SaRS
Making the world safer and more reliable for everyone

SAFETY & RELIABILITY SOCIETY AND WSP

INSPIRING PEOPLE ABOUT CAREERS IN ENGINEERING

BY
BECKIE FAULKNER, WSP
MOIRA SHAFTOE, ENGINEERINGUK
SEYI WELI, SARS

14TH MAY 2025

The Safety & Reliability Society is a Licensed Member of the Engineering Council for CEng and IEng Professional Registration

SaRS SAFETY AND RELIABILITY SOCIETY

Programme

- Introduction

- Presentations:

    - Our Commitment to inclusion and belonging – Beckie Faulkner, WSP

    - Inspiring young people about careers in engineering – Moira Shaftoe, EngineeringUK

    - Professional Registration and CPD – a SaRS perspective - Seyi Weli, SaRS

- A short Q&A session will follow each presentation

- SaRS Information

- Feedback

Note: the Webinar is being recorded. The recording will be available for download from the SaRS website – more details on how to access the recording will be given at the end.

wsp

OUR COMMITMENT TO INCLUSION AND BELONGING

SAFETY AND RELIABILITY SOCIETY
Presented by Beckie Faulkner | May 2025

Inclusion & Belonging

WSPs long term Inclusion and Belonging vision is to promote an inclusive mindset:

- Fostering a trusting workplace
- Speaking up
- Managing fairly
- Growing stronger together

Business Unit Implementation plans

Employee Resource Groups

UK Inclusion and Belonging policy and strategic plan

Global I&B policy and strategic plan 2025
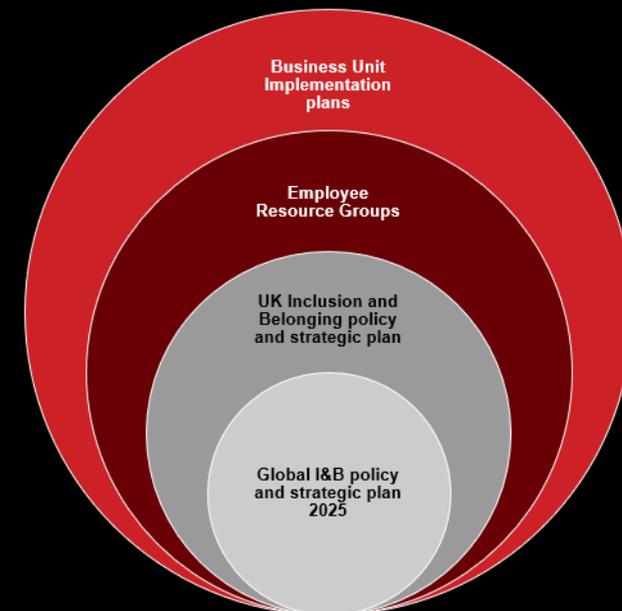
Employee Resource Groups

Employee Resource Groups:

- VIBE

- CREED (Inc. Muslim network and Asian network)

- Gender Committee

- Menopause Support

- Disabilities and Medical Conditions

- Neurodiverse Community

VIBE

CREED

Disabilities and medical conditions

Menopause support
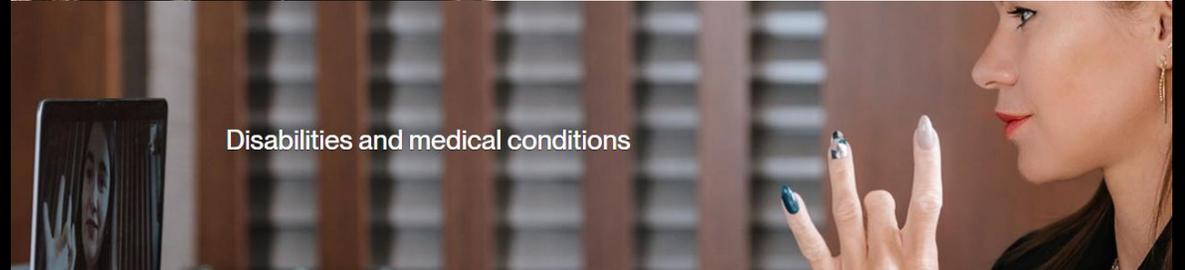
Representation: Early Careers Professionals

In 2024, 350 grads, apprentices and placement students began their journey with us, helping create the future of professional services and sustainable development

In 2024, we were proud to become 5% Club Platinum members, with over 10% of colleagues in 'earn and learn' roles

Focus on ECPs helps us build a strong, diverse talent pipeline

Apprentices

Male / Female

Ethnic minority / White / not disclosed

Graduates

Male / Female

Ethnic minority / White / not disclosed

Year	Apprentices Male/Female	Apprentices Ethnic	Graduates Male/Female	Graduates Ethnic
2024	34%	20%	41%	21%
2023	23%	15%	34%	36%
2022	32%	27%	39%	27%

Campaign outputs

Toolkit Teaser – Career pathways

Everyone takes a different journey and although useful to explore and understand others routes, it's important not to compare your career as it is as unique as you are.

A few questions to start:

1) Can you see yourself in the same role in 10 years' time?

2) Will you retire at the same age your parents or grandparents did?

3) Have you mapped out every step of your career until retirement?

The answer to all these questions is most likely no

Choose a job you love, and you will never have to work a day in your life. - Confucius

My Personal Career plan

Current Job Title   Dream Job Title

What do you enjoy doing the most?
What gives you most satisfaction at work? What are your hobbies? What motivates you?

What do I want to be doing before I retire?
Are you a senior leader? An expert in your field?

My Purpose & Mission is?

My Superpowers are?

My Mentor / Coach is/should be?

Do I want more responsibility?
Consider People management, industry roles, mentoring others, task lead?

Do I want to work internationally?

Short term goals
What can you achieve in the next 6 months?

Medium term goals
What can you achieve in the next 1-2 years?

Long term goals
What can you achieve in the next 5-10 years?

Continuous learning mindsets

Actively seek mentors and coaches

Recognise careers are not linear

Everyone's journey is different

Evaluate your goals and what motivates you

Retirement is a long way off… for most of us

THANK YOU
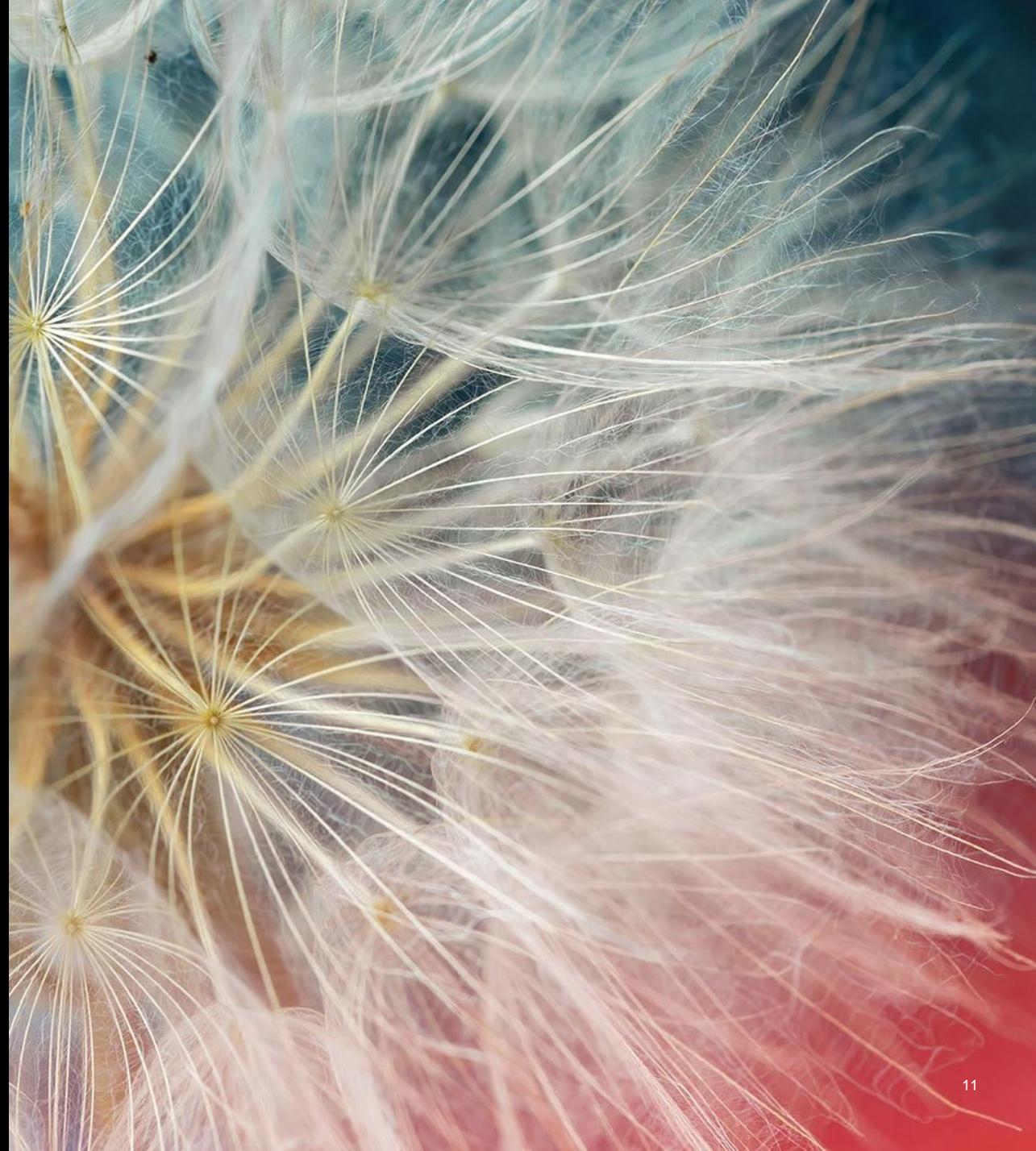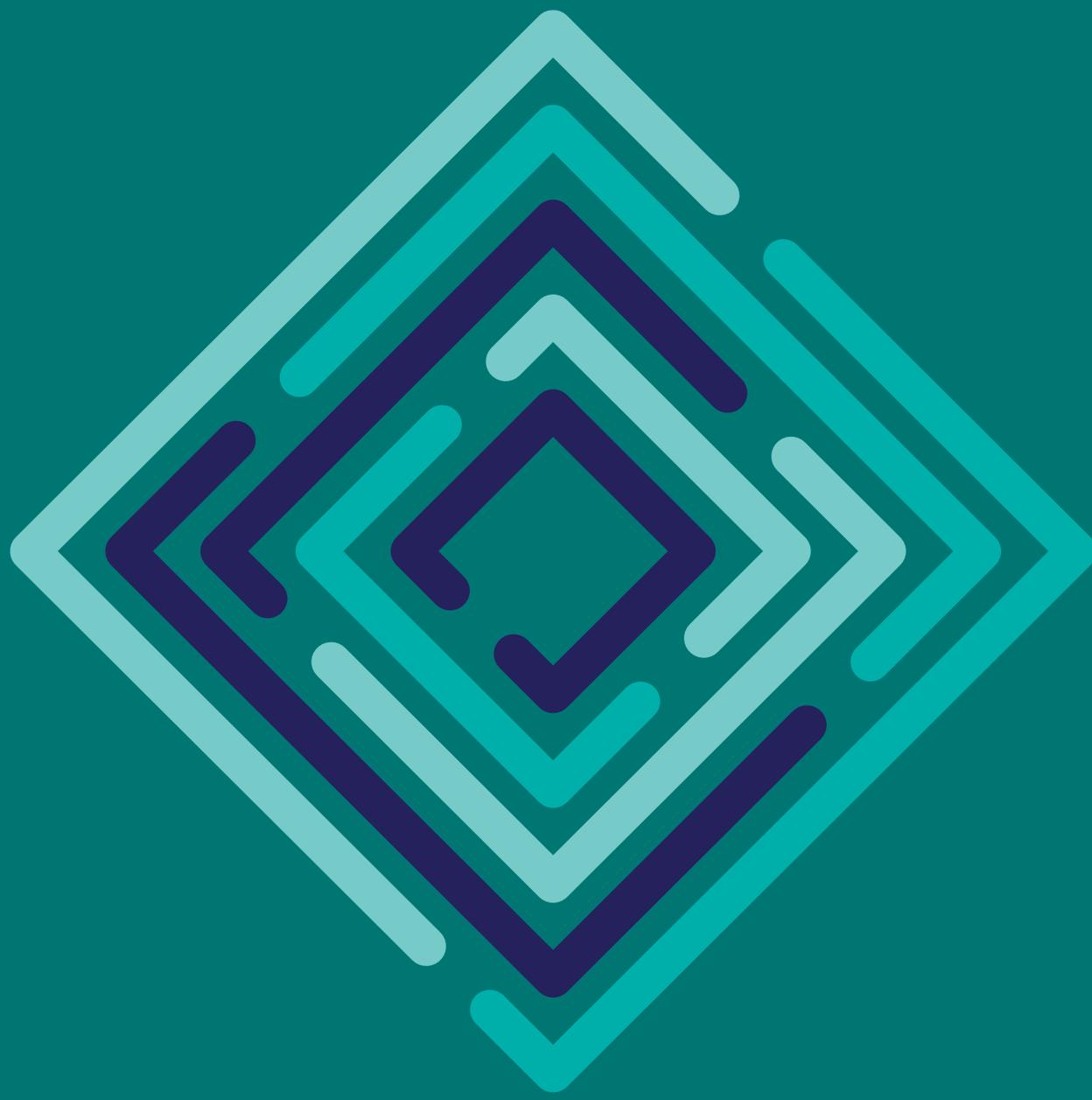
Inspiring young people about careers in engineering

SaRS/WSP Event
14th *May 2025*

EngineeringUK
INSPIRING FUTURES TOGETHER

EngineeringUK

EngineeringUK is the operational name for the Engineering and Technology Board, a charitable organisation created in 2001 to promote education and engagement in engineering and technology.

Our Purpose: To drive change, so more young people choose engineering and technology careers.

Our Vison: The UK has the diverse workforce needed for engineering and technology to thrive and *to* drive economic prosperity, improve sustainability and achieve net zero.

Our Mission: EngineeringUK will enable more young people from all backgrounds to be informed, inspired and progress into engineering and technology.

Strategy 2023-2028

STRATEGY SNAPSHOT

	Research and evidence	Leadership	Activities for schools	Advocacy
Main aims	Establish the composition of the current engineering and technology workforce, future workforce needs and how to address them	Lead efforts to grow the collective impact of all engineering and technology inspiration and careers activities with young people of school age	Expand our own activities to encourage more, and more diverse, young people into engineering, technician and tech roles	Advocacy and support to address policy and delivery challenges in STEM and careers education and workforce planning for engineering and tech
Headline benefits	Sharing our evidence will help ensure: • careers information is accurate and is given in an inclusive and impactful way • policy development that is better informed • all engineering and technology engagement activities are inclusive and inspire the next generation	Working together we can: • ensure more students participate in quality engineering and tech experiences • improve the coordination, inclusivity, targeting, efficiency and impact of engagements • create and share relevant, inspiring and accessible careers resources	• We can increase the reach and impact of our activities for young people through targeting, testing and iteration • We are prioritising content related to sustainability • We use our expertise to focus our work on 11 to 14s	• Advocating for policy improvements can help ensure young people get the opportunities they need to go into engineering and tech • In supporting vocational routes we can grow the number of young people going into engineering and tech careers

What engineering skills will we need in the future?

Demand for engineering skills is soaring across all sectors

Engineering jobs to grow in all UK regions between **now and 2030 – faster than other occupations**

Around **500k new jobs** to support the green economy **by 2050**
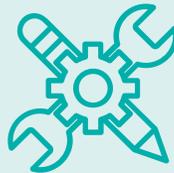
25% of all job postings in UK are for engineering roles

'Green' engineering jobs are **on the increase - a trend likely to continue**

Employers report skills **shortages and recruitment challenges**

Engineering skills needed in all sectors from creative digital and big data to advanced manufacturing and rail transport

EngineeringUK

Key facts and stats

Diversity in the workplace benefits everyone,
but the current workforce is not representative

- Only 15.7% of eng and tech workforce are women
- Only 14% are disabled people
- Only 12% are people from minority ethnic groups
- And only 24% are people from lower socio-economic

Women and girls are the most underrepresented group

Maths GCSE – 50%
Physics GCSE – 49%
Maths A Level – 38%
Physics A Level – 23%

Engineering T Levels – 9%
Apprenticeships 16%
Engineering Degrees (Undergraduates) – 18%

Workforce Diversity Matters

Research shows that **Greater diversity provides a better choice of skilled workers:**

- Providing a better platform for creativity and innovation
- Leading to better workforce productivity
- Leading to Better Financial performance

At a time of continuing skill shortages in Engineering, increasing the proportion of under-represented groups progressing into engineering has great potential to address the engineering skills shortage at a numerical level.

The Challenge

We need to attract more young people from all backgrounds to create the diverse workforce needed for engineering and technology to thrive

GCSE uptake over the past 9 years:
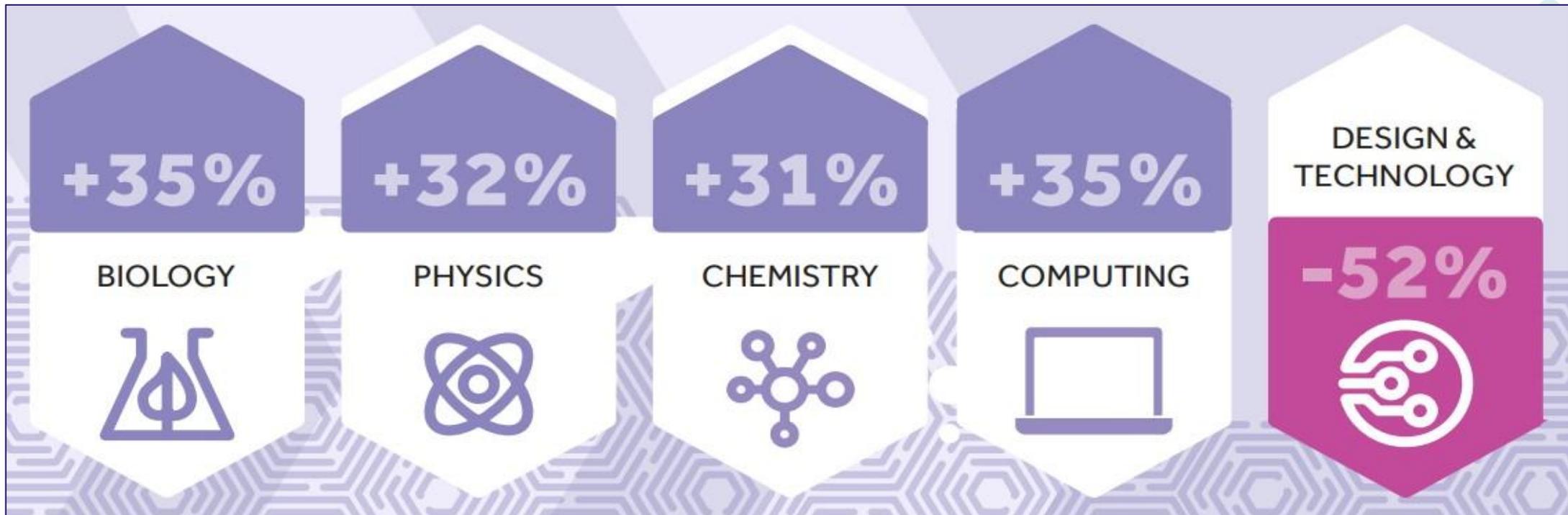
The challenge

Interest in school science has declined since 2019, and a gender gap has opened-up.

Interest among students in years 7 to 9 has declined from 76% to 71%. For girls, the decline is 75% to 65%

36% of girls say science is not for them

School students are doing less practical science

Practical science is the main motivator for 55% of young people in Years 7 to 9

Only 26% of GCSE students do hands-on practical work at least once a fortnight, down from 44% in 2016

Engineering
Only 12% of girls say being an engineer fits well with who they are

Just 16% of girls think engineering is suitable for them

Only 29% of girls are interested in an engineering career, compared to 63% of boys 23% and 52% for tech

Knowledge, perceptions & understanding

Our research around the knowledge perceptions and understanding young people have about careers in engineering shows that:

- 36% of students say they know a fair amount about what engineers do (32% for Tech)
- 46% are interested in an engineering career (38% for Tech)

But 60% do not know what subjects / qualifications they need to become an engineer
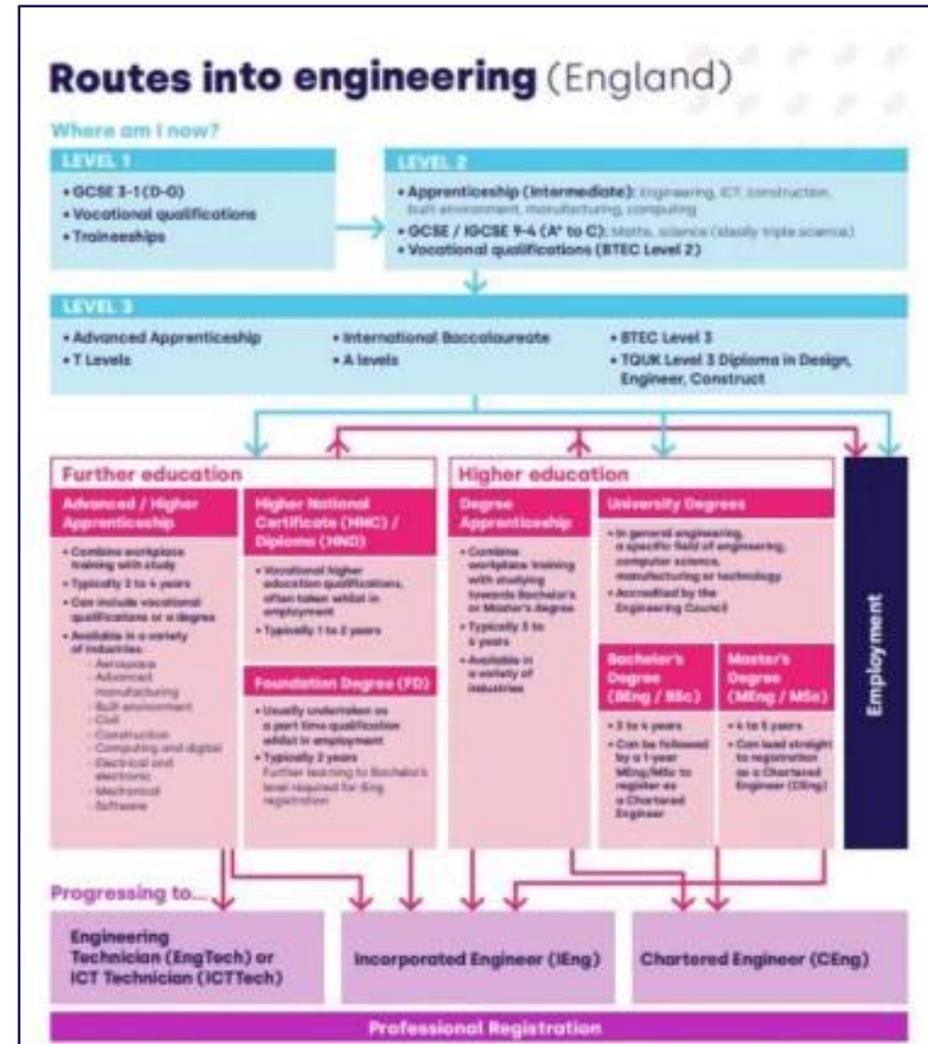
What difference does outreach make?

Young people need to know what roles are available, be attracted to them, and understand the routes into engineering and technology

Taking part in STEM careers activities boosts young people's knowledge of and interest in engineering and technology careers

School students who attend one or more STEM careers activity are:

3.5 times
More likely to know what people working in engineering do.

3.4 times
More likely to consider a career in engineering.

EngineeringUK

Targeting Underrepresented Groups

In 2020, EngineeringUK developed a set of 'EDI Criteria' to identify schools to prioritise for engagement with our programmes in order to reach more young people from groups under-represented in engineering.

In applying this approach since then, analyses of the demographic profile of the young people participating in our programmes shows that when working with Priority Schools, there are higher proportions of young people from UK minority ethnic backgrounds, those eligible for Free School Meals, disabled young people and those with special educational needs.

EngineeringUK

How can you get involved?

By working together towards common goals and standards

The Tomorrow's Engineers Code

EngineeringUK
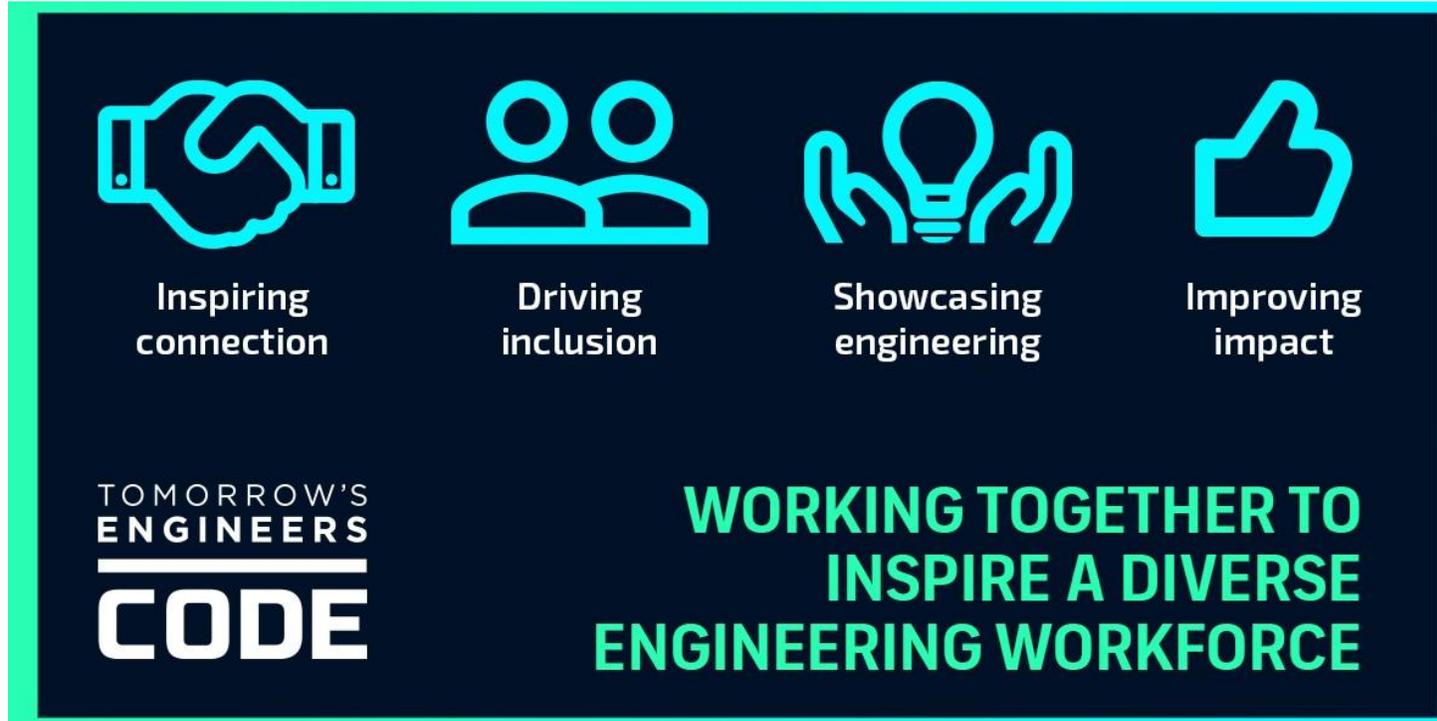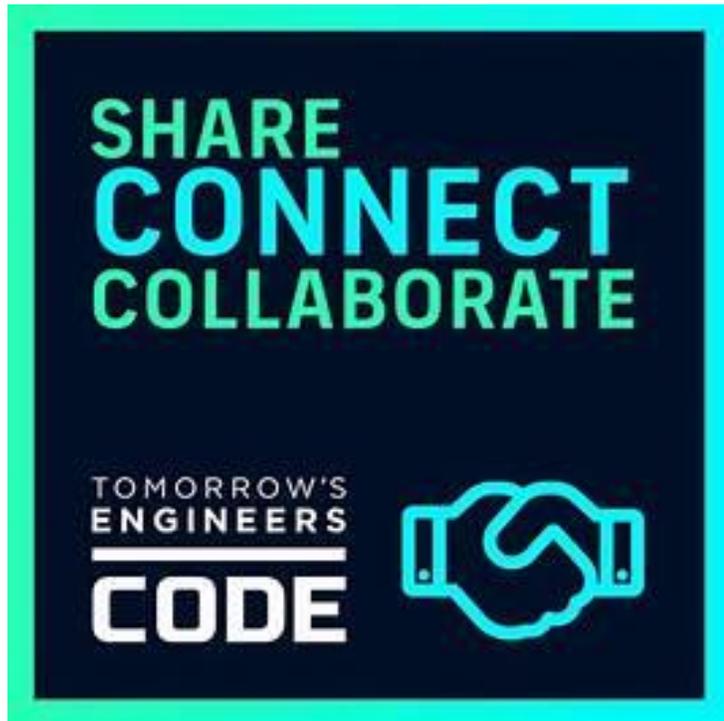
How can you get involved?

Make it easier for teachers to connect to your outreach and engagement activities via Neon
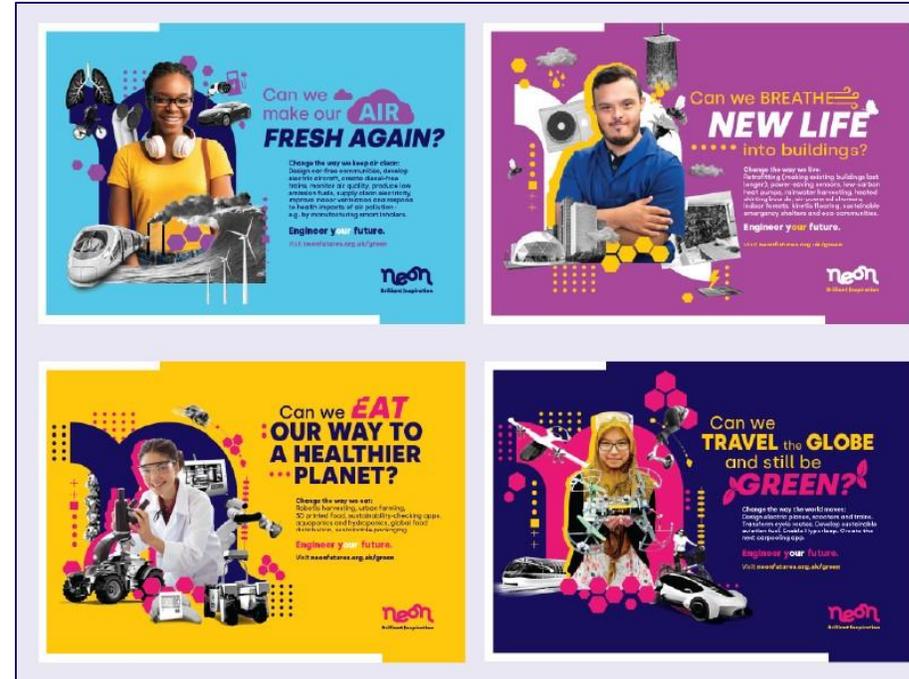
EngineeringUK

How can you get involved?

There are lots of opportunities for you to work with us through our engagement programmes including:

EngineeringUK

Thank you

Moira Shaftoe
Head of Professional Institutions & Partnerships,
EngineeringUK

mshaftoe@engineeringuk.com

EngineeringUK

Professional Registration and CPD – a SaRS perspective

What will be covered?

- What is the Safety and Reliability Society (SaRS)?

- Professional Registration its benefits, the process and how can SaRS help

- Continued Professional Development – what is it, why do we need it and how can SaRS help

- SaRS membership

- Summary

What is SaRS?

- The Safety and Reliability Society (SaRS) was formed in 1980 as a membership charity to disseminate knowledge

- SaRS is a membership organisation with individual members and Affiliate Organisation members

- SaRS is a Licensed Member of Engineering Council for CEng. and IEng. Professional Registration

- SaRS Collaborates with European Safety and Reliability Association (ESRA), British Standards Institute (BSI), and others

- Run by volunteers who know and understand safety and reliability

- Promotes Safety and Reliability learning, development and recognition across industries globally

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What is Professional Registration?

- Professional registration is a formal process where individuals demonstrate their competency and commitment to professional standards within their field, often by a professional body.

- Registration with SaRS demonstrates that a safety and reliability practitioner has reached a set standard of knowledge, understanding and occupational competence against the Engineering Council's standard - UK-SPEC

- Registration provides a benchmark for the public, employers, and clients to have confidence in the skills and ethics of registered professionals.

SaRS SAFETY AND RELIABILITY SOCIETY

Professional Registration with SaRS

- Safety and Reliability engineering is a specialist area

- SaRS has worked hard to get Safety and Reliability expertise recognised for Professional Registration with the Engineering Council

- SaRS is a Licensed Member of the Engineering Council for Professional Registration for Chartered and Incorporated Engineers

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SaRS as a Licensee

- SaRS was licensed by the Engineering Council in 2020 following 15 years as a Professional Affiliate

- Received a full 5-year license in 2021 and has recently received a further 5-year licence

- Of the smaller Licensees, SaRS has registered and retained the most registrants

- Regulation by the Engineering Council means that our processes are brought up to date by continuous audit and improvement cycles by our Engineering Management Committee

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Professional Registration

Benefits of achieving Chartered status:

- Commitment to regulation in the industry

- Improved career prospects

- Higher earning potential

- Enhanced professional image to employers and customers

- Enhanced status leading to higher self-esteem

- International recognition

- Evidence of expertise

- An investment in your future

SaRS SAFETY AND RELIABILITY SOCIETY

Why register with SaRS?

- SaRS understands what safety and reliability means in terms of professional development.

- Building on your SaRS membership, the SaRS route to registration with the Engineering Council means you are demonstrating your competency and commitment – **we know what UK SPEC means in the context of safety and reliability.**

- Our assessors are experienced in safety and reliability from various industries.

- We accept applicants working in safety and reliability from a wide range of backgrounds.

Registration Process

THE SAFETY AND RELIABILITY SOCIETY (SaRS)

Engineering Council Registration - what happens after submitting your application?

- Screening (Academic Assesment, PRA)
- Demonstration of Educational Achievement, Competence and Commitment (UK&U, PRE-PRI)
- Demonstration of Experience (PRI)
- Registration
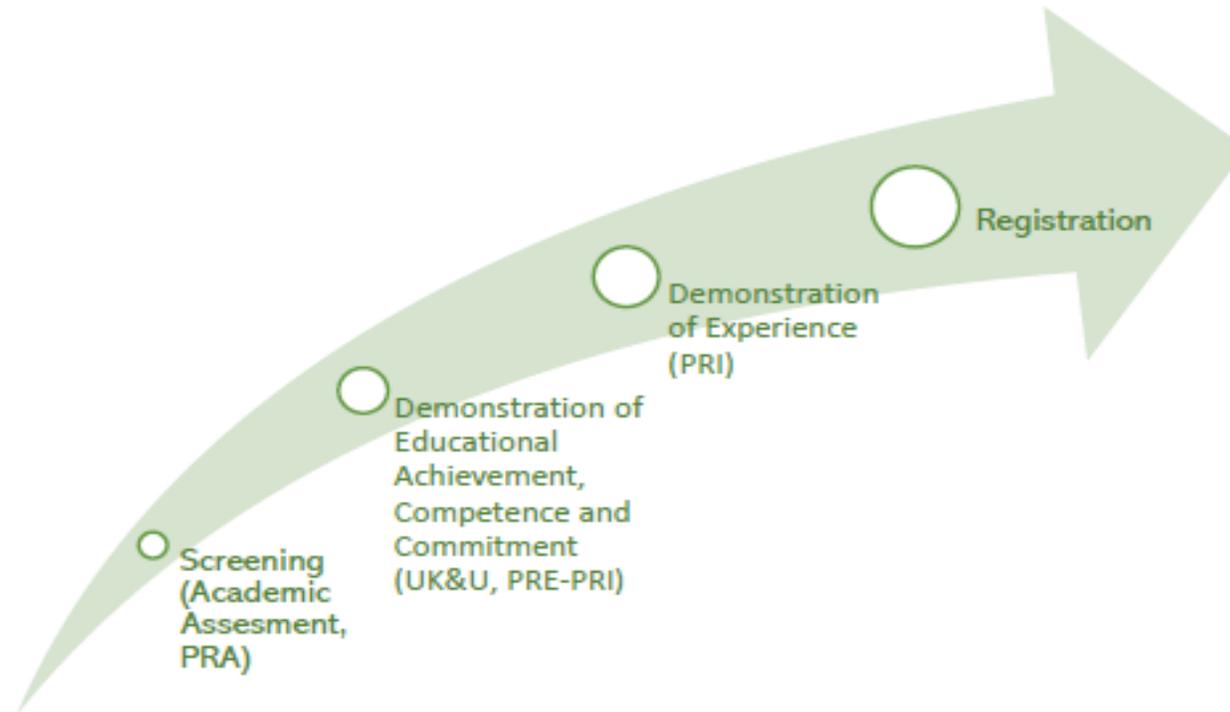
Steps to Registration

- Join SaRS

- Read UKSPEC and other guidance

- Think about a CPD Plan – you will need a plan for your application and CPD is mandatory after registration

- Start to complete the application form

- When ready, submit application form for screening

- Academic Screening will identify route (Individual Assessment Route or Recognised Qualification Route)

- Professional Registration Advisor will work with you on your application form

- Finally… formal submission, assessment and interview.

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Continuing Professional Development

- Continuing Professional Development (CPD):

- What is it?

- Why do we need it?

- What counts as CPD

- How can SaRS help?

SaRS SAFETY AND RELIABILITY SOCIETY

Continuing Professional Development

What is it?

- It's the systematic way of keeping up to date in your professional work.

- It is a fundamental part of any career in engineering – ensuring 'professionally registered and active' engineers keep up to date by constantly learning and improving, to develop skills and stay at the cutting edge

SaRS SAFETY AND RELIABILITY SOCIETY

Continuing Professional Development

Why do it?

- To refresh, widen and challenge our knowledge to keep us moving forward with our career development

- Establish a path to join a recognised body like SaRS and potentially to professional registration

- Required by professional institutions and Engineering Council – 5% of registrants with the Engineering Council are sampled annually

- Supports long-term career development

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Continuing Professional Development

What is CPD? What counts?

- Formal: Courses, conferences, qualifications

- Informal: Reading technical journals, webinars, podcasts, forums

- Experiential: Day to day job, work on challenging projects, learning from incidents or audits, cross functional tasks or secondments

- Reflective: Mentoring, serving on professional committees, writing technical articles

As long as you are able to record and reflect on an activity, and identify a learning or personal growth outcome, and that it is relevant to your discipline, it is CPD. The focus is on the learning and growth outcome rather than on time spent.

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Continuing Professional Development Cycle
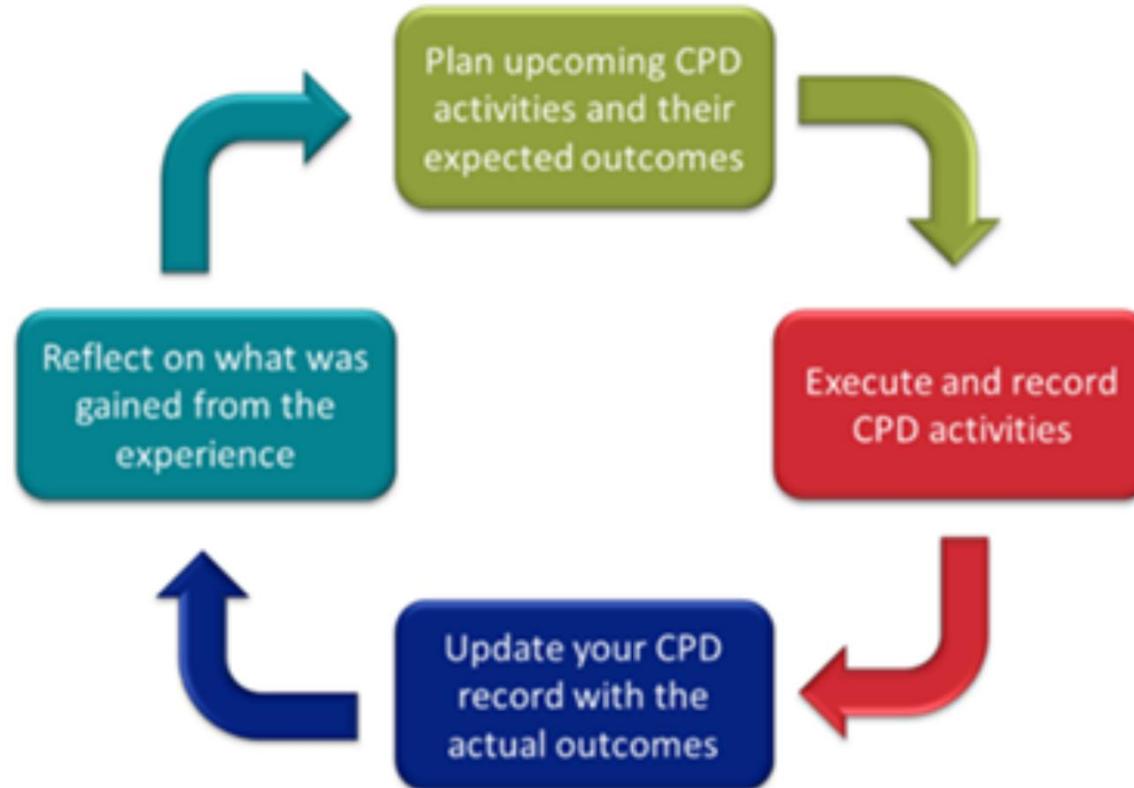
- Detailed guidance on CPD is provided by the Engineering Council

What CPD does SaRS Provide?

SaRS takes CPD very seriously, CPD is now mandatory for members of SaRS who are registered with the Engineering Council. All Professional Engineering Institutes will now be sampling members, so it is important to complete CPD.

We provide the following CPD Opportunities for members:

- A Peer Reviewed Journal

- Branch Meetings with Technical focus

- Webinars with international, cross industry participation

- Opportunities to represent SaRS on external Standards and in Consultations

- Opportunities to serve with cross-industry experts on SaRS Council and Committees

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Why join SaRS?

- Being part of an established professional body with recognised titles after your name: MSaRS for Members and, for the more experienced Fellows, FSaRS

- Broadening your horizons through cross-industry learning and knowledge transfer

- Access to free and discounted safety and reliability related events

- Keeping informed on safety and reliability developments through the regular SaRS specific newsletters and the peer reviewed quarterly Journal

- SaRS provides a route to Incorporated Engineer and Chartered Engineer registration with the Engineering Council

- Continuing Professional Development Opportunities

SaRS SAFETY AND RELIABILITY SOCIETY

Summary

- SaRS is run for the benefit of its members and for the wider development of safety, reliability and risk management practice

- Professional Registration is an investment in your future

- SaRS provides a route to Professional Registration for S&R specialists

- CPD is essential to refresh, widen and challenge our knowledge to keep us moving forward with our career development

- It is mandatory for maintaining Professional registration

- Being a member of SaRS is recognition of your expertise

Joining details are on the SaRS website www.sars.org.uk

SaRS SAFETY AND RELIABILITY SOCIETY

Contact Details

If you are interested in any aspect of SaRS please contact us - we will be happy to help – scan the QR code for joining details:

In the office:

Nicola Owen - info@sars.org.uk

WWW.SARS.ORG.UK

Thank you for your interest in the Safety and Reliability Society

Accessing the webinar recordings

- All webinar recordings are archived under the Resources Tab on the SaRS website

- SaRS members can access this archive as a member benefit:

  - You can join as a full member, or

  - The simplified **"Associate of the Society"** grade which gives you access to all the SaRS resources including the webinars.

  - See www.sars.org.uk

- This webinar recording will be available in a couple of days so keep an eye out if you want to see it again

FEEDBACK

YOU CAN
RECORD THIS
SaRS ACTIVITY
AS CPD

click to find
out how

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- I am now going to initiate a feedback form - please can I ask you to fill it in before you exit the webinar

- The information is vital for us to improve our offering - please take two minutes to fill it in and click Submit

- Your CPD Certificate will be sent to you if you requested one at registration

- Thank you very much for attending

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