WOMEN IN ENGINEERING: HOW GLASGOW’S LARGEST COLLEGE IS CHANGING THE GENDER DEMOGRAPHIC IN ENGINEERING

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ABOUT THE CITY OF GLASGOW COLLEGE

Industry Academy Model

Environmental Forces
- Students
- Staff
- Services
- Partnerships

Evaluation and Feedback Loop

Industry Sector Impact
- Skills Growth
- Economic Growth
- Succession Planning
- Capacity Building
- Talent Pipeline
- Employee Retention
STEM MANIFESTO

A world class commitment to developing
Science, Technology, Engineering and Mathematics
WHY ARE WE INVESTED IN GENDER EQUALITY?

AS A COLLEGE WE ARE COMMITTED TO MEETING THE CHALLENGE OF SOCIAL MOBILITY AND EQUALITY BY TAKING POSITIVE ACTION TO PROMOTE OPPORTUNITIES FOR UNDER-REPRESENTED GROUPS.
SIMPLE IDEAS CAN HAVE A BIG IMPACT

OUR WOMEN INTO ENGINEERING OPEN EVENT WAS ATTENDED BY 138 SCHOOL PUPILS.
SIMPLE IDEAS CAN HAVE A BIG IMPACT

FOLLOWING CONSULTATION WITH LEARNERS AND EMPLOYERS WE INTRODUCED THE WOMEN INTO ENGINEERING HNC PROGRAMME TO SUPPORT ASPIRING FEMALE ENGINEERS TO OVERCOME GENDER RELATED BARRIERS
We have increased the ratio of females on our engineering programmes from 8.6% to 12.6%. This is against a sector average of only 6%.
OUR CHALLENGES

- Perceived Barriers to Entry → Positive Action in Recruitment
- Male Dominated Environment → Regular Visits and Placements
- Overcoming Employer Prejudice → Regular Information Sessions
- Understanding Issues → Regular Staff Development
WIDER CONTRIBUTION

Promoting STEM Equality at City of Glasgow College

Do women-only college programmes work?

City of Glasgow College run two women-only courses at the college, one in construction, one in engineering. Douglas Morrison, Head of the STEM Industry Academy at college, is passionate about promoting equality within the construction and engineering sectors.

Equate Scotland Newsletter April 2016

Do women-only college programmes work?

City of Glasgow College run two popular women-only courses, one in construction, one in engineering.
Scottish Funding Council
Promoting further and higher education
“It’s a great class and it’s really important to bring more women into the industry. Women are very under-represented, it’s just 5% at the moment so I think to encourage more women into the industry is a brilliant thing to do”. Laura Phillips, Engineering Trainee

“The Women into initiatives at City of Glasgow College are a wonderful example of gender inequality being addressed in a meaningful and sustainable way. It is truly impressive”. Jenny Kellie, Director of LDB

“I would like to be part of an industry that thrives on innovation and change which has excellent academic and employment opportunities”. Laura Phillips, Engineering Trainee
WHAT’S NEXT?

- PAID SUMMER INTERNSHIPS FOR FEMALE ENGINEERS
- INCREASING EMPLOYMENT OUTCOMES FOR FEMALE TRAINEES
- INCREASING INDUSTRY ENGAGEMENT IN EQUALITY ISSUES
- EQUALITY IMPACT ASSESSMENT WITH EQUALITY STAKEHOLDER GROUP
WE HAVE ACCESS TO A LARGELY UNTAPPED TALENT POOL

THERE IS CLEAR EVIDENCE TO SUPPORT THE BENEFITS OF A DIVERSE WORKFORCE

UNDERSTAND THE ACCESS REQUIREMENTS AND REMOVE BARRIERS

BE PREPARED FOR SMALL WINS AND BIG EFFORTS

WORK TOGETHER TO REALISE OUR COLLECTIVE POTENTIAL