

Partner Webinar

15th April 2026, 12:00-13:00

Attracting engineering talent:

Showcasing your brand through shared commitment,
credibility, public accountability and recognition



Agenda



1 Welcome	12:00	5 mins
2 Attracting engineering talent: Showcasing your brand through the Women In Engineering Charter Mark	12:05	20 mins
3 Strategic planning to support value and impact	12:25	15 mins
4 Questions and close	12:40	5 mins



ellie@chillipepper.online

Last month we introduced the Women in Engineering Charter Mark and shared the value proposition and proposal for impact



The Challenge, Why This Matters and Introducing the Women in Engineering Charter

The Challenge

Women remain underrepresented across the engineering pipeline, and although progress is being made, it is uneven and difficult to benchmark.

Our Partners are investing in addressing this challenge through WES, but this commitment is only consistently visible through our website.

The result is missed opportunities to attract and retain the talent you need.

Why this matters

Your organisation's performance depends on accessing the full breadth of engineering talent. The best engineering needs the best engineers, and diverse teams consistently deliver stronger innovation, better safety outcomes, and higher-quality solutions.

Creating an inclusive environment is both the right thing to do and directly strengthens your competitiveness, reputation, and ability to meet future skills demands.

Introducing the Women in Engineering Charter

The Charter offers a visible and recognisable sector-wide commitment that brings clarity, consistency, and shared ambition to gender equity.

It provides our partners with a common public commitment to progress and a visible signal that your organisation is serious about engineering excellence.

The Charter is a WES-led commitment to make our Partners more visible to industry and women in engineering to ensure that the best engineering is powered by the best engineers.

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The Charter has a clear purpose aligned with WES Strategy

The purpose is to signal to the public your commitment to

- Strengthening the pipeline
- Improving retention and progression
- Removing structural barriers
- Embedding inclusive cultures

The Charter Mark demonstrates commitment to engineering excellence and reinforcing your approach to talent.

Potential recruits can identify you when making choices about where to take their skills

The Charter supports WES's strategic focus of :

- ✓ Talent pipeline
- ✓ Retention & progression
- ✓ Visibility
- ✓ Sector collaboration & systems change

Demonstrating that the Charter Mark is grounded with WES and not abstract virtue signalling.

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Six Core Principles will provide the guardrails for the Charter

Leadership accountability – senior sponsorship and responsibility

Talent development – equitable access to growth and leadership

Cultures of inclusion – inclusion embedded across the operating model

Inclusive recruitment & progression – fair, transparent processes

Data transparency – recruitment, retention, progression, pay gaps

Inclusive pathways – apprenticeships, placements, returners, untapped talent

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Partners leverage WES to amplify intent and success

We understand that our partners vary in organisational size, context, and maturity, so the commitments are suitably inclusive. We ask that our partners:

- ✓ Nominate a senior champion
- ✓ Participate in shared learning
- ✓ Promote women's voices
- ✓ Engage in the WES community

And where mature enough to do so,

- ✓ Share data and plans

WES provides continuity, accountability, and sector alignment that signals stability and credibility to the public. This creates the community that attracts and retains the best engineers to deliver the best engineering.

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- We committed to:**
- 1. Coming back with more details on the Charter**
 - 2. Developing a signatory process**
 - 3. Preparing for launch with you, our Partners**

This session is the follow up.

The Charter aims to complement existing initiatives, providing coherence, shared ambition, and a common language for progress



Shared goals

- Strengthen the pipeline** of women engineers, from early education to senior leadership
- Improve retention, progression, and visibility** of women across the engineering ecosystem
- Support **identification and removal of structural barriers** for women in engineering
- Embed inclusive cultures** where women feel valued, respected, and able to thrive
- Demonstrate that engineering excellence** depends on attracting and retaining the full breadth of engineering talent



The proposal is for our partners to align behind the principles through their partnership with WES



NOW



Leadership accountability

Partner Chief Engineers named as taking accountability for inclusion in engineering



Inclusive pathways

Partners leveraging WES support for apprenticeships, placements, returners and untapped talent



Inclusive recruitment & progression

Partners to use the WES channels to attract diverse and hard to reach talent



Talent development

Partners leveraging the memberships for their women for equitable access to growth and leadership

NEXT



Cultures of inclusion

Partner best practice case studies of inclusion embedded across the operating model



Data transparency

WES report from publicly available Partner data on recruitment, retention, progression & pay gaps to benchmark & show progress



You'll already be doing a lot of this, but if you're not sure how to make the most of your WES partnership, just reach out — we can walk you through the best ways to unlock its value.

The Women in Engineering Charter Mark is available now for download from the Partners Area of the website



Please share this pack with your corporate affairs, ESG, and comms teams so we can get this Charter Mark on your corporate website and show our collective commitment. This will be the soft launch as a Partner Community. To be followed by a hard launch on WES's social media. This is a great opportunity for your brand to repost and highlight your leadership on inclusive talent attraction and development in engineering.

Please look out for emails asking for confirmation of your Chief Engineer as an accountable Exec for your organisation. This is a great way for them to show their public support for women in engineering as the named signatory.

More information about the launch on social media will follow.

Strategic Planning

Partner opportunities for engagement in the year ahead



Early engagement in the value map unlocks full Partnership value and FY27 growth opportunities



	ATTRACT	RETAIN & GROW	BRAND VISIBILITY	Core Partnership Outcomes	Scale up opportunities <i>Additional investment or gifts in kind</i>
Q1 Annual Conference	●	●	●	Current Employees CPD, networking and belonging Future employee applications	Host a lecture, workshop (to gather data) or expo stand Sponsor the student poster competition Host a social dinner or drinks reception
INWED	●	●	●	Brand visibility within industry	Take part in our centrally coordinated campaign and celebrate at the House of Lords Breakfast reception
WE50 Awards		●	●	Raise the profile of existing talent	Sponsor the celebration
Q2 WES Awards open		●	●	Current leaders as judges and current women profile raising	
Q3 Careers Fairs	●		●	Future intern, placements, employees or researchers	Sponsor to headline an industry
Caroline Haslett Lecture WES awards	●	●	●	Current Employees CPD, networking and belonging Brand visibility within industry	Sponsor drinks reception or brochure printing
Q4 Apprentice Day	●	●	●	Current Apprentices CPD & retention	Host <i>(taken for 2026 and 2027)</i>
Apprentice Showcase	●		●	Future Apprentice talent attraction	Headline the campaign
Launch of WE50 nominations		●	●	Current leaders as judges and raise profile of current talent	

What we have in store at the Conference this week



wes 2026 ANNUAL Conference

What to expect on Day One:

09.30 - 10.00	Opening Session and Presidential Address Dr Katherine Critchley, WES President
10.00 - 10.30	Designing the future of mobility: Creating real intelligence by bringing together Human and Machine Insights Usha Raghavachari, Ford
10.30 - 11.15	Panel - Return & Retain: Unlocking STEM Talent in Industry and Research STEM Returners and Daphne Jackson Trust
11.15 - 11.45	COFFEE BREAK
11.45 - 12.45	Breakout 1 - The Science of Power and Influence Christina Brugger
	Breakout 2 - Speaking Up in Engineering: Practical Strategies from Real Experience Mary Guerdoux-Harries, IMECHE
12.45 - 13.45	LUNCH
13.45 - 14.45	Breakout 3- Innovation Intelligence: Opening the door to start-ups and spin-outs for Women in Engineering Susan Robson, WES CEO and The Royal Academy of Engineering
	Breakout 4 - Making Your Voice Heard: An Introduction to Policy Rose Sargent, Make UK
14.45 - 15.15	COFFEE BREAK
15.15 - 15.30	Sponsor Session - AWE: Engineering Intelligence and Delivering Deterrence Phillip Powner, Men As Allies Award Winner
15.30 - 16.00	Engineering Trust in AI: Designing Systems Humans Can Rely On Magdalene Amegashitsi, Anaiya Group
16.00 - 16.10	BREAK
16.10 - 17.10	AI, Accountability and Engineering Leadership: Moving from Principles to Practice Ann Donaghey, WES Trustee
17.10 - 18.00	Networking

wes 2026 ANNUAL Conference

What to expect on Day Two:

09.00 - 09.15	Welcome
9.15 - 9.30	Sponsor session - ISS: Lightning Talk Ro Walker, ISS
09.30 - 10.15	Building the RAS ecosystem Agata Suwala, Manufacturing Technology Centre
10.15 - 10.30	Sponsor session - Amazon RME: Engineering Intelligence In Action Emma Swinscoe, Amazon RME
10.30 - 11.00	COFFEE BREAK
11.00 - 12.00	Breakout 1 - The Power Years: Owning Your Impact in Later Career Stages Sarah Haslam and Alexandra Walker, Ford
	Breakout 2 - Academic Poster Session WES Education Special Interest Group
12.00 - 13.00	LUNCH
13.00 - 14.00	Engineering Intelligence Beyond the Algorithm Kerry Evans and Patricia Ashman
14.00 - 14.30	The next era of space: innovation, resilience, and the engineers who will build it Jennifer Barry, Surry Satellite Technology Ltd
14.30 - 14.50	COFFEE BREAK
14.50 - 15.50	Breakout 3 - Early Careers Support WES Membership DC
	Breakout 4 - The Woman Engineer: The Turning Point - Live Susan Robson and Dawn Bonfield
15.55 - 16.25	Personal Growth and Volunteering Dawn Ohlson, IET President
16.25 - 16.30	Closing remarks

Thank you to all those of you who have sponsored the Annual Conference 2026



Plus, community exhibitors Daphne Jackson Trust and STEM Returners

Thank you to everyone who nominated for the WE50 Awards



“Visibility is not a luxury for women in engineering - it is a catalyst for change.”

Awards are about visibility, influence, and opening doors for others.

When women win awards, the whole profession benefits: more role models, more innovation, more equity.

Judging is underway with the list announced on **International Women in Engineering Day, 23rd June**

A promotional graphic for the WE5 Awards 2026. The background is a photograph of a woman in a laboratory setting, wearing a blue lab coat, a white face mask, yellow safety goggles, and blue gloves. She is holding a pipette and looking at a small vial. The graphic has a purple border. In the top left corner, there is a green banner with the WE5 Awards logo (a gear with a ribbon) and the text 'WE5 Awards'. In the top right corner, there is a white hexagonal graphic with the text 'INTERNATIONAL WOMEN IN ENGINEERING DAY' and '23 JUNE 2026'. At the bottom, the text 'WE5 2026' is written in large white letters, with a gear icon between '5' and '2026'. Below this, the hashtags '#INWED26 #EngineeringIntelligence' are written in green, and 'Brought to you by the Women's Engineering Society' is written in white.

A reminder about our INWED26 Campaign



 INTERNATIONAL WOMEN
IN ENGINEERING DAY

23 June 2026

**“Show Us Your Engineering
Intelligence”**

**A simple, powerful invitation
for organisations to
showcase women driving
intelligent engineering**

The banner features a woman in an orange high-visibility work jacket, a white hard hat, and a black hijab, standing in a large industrial tunnel with blue lighting. The background shows the curved structure of the tunnel and various pipes and equipment.

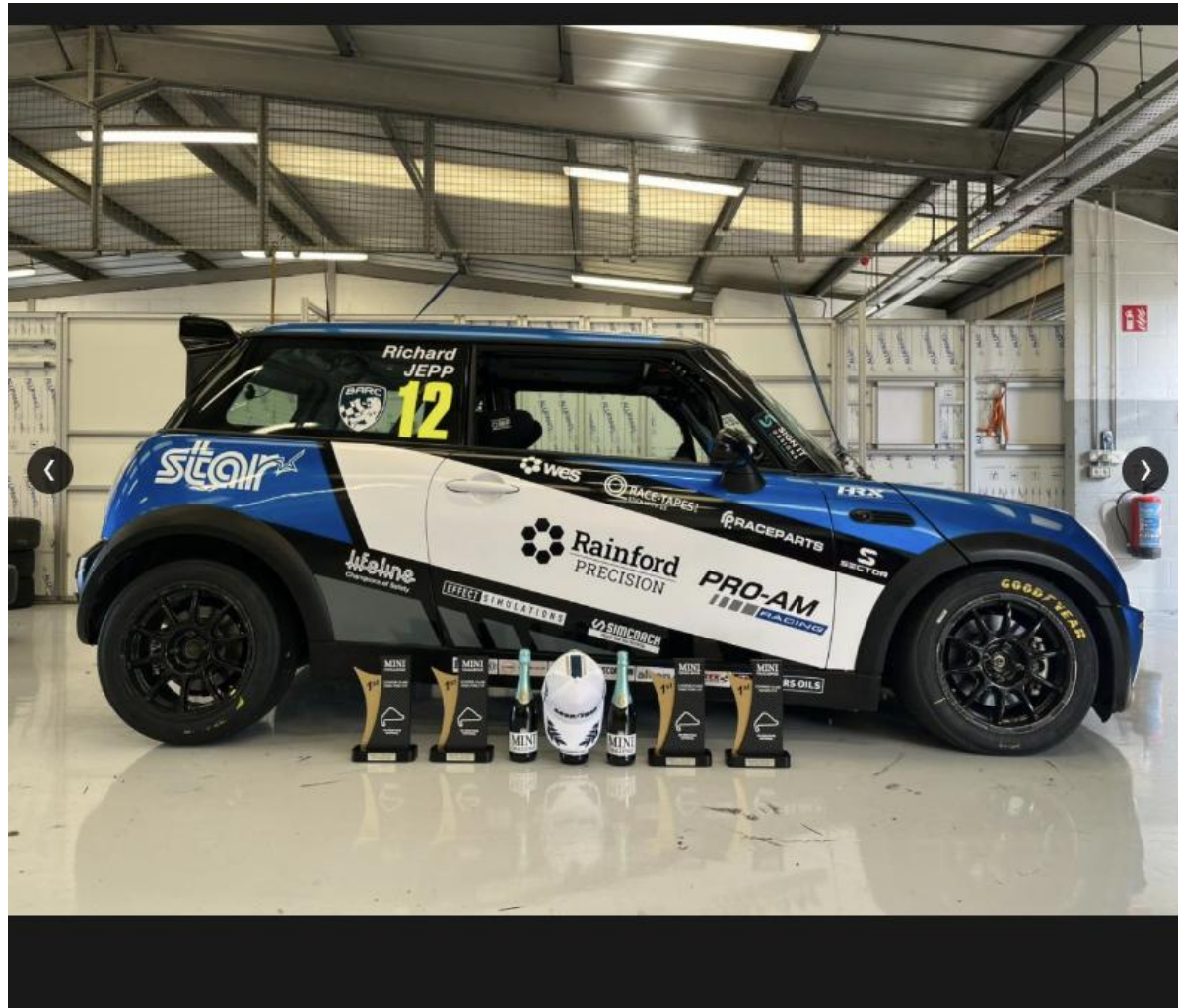
Campaign options (*partner discounted rates*)




	Supporter	Featured	Signature
Visibility	★	★★	★★★
Media and PR	★	★★	★★★
Digital	★	★★	★★★
Leadership	1	3	6
Cost	£3,550	£5,950	£10,250
Cost <i>Non-profit</i>	£1,150	£2,150	
Cost <i>SME</i>	£750	£1,250	

Free downloads for all partners wishing to do internal events <http://wes.org.uk>



Email comms@wes.org.uk to express interest





Introducing Women in Race Engineering






 **Deniz Utgin**  • 1st
Head Engineer for Pro-Am Racing in the MINI ...
1d • 



First time on a race circuit. First time analysing real race data trackside. What an incredible race weekend ... more

  Gerren Ntiri and 72 ... 2 comments • 1 repost

 Like  Comment  Repost  Send


 Add a comment...  



Most relevant ▾

 **Richard Jepp**  • 1st
MINI Challenge Trophy Driver | Motorsport ...
1d ...


It was a pleasure to have you join us [Deniz](#). I'm incredibly pleased that you found the experience rewarding, and that you have taken many positives from the weekend. You stepped out of your comfort zone and got stuck in, which was amazing to see.

Thank you, and I hope we can continue to support you as you move forward with your career.

Like  3 | Reply 1

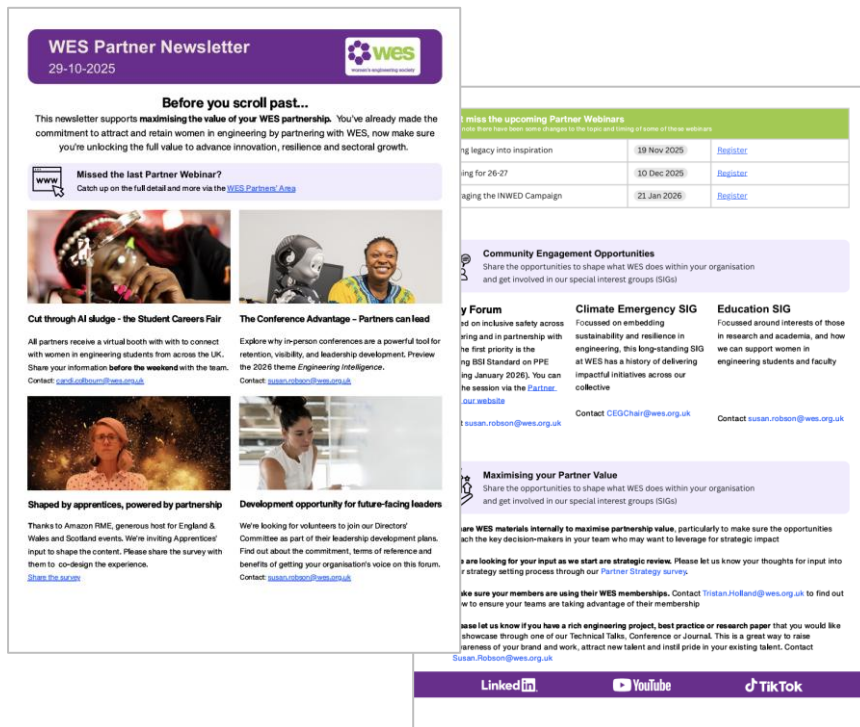
 **Deniz Utgin** **Author**  • 1d ...
Head Engineer for Pro-Am Racing in the ...

[Richard Jepp](#) Thank you for the opportunity and the support!

Like  2 | Reply

Congrats to the first three women who have completed their in-paddock experience as part of the Women in Race Engineering programme with Richard Jepp Racing.

Get in touch if you would like to find out more about getting involved.



① Register for Member Webinars and Partner Webinars on the Partner Area of the Website

❑ Check email for the **Partner Newsletter**

❑ Follow us on **LinkedIn**

❑ Slides and recordings: **Website Partner Area PARTNER24 – you will be able to download slides and the Charter Mark**

❑ Listen to our **The Woman Engineer** podcast – live recording of new sub-brand “The Turning Point” at the conference

❑ **Book a one-to-one meeting at any time with me**



Questions and feedback – ask via zoom

General Partner enquiries: partners@wes.org.uk

One-to-one partner meetings: susan.robson@wes.org.uk

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

Members enquiries: membership@wes.org.uk

Operational and job board enquiries: operations@wes.org.uk

Appendix for presentation



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