

Parliamentary & Scientific Committee Discussion Panel 28.9.20

Donald Morrison, Senior Vice President & GM
Jacobs

Why is Jacobs investing in STEM education?

- To attract a diverse and broad spectrum of talent with the skills for the future - ensuring steady pipeline of skilled professionals for future programme delivery
 - To influence the education and career decisions of future generations
 - To support the continuous professional development of teachers
- To positively contribute to the United Nations Sustainable Development goal of Gender Equality and decent work and economic growth.

The benefits of education engagement for businesses can be significant, from staff development and skills building, to community relations and competitive brand positioning.



How do we invest?

- By sponsoring pilot STEM Enthuse Partnerships in business strategic locations (Glasgow, Bristol and Manchester) where we have opportunities to make a social value impact
- Through embracing the Skills Builder Universal Framework and aligning it to our STEM Ambassador activities. *"...the skills of the future are more likely to be 'softer'..."*



- In working with partner organisations to develop social value tools to measure and evaluate the impact we're making
- By encouraging our employees at all levels to become STEM Ambassadors.

Why should Government invest alongside business?

- To expand the talent pipeline to fill the technical and analytical positions in our industry with ever-widening skill gaps and to ensure future job pipeline
- To be part of the broader solution to keep pace globally and to help drive a vibrant economy for all
- To provide career pathway opportunities for disadvantaged communities levelling the playing field.

Supporting STEM education is necessary to facilitate economic development, international competitiveness and job creation.

Our commitment to STEM

The Problem

- School Closures due to Covid-19
- Employee home schooling
- Cancellation or postponement of work experience events
- Mental Health of Young People



Solutions
Virtual Work Experience
Weekly Live STEM
Tutoring
Virtual Careers Fairs

Our Impact

- 15,000+ Virtual Work Experience hours
- 160+ Weekly Live STEM Activities hours
- 800+ Virtual Tutoring hours
- Virtual Career Fairs in beta development

Alex, 15 yrs said: *"It (virtual work experience) has been great to have the opportunity to participate in this and to find out about the massive spectrum of jobs within the world of engineering, from health and safety to interior design."*

93% of students who participated in the virtual work experience initiative would recommend it to a friend and 93% also said it has made them more likely, or as likely, to consider a STEM career.

We Live Inclusion

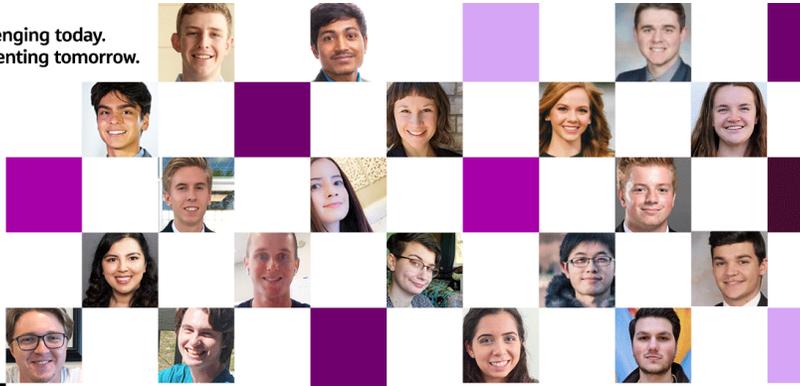


Katie Rotheram and Rebecca Roberts

- Jacobs has launched a [global Action Plan for Advancing Justice and Equality](#)
- We unite employees across the globe to celebrate differences and amplify each voice through our Employee Networks. Our STEM Ambassadors are members from across these eight active, passionate networks
- In conjunction with Carmel College and the Careers Enterprise Company we launched ['The Big Project'](#) and recruited [two early career employees](#) to degree apprenticeship programmes in engineering at Jacobs
- Jacobs ranked on Fortune's 2020 World's Most Admired Companies List and Forbes Best Employers for Diversity 2020.

Early Careers at Jacobs

Challenging today.
Reinventing tomorrow.



- Over the summer of 2020 we hosted our first ever virtual internship programme
- We moved forward with our summer internship programme, developing a Virtual Internship Programme Guide for Managers, University Champions, Peer Mentors and interns
- Topics included sustainability, innovation, inclusion and diversity, and business acumen
- We have a two-year Graduate Development Programme and support a range of Apprenticeships, and regularly celebrate and recognise their achievements.

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