



Royal Academy
of Engineering

Graduate Engineering Engagement Programme

Programme overview 2024-25



Creating a level playing field in the UK
engineering industry

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Welcome to GEEP

The Graduate Engineering Engagement Programme (GEEP) is the Royal Academy of Engineering's award-winning programme that bridges the gap between higher education and engineering industry. GEEP provides a structured programme of support for both students and businesses, fostering a collaborative environment where both can thrive.

By empowering students and graduates from underrepresented backgrounds to explore engineering careers, GEEP helps businesses cultivate inclusive environments where talent truly flourishes.

Now entering its 10th year, more than **1,800 students from over 70 UK universities** have been supported by the programme.

We look forward to working with you to take the scheme to the next level!

Our dual approach



Empowering students

We equip engineering students from underrepresented backgrounds with the tools, resources, and guidance needed to smoothly transition from education to employment.

Our tailored support ensures these talented individuals are confident and prepared to launch their professional careers.



Supporting employers


We partner with engineering companies to connect them with a diverse and dynamic talent pool.

Our programme not only supports recruitment but also fosters an inclusive company culture where early career engineers feel a strong sense of belonging.



Why is GEEP needed?

GEEP was established to enhance the transition of students from underrepresented groups in engineering, bridging the gap between higher education and successful careers in the engineering industry.




Women made up just **15.7%** of the UK engineering workforce in 2023, down from 16.5% in 2022¹

Graduates from non-Russell Group universities and those from lower socio-economic backgrounds have lower employment rates in engineering⁴

Only **11.4%** of UK engineers are from Black and Minority Ethnic groups², despite making up 28.2% of the total workforce³

Black and minority ethnic graduates are **22%** less likely to transition into engineering careers than their white counterparts⁵



Our candidates

Diversity fuels sustainability and innovation. GEEP bridges the employment gap, offering targeted support to students who:

- Are in their 2nd, 3rd, or final year of an engineering degree, or have graduated within the last two years.
- Are UK nationals or have indefinite leave to remain in the UK.

We focus on students facing the most barriers to entering the engineering industry, including those who:

- Identify as Black, Asian, or from a minority ethnic background.
- Identify as women.
- Attend or have graduated from a non-Russell Group university.
- Come from socio-economically disadvantaged backgrounds.

Your GEEP Journey

GEEP offers a 10-month programme connecting engineering students with businesses. Your company can participate in activities that showcase your organisation, highlight your engineering specialism, and provide development opportunities for your team.



Volunteering

Our *Pathways to Engineering* and *Engineers Explore* interactive webinars provide opportunities for your team to raise awareness of engineering industry by inspiring minds with their career journey, sharing their engineering expertise and shining a light on the jobs of the future.

In-person *Skills Bootcamps* and online *Skills Masterclasses* provide opportunities for volunteers to support students in fine-tuning their employability skills through interviews, CV and recruitment training, and exercises building transferrable skills.

Each opportunity has online and in-person options across the year. Sessions are expertly delivered by trained facilitators allowing your team to come as they are to share their experiences, supporting them to become better team players and line managers..

Mentoring

Offer your team professional development through mentoring an early-career engineer 1:1.

Our structured programme provides comprehensive training for mentors, making it an accessible for team members at all levels of seniority.

Recruitment

From shadowing and insight days to work experience and full-time recruitment, our candidates are exceptional, covering a wide range of engineering specialisms, and ready to enter the industry. Partner with us to showcase your business and recruit directly from our diverse talent pool.

Training and networking for your business

GEEP offers a structured programme of training and support to help businesses embed diversity and inclusion best practice. Partnering with top organisations, we provide valuable opportunities to enhance your business, ensuring you can lead in the engineering industry, and network with other companies to share and learn best practice.

Why take part in GEEP?

Reap the benefits of an evidence-based approach. Built on nine years of rigorous research and continuous improvement, GEEP consistently delivers impactful outcomes for both students and businesses:

Build Your Pipeline

Directly connect with over 1,000 engineering students and graduates across all specialisms, ready to launch their careers in industry.



Access flexible volunteering

Engage with students through 30+ interactive events and mentoring across the year. Available in-person and online, with group or one-on-one options to allow your team to share insights and connect with emerging talent in a way that's comfortable for them.



Increase your organisation's visibility

We partner with a carefully selected group of 20-25 diverse engineering businesses from across the UK, ensuring that students and companies alike can be valued for their unique qualities.



Build meaningful partnerships

Collaborate with the Royal Academy of Engineering and join our community of leading engineering businesses to discover and implement best practice in talent development, while elevating your organisation's profile in the industry.



Your commitment

We're excited to partner with you on GEEP! To help all our partners maximise the programme's benefits, we ask for the following minimum commitment:

- 1. Volunteers:** Provide a minimum of 7 volunteers for online events and 6 for in-person events throughout the year.
- 2. Mentors:** Supply 5 to 50 volunteers to mentor GEEP participants (full training provided).
- 3. Work Experience:** Offer at least one work experience opportunity for a GEEP participant.
- 4. Partnership:** Nominate an employee as the main liaison between your company and the Academy for all GEEP-related matters. Actively participate in the Diversity & Inclusion Deep Dive company training sessions.
- 5. Collaboration:** Work with the Academy to evaluate the programme and develop presentations, modules, or other course elements that enhance engineering knowledge, professional readiness, and personal development.

Financial contribution

The programme of support, training, and mentoring, provided through GEEP is part-funded by the Government who are keen to see organisations investing in this space.

We ask companies to contribute £6,000 per year, with a minimum 2-year commitment (circa 20% of the full cost).

This contribution supports the Academy's D&I initiatives, advancing our vision of an inclusive profession that welcomes people from diverse backgrounds, building a world-class, workforce ready to tackle future challenges.





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Get in touch

We look forward to working with you soon.

Please contact Simona Fornarino (Simona.Fornarino@raeng.org.uk) for more information.

Sources

1. *Women in Engineering and Technology*, Engineering UK, 2024.
2. *Trends in the engineering workforce between 2010-2021*, Engineering UK, 2022.
3. *Census 2021*.
4. *Improving employment opportunities for diverse engineering graduates*, Royal Academy of Engineering, 2022.
5. *Employment outcomes of engineering graduates: key factors and diversity characteristics*, Royal Academy of Engineering, 2016.

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