



Rolls-Royce case study

“Empowering young people to make the right career choices for them”

Rolls-Royce has been a corporate member of the EngineeringUK Skills Partnership for more than 10 years. We sat down with Education Outreach Manager, Nicola Swaney to ask her a few questions about how Rolls-Royce promotes careers in STEM, delivers inspiring outreach activities and how they're working with the skills partnership to encourage more young people in STEM.



Nicola Swaney leads strategic education outreach programmes for Rolls-Royce, working with schools, external partners and STEM Ambassador and governor employees, in order to inspire young people.

Nicola is a board member for the Government's Opportunity Area in Derby which is aimed at improving social mobility and attainment amongst Derby's most disadvantaged children.

She is also a director of the Rolls-Royce Heritage Trust with responsibility for STEM, a Teach First leadership coach and the enterprise adviser for a large secondary school in Derby.

Prior to joining Rolls-Royce, Nicola worked in the government's Department for Education in London for over 10 years.

About Rolls-Royce

'Pioneers of power'

Rolls-Royce is a global power systems company that employs 52,000 people across the world and 23,000 people in the UK. It has 3 core business areas including: civil aerospace, defence and power systems. It produces jet engines for Boeing (including 777 and Dreamliner) and Airbus (including A350 & A380), engines for military aircraft and helicopters and power systems for land vehicles, trains, tanks, submarines and civil nuclear modular reactors. It has sites all over the UK including Derby, Bristol, Birmingham and Scotland.



How does Rolls-Royce promote careers in STEM?

Committed to STEM outreach

Rolls-Royce plans to reach 25 million people across the world in STEM by 2030. We've already reached 6.71 million people by providing STEM activities, role models, resources, support and advice to schools, young people, our STEM partnerships and the local community. We are passionate about inspiring young people about careers in STEM and this is championed from the Chairman all the way through to front-line staff.

As a business we want to reach young people in all parts of the UK and encourage them to pursue a career in engineering regardless of their background or level of education. We are always interested in supporting and inspiring the next generation of engineers and this is embedded throughout everything we do. We want to help young people discover the different career options in engineering and the opportunities available to them.

As part of this pledge Rolls-Royce:

- Provides role models from diverse backgrounds in STEM to champion our career opportunities and the importance of the STEM subjects
- Offers apprenticeships after GCSEs and A levels
- Sponsors undergraduate degrees as part of our degree apprenticeship programmes
- Invests in education and outreach programmes

Rolls-Royce aims to provide the right information and advice so young people can make informed choices about their career and the skills they need to find the right job in the future. We believe it is important to dispel old-fashioned myths/stereotypes around STEM, give young people the chance to take part in interactive, fun STEM activities so they can learn about the different roles and careers in STEM and see that working in engineering can be a rewarding option for them when they grow up.

How does Rolls-Royce deliver inspiring outreach activities?


Community investment and education outreach strategy

We have a number of initiatives designed to support careers into STEM including:

Rolls-Royce Schools Prize for Science and Technology – supporting teachers of STEM subjects in their Continuous Professional Development (CPD) by providing opportunities to develop inspirational and sustainable STEM teaching ideas.

Big Bang Fair programme – providing a hands-on interactive experience for young people at the UK's largest celebration of STEM for young people.

STEM ambassador programme – having 1,200 diverse STEM ambassadors in the UK and 1,400 across the globe from apprentices, graduates and interns to more experienced staff working with schools and young people.

 [Read our stories](#)

Partnering with national organisations such as the Scout Association and Girlguiding. We're proud to be supporting the Scouting programme to help young people develop skills for life by showing them what STEM can do. We're working with Girlguiding to ensure girls and young women know that STEM careers are as much for them as for boys.

Our other national partnerships include Teach First, STEM Learning, Project ENTHUSE, the National Centre for Computing Education, the Careers & Enterprise Company, World Skills, New Scientist Live and the Engineering Development Trust (EDT) to provide access to inspiring STEM activities and STEM career role models, better resources and representation across all areas of the UK.

Rolls-Royce Digital Academy & our ACCEL all-electric aircraft programme – developing new digital and electrical STEM activities to encourage young people to be inspired about these vital STEM skills of the future.

 [Visit our Digital Academy](#)

 [For more details visit our website](#)

How does Rolls-Royce work with the EngineeringUK Skills Partnership to provide more opportunities for young people in STEM?

Inspiring the next generation

Rolls-Royce joined the Skills Partnership because we wanted to inspire the next generation into a career in STEM, widening and increasing our talent pipeline for our future workforce. Like EngineeringUK, we are passionate about inspiring young people with authentic role models, finding new and innovative ways to reach out, show and explain to young people the different pathways and careers into engineering. We work with EngineeringUK to enthuse at every level across the country to provide a range of fun, inspiring and inclusive engineering activities for young people to enjoy and get an insight into the world of STEM.



Making a difference for the future

As a corporate member we've exclusive access to the Business and Industry Panel meetings, which are a great opportunity to talk to like-minded organisations who are looking at similar programmes to increase diversity, inclusion and to provide more STEM outreach opportunities. During the meetings we are able to discuss key issues, share data on STEM engagement experiences and good practice. It is also a great opportunity to work with other businesses and explore insights on what's going on across the country and in other engineering sectors. By working together we are able to pinpoint challenges and make the necessary changes to build a brighter and better future for the next generation of engineers.



Maximising our impact as an employer

We get regular insights from EngineeringUK on what's emerging from government in regards education and employment. By having an open and transparent relationship we are able to understand new developments in educational pathways, for example apprenticeships, changes in the economy and the employment landscape as a whole.

Being a member we've the support and confidence of other employers to discuss new approaches and consider what impact these may have on our outreach programmes. The Skills Partnership network gives Rolls-Royce and other companies a stronger voice and we are proud to work alongside EngineeringUK to maximise outreach opportunities for young people, promote careers in STEM and break down the barriers to entry by putting diversity and inclusion at the forefront of everything we do.

Join the Skills Partnership

As a corporate member you can get exclusive access to:

- Evidence based research, insights and advice on key issues and developments in UK engineering
- Bespoke strategic support to shape and define a diverse STEM outreach programme
- Greater voice and representation in UK engineering to policy makers and education institutions
- Networking opportunities with like-minded organisations to build long-term relationships at member events

Become a member today

Inspire the next generation in STEM like Rolls-Royce by joining the EngineeringUK Skills Partnership. Get in touch to find out how we can support and work with your business.



 [Click here to find out more](#)