



Jaguar Land Rover has put in place a number of initiatives to look to positively influence the numbers of female graduate engineers who then look to pursue a career in engineering upon graduation.

In 2013 there were only 1,234 female students who graduated from 'appropriate' engineering subjects in the UK (13% of the population). Of an already small number, 3/10 then choose not to go into engineering careers, meaning that many leave the profession before they have even started.

At JLR (Jaguar Land Rover) we are focused on diversity in the workplace and the success of engineering and manufacturing in the UK and want to offer these women who are unsure about a career in engineering support to make an informed decision; therefore, we have created the Women in Engineering Sponsorship Scheme- a unique scheme to support the training of those female engineers alongside their degree.

The scheme offers 3, 6, and 15 month placements to female students studying engineering. Successful students receive benefits such as a competitive salary, and an annual holiday allowance. In addition, students on our sponsorship scheme also benefit from a bursary payment of £1,500 when they return to their studies each year.

The scheme has been running since 2011 with fantastic successes. In the scheme's first year we had 247 applications, whereas in this current year, just 3 recruitment cycles later, we've had 531. The target each year is to recruit a new cohort of 10 students, however due to the quality of applicants we have taken on more than the original target year on year. This demand demonstrates the need for such a scheme. The UK has less than 10% of the female engineers in the EU, JLR are doing their bit to change this.

Each placement student is matched with a mentor in the business from day one all the way through their placement and when they return to university. This mentor is particularly valuable when a student enters a role as this can seem a daunting environment, and this contact helps to ensure their inclusion.

But what about the results?

Through these initiatives over 20% of our graduate engineering hires are now female; an increase of around 13% prior to the operation of these schemes. The WiE Network is going from strength to strength, too, with 19 networking sessions having been facilitated since connecting over 700 students in a professional manner.

JLR is heading in the right direction where diversity is concerned. However, as with any initiative, whilst pleased with the success thus far, we are planning to review the current model, looking at whether amends need to be made to the WiE profiling activity or the sponsored scheme so that they remain attractive and compelling to the target population.