problem-solving⁴. Women can help shape these workplaces, but also **choose careers grounded in purpose, support and authentic inclusion.**

WES membership turns engineering workforce shifts into tangible opportunities, giving women in engineering the visibility, networks and development pathways to thrive

¹ <https://www.engineeringuk.com/research/skills-and-demand-in-engineering>

² <https://www.mckinsey.com/capabilities/people-and-organizational-performance/our-insights/diversity-matters-even-more>

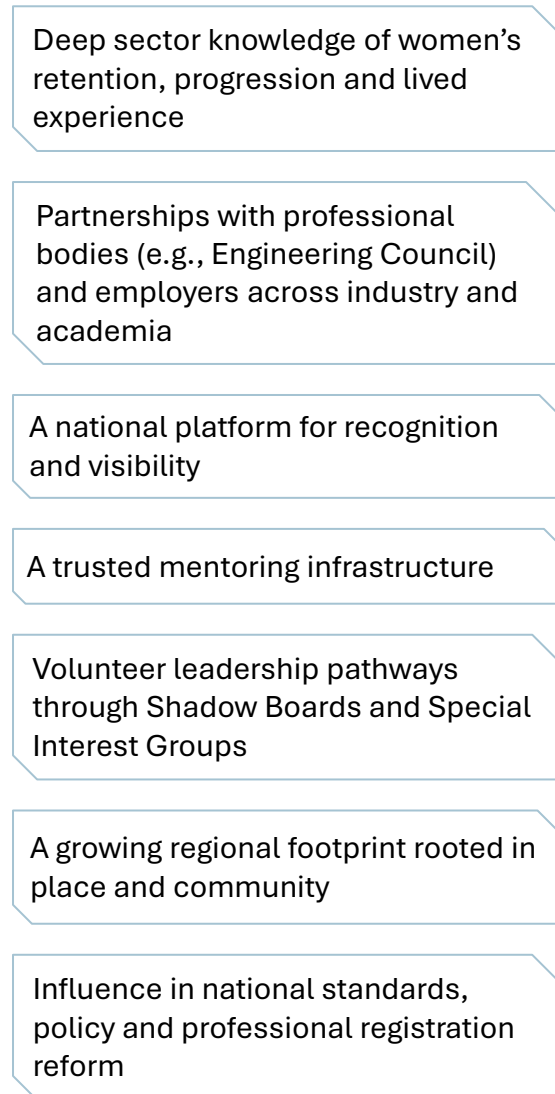
³ <https://www.pwc.co.uk/services/esg/uk-investor-survey-2023.html>

⁴ <https://www.deloitte.com/global/en/issues/work/genzmillennialsurvey.html>

How our membership model drives progression and belonging for women in engineering



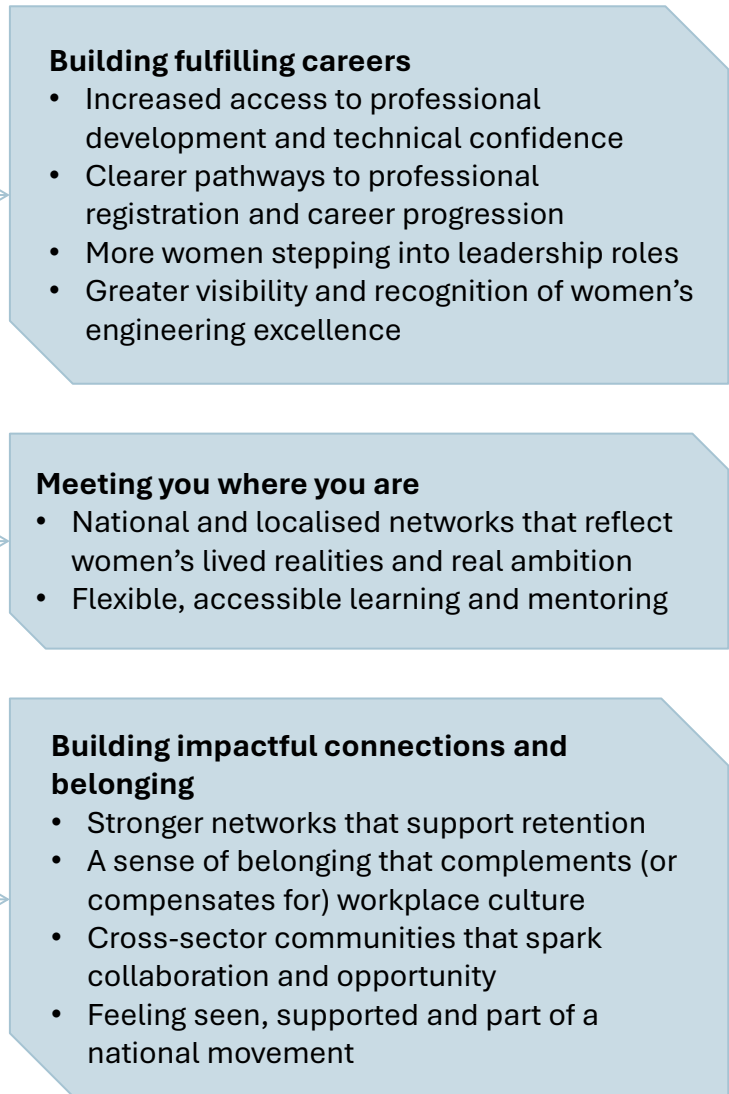
The foundations of our impact



Our activities that create real value for women



The impact for women



The Members' Area is a portal to the value opportunities for our members



Learning and Skills Development

- Monthly webinars on mentoring, professional registration and career development
- Technical Talks that showcase real engineering practice
- A structured mentoring platform with practical support



WES Member Webinars

Stay inspired. Stay connected. Stay growing.

- Monthly live webinars for engineering career support
- Focused on engineering professional development
- Join live to connect with the community
- Watch the recording anytime to learn at your own pace
- Download the slides and resources to revisit key insights
- View and Register for upcoming sessions



WES MentorSET

Stay supported. Stay connected. Stay progressing.

- Designed for your development: build skills, confidence, clarity, and career momentum
- Be mentored: gain insight, guidance, and encouragement from experienced engineers
- Be a mentor: strengthen leadership, influence, and professional identity by supporting others
- Connect with your community: conversations that expand your network and opportunities
- Learn your way: revisit tools, prompts, and resources whenever you need them
- Get started: make a match and shape the next step in your engineering journey



WES Annual Conference

Where women in engineering come together to learn and lead.

- Stay connected to the big conversations shaping the future of engineering and inclusion
- Build your leadership and career confidence through practical sessions, insights and real-world tools



Apprentice Days

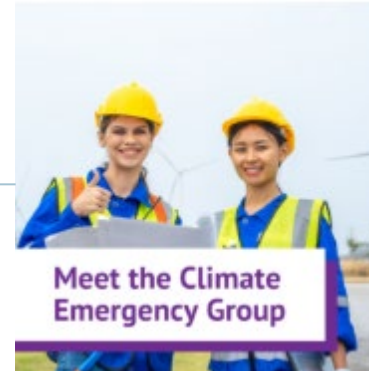
- CPD content and in-person networking for our apprentice members
- Meet and build your community of women in apprenticeships
- Structured support for your apprenticeship journey

Whatever your current career stage, the membership offers leadership and influence opportunities to support your growth



Leadership and Influence

- Leadership pathways through Shadow Boards and Special Interest Groups
- Skills development and purposeful contributions through volunteering
- Contributions to national and international campaigns



Special Interest Groups

Stay relevant. Stay networked. Stay impactful.

- Contribute to areas of engineering that interest you professionally and personally
- Deliver impactful change whilst building knowledge, making connections and developing skills

Shadow Boards and Directors Committees

Stay engaged. Stay influencing. Stay visible.

- Develop and strengthen leadership skills in WES and on the industry stage
- Shape the future of WES as an organisation
- Deliver meaningful impact for specific segments of the membership and partnership



Ad hoc volunteering

Stay involved. Stay aligned. Stay developing.

- Contribute to the delivery of initiatives at a level that suits your commitments and interests
- Sign up for Micro-Volunteering that plays to your strengths, taps into your interests and aligns to your work and life



Our campaigns and communications provide visibility for your professional profile, and an opportunity to support others



Leadership and Influence

- Leadership pathways through Shadow Boards and Special Interest Groups
- Skills development and purposeful contributions through volunteering
- Contributions to national and international campaigns



She's an Engineer

Become a role model in our campaign to raise awareness of the breadth and diversity of opportunities for women to make an impact on the engineering economy, whilst building a fulfilling career



The Woman Engineer

Share a thought leadership piece or showcase your work in an article in our 100-year-old industry Journal. Every edition is housed at the British Library and is available to all our members and retained in our archive.



International Women in Engineering Day

Our Global flagship campaign to celebrate women's contributions to engineering and raise the profile of the issues affecting women in engineering to strive for an industry that reflects the society it serves

The Difference We Make

Our new flagship legacy campaign to share the hopes of our most senior members with those joining the pipeline

Build your professional networks beyond your immediate circle

Community, Networks and Belonging

- High-quality in-person events: Annual Conference and our annual lecture
- Localised networking opportunities rooted in place and community



Regional Contacts & Clusters

Regional Clusters

Stay aligned. Stay locally relevant. Stay in touch.

- Lead or support local clusters for more accessible and locally-relevant events
- Support opportunities for women in engineering aligned to local sub-industries and employment opportunities in the area where you work and live



WES Annual Conference

Where women in engineering come together to learn, lead and shape what comes next.

- **Stay connected to the big conversations** shaping the future of engineering and inclusion
- **Build your leadership and career confidence** through practical sessions, insights and real-world tools
- **Strengthen your network** with peers, role models and industry partners who share your ambition



Caroline Haslett Lecture

Our Winter networking event for the celebration of our award winners and to hear from a thought leader on what's shaping engineering now.

Celebrate your success and showcase your professional profile



Visibility and Recognition

- National recognition platforms (WE50, WES Awards)
- Platforms and channels to showcase your work and achievements



WE50 – Top 50 Women in Engineering List

Stay recognised. Stay connected. Stay progressing.

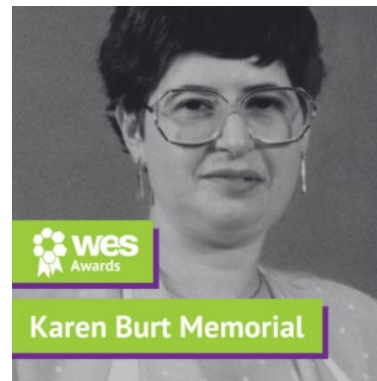
- Build visibility: use WES to strengthen your professional identity
- Expand networks: connect with winners shaping engineering's future
- Grow community: join the alumni network for career-long benefit



Volunteer Awards

Stay recognised. Stay connected. Stay progressing.

- Celebrate achievements in contributions to the network and the engineering industry through WES
- Join a community of incredible past winners



Professional Registration Awards

Stay recognised. Stay connected. Stay progressing.

- Inclusive by design: celebrating all registration grades with equity
- Open to all engineers: every discipline, background, and pathway
- Supported by the Engineering Council and PEIs: clear standards, trusted guidance, and recognition that travels with you

There is something to connect to all year through as a member



| | | DEVELOP | LEAD | INFLUENCE | | | | |
|-----------|---------------------------------------|---------|------|-----------|--------------|-----------|----------|-----------------------------------|
| JAN - MAR | Apprentice Days | ● | ● | ● | volunteering | mentoring | webinars | The Journal, Podcast, Newsletters |
| | Launch of WE50 | | ● | ● | | | | |
| APR-JUN | Annual Conference | ● | ● | ● | | | | |
| | INWED | ● | ● | ● | | | | |
| | WE50 Awards | | ● | ● | | | | |
| JUL-SEP | WES Awards open | | ● | ● | | | | |
| | Board and Shadow Board Elections | ● | ● | ● | | | | |
| OCT-DEC | Careers Fairs | ● | ● | ● | | | | |
| | Caroline Haslett Lecture & WES Awards | ● | ● | ● | | | | |

It is easy to stay connected to your goals and the community



Don't miss the upcoming Partner Webinars

| | | |
|---------------------------------|-------------|--------------------------|
| Turning legacy into inspiration | 19 Nov 2025 | Register |
| Planning for 26-27 | 30 Dec 2025 | Register |
| Leveraging the INWED Campaign | 21 Jan 2026 | Register |

Community Engagement Opportunities

Share the opportunities to shape what WES does within your organisation and get involved in our special interest groups (SIGs)

| | | |
|---|---|---|
| Safety Forum Focused on inclusive safety across engineering and in partnership with Acos. The first priority is the upcoming ISO Standard on PPE (launching January 2026). You can replay the session via the Factor . Area of our website Contact susan.robson@wes.org.uk | Climate Emergency SIG Focused on embedding sustainability and resilience in engineering. This long-standing SIG at WES has a history of delivering impactful initiatives across our collective. Contact CEChair@wes.org.uk | Education SIG Focused around interests of those in research and academia, and how we can support women in engineering students and faculty. Contact susan.robson@wes.org.uk |
|---|---|---|

Maximising your Partner Value

Share the opportunities to shape what WES does within your organisation and get involved in our special interest groups (SIGs)

1. Share WES materials internally to maximise partnership value, particularly to make sure the opportunities reach the key decision-makers in your team who are best placed to leverage for strategic impact.
2. We are looking for your input as we start our strategic review. Please let us know your thoughts for input into our strategy setting process through our [Partner Strategy survey](#).
3. Make sure your members are using their WES memberships. Contact Tristan.Holland@wes.org.uk to find out how to ensure your teams are taking advantage of their membership.
4. Please let us know if you have a rich engineering project, best practice or research paper that you would like to showcase through one of our Technical Talks, Conference or Journal. This is a great way to raise awareness of your brand and work, attract new talent and inspire pride in your existing talent. Contact Susan.Robson@wes.org.uk

[LinkedIn](#) [YouTube](#) [TikTok](#)

- ❑ Connect via **The Woman Engineer Journal**
- ❑ Subscribe to the **Supporters' & Career's Newsletters**
- ❑ Follow us on **LinkedIn**
- ❑ Slides and recordings: **Website Member Area**
- ❑ Listen to our **Early Careers Board** podcast

Events and awards enquiries: events@wes.org.uk

Memberships enquiries: membership@wes.org.uk

Operations enquiries: operations@wes.org.uk



Women's Engineering Society
Non-profit Organizations
Stevenage, England

28K followers

WES & 28 other connections work here

✓ Following View page

Next month we will be introducing some structured Professional Development Planning



that will guide you through a more structured approach to career development with the Women's Engineering Society

**Date of next
Webinar**

Registration Link

4th March 2026

https://us06web.zoom.us/webinar/register/WN_eW3duO-VQcGpZkyO7gT-ig



Welcome aboard in 2026