More women in STEM occupations than ever before

<table>
<thead>
<tr>
<th>Year</th>
<th>Women</th>
<th>Increase</th>
<th>More Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>689,207</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2015</td>
<td>793,437</td>
<td>15%</td>
<td>104,000</td>
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Women make up 14.4% of the UK STEM workforce

More WISE members than ever before

**Advance Engineering**
- Construction
- Engineering
- Technology

- Recruiting members in high growth sectors.
- Individual members up to 3,000, a growth of 500%.
- 50% growth in corporate members this year – from 80 to 120.

“WISE will help me influence the lives of more and more girls to aim high and to really go out there and make a difference.” Dr Marily Nika, Software Engineer, Google, Winner, WISE Influence Award.
Connecting...

Twitter followers (@thewisecampaign)

2015 2016

11k 16k

Followers up 50% on the previous year.

Website visitors

2015 2016

WWW WWW

114,000 140,000

Over 140,000 unique visitors over the year, a 23% increase on last year’s total of 114,000.

WISE News

14,000

14,000 now subscribe to our online newsletter.

Targeted recruitment

2015 2016

100% increase in jobs posted on WISE platforms - helping employers find female applicants and women find new opportunities in STEM.

Coaching...

In the classroom...

Evidence-based resource to show girls they can be happy and successful in science, technology and engineering. Over 600 STEM Ambassadors trained. Spin-off packs for Electronics, Physics and Digital.

“ A fabulous, innovative way to get girls thinking outside the box in terms of future careers.”

Angie Baker, Physics teacher

“I really like understanding how complicated things work and then explaining them to others in a simple way.”

Emma O’Mara, Dockside Manager, Babcock International

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49 business leaders have signed the Ten Steps – a commitment to transform culture in their organisation and the wider industry. In June, we facilitated a workshop for companies in Highways England’s supply chain on how to implement flexible working for all.

“The development and roll out of the Ten Steps has already been influential in a number of organisations and there is potential for further impact.”
- Ernst and Young

Knowledge Sharing Events hosted by DSTL, Prospect, Royal Academy of Engineering, RAF, Imperial College, Mace and Mott Macdonald shared best practice in mentoring, trade unions, Ten Steps, engaging girls, innovation and recruitment.

“Our associates and partners provide expertise to accelerate progress:

- **Inclusive Leadership Training**
  - for Nissan and a webinar for Jabil.

- **Unconscious Bias Training**
  - delivered to Prospect, BAM Nuttall, AMEC Foster Wheeler and Diamond Light Source.

- **Cultural Analysis Tool**
  - for Thales.

- **Career Development for Women**

“Thanks to WISE for the fantastic opportunity that this course has given us.”
- Siemens

“The event was insightful, enjoyable and thought provoking with an excellent chair and panel and a high level of audience engagement. I am looking forward to the next event!”
- Burro Happold
Collaborating...

92% of delegates at the WISE Conference 2015 said organisations focused on encouraging girls and women into STEM careers should join forces.

This year we collaborated with:

- **Stemettes**
  - to launch their Outbox Incubator for girls.

- **The Chartered Institute for Highways and Transport**
  - to produce a Routes to Diversity toolkit.

- **The Royal Academy of Engineering’s Diversity Leadership Group**
  - to benchmark employers.

- **The Technician Apprenticeship Consortium**
  - to promote engineering apprenticeships to girls and other under-represented groups.

- **The Open University**
  - on an online resource for returners into STEM – Re-boot your career in STEM.

- **The Chief Scientific Officer’s WISE Fellowship Programme for NHS England**
  - Women in Healthcare Science.

- **Semta**
  - to launch a new Diversity category at the Semta Skills Awards.
Amplifying...

**WISE Conference**

**Calls to accelerate change**

Held on 12th November 2015, on the 40th anniversary of the day on which the Sex Discrimination Act received Royal Assent, this year’s conference debated policy levers to speed up change. Three hundred delegates were polled via a live interactive app and a letter published in the London Evening

Standard called on the Government to provide a clear commitment to accelerate diversity in STEM industries.

“We cannot afford to wait another 40 years to achieve this change.”

**Inspired speakers**

Delegates heard from speakers representing the Women’s Equality Party, the Science Museum, NASA and Microsoft.

“If you have doubt inside yourself, ignore it and keep going!”

Dr Sandy Magnus, former NASA astronaut.

**WISE Award for Men**

There was 100% endorsement for WISE to introduce an award for men in 2016.

“This can’t be a space where women talk only to each other. We need men to support us, to challenge inappropriate behaviour.”

Kanika Bansal, CEO, Medicen Devise Ltd, Highly Commended, WISE Tech Start-up Award 2015.

**WISE Awards 2015**

**International coverage**

100,000 global contacts were able to read interviews with the winners in a special issue of Research Media International, celebrating female talent in STEM.
**About us...**

**A new home**

In October 2016 WISE moved to a new home within the Leeds College of Building. At an official opening in February, our Royal Patron spoke to 200 invited guests who heard from a panel of women working in construction, one of whom was interviewed for BBC Look North’s evening TV news programme about her choice to train as a plumber.

“I love working in the built environment, every day is always different and gives me such satisfaction of being part of great projects that make such a difference to everyday lives.”

Katie Louise Davies, Apprentice at Balfour Beatty

**Authentic voices in mainstream media**

Sky News, BBC Radio 4, The Guardian and The Telegraph featured interviews with WISE role models and champions, using the media to change perceptions about women in science, technology and engineering.

**Our people**

During the year our team grew to 11, including new roles of Communications Assistant, Operations Director and PA – we welcomed Ruth Frost (left, top), Karen Ditchfield (left, centre) and Rebecca Hawkins (left, bottom) respectively. WISE Partnership Manager, Barbara Dischinger joined the steering committee of Women in Rail and WISE Associate and finalist in the Northern Power Women Awards, Fay Best, was appointed as a Governor at the new University Technical College in Leeds, helping it to attract 24% applications from girls.

A special thank you to the volunteers and intern who worked with us this year - Sarah Behenna, Victoria Jeffery, Keisha Smith, Liz Watson, Ed Monteith and the team from Tectre. We were proud to see two WISE Board members recognised with honours - Professor Averil Macdonald received an OBE and Dr Nina Skorupska a CBE.

In July, two other board members – Gillian Arnold and WISE Chair Trudy Norris Grey (left, above), appeared in Computer Weekly’s 50 most influential women in IT. WISE Young Women’s Board Chair and naval architect Lucy Collins (left, below) was appointed to the main WISE Board.

We were sorry to say goodbye to long-standing Board member Alun Griffiths in January, who continues to support the campaign as a “Friend of WISE”.

"I love working in the built environment, every day is always different and gives me such satisfaction of being part of great projects that make such a difference to everyday lives.”

Katie Louise Davies, Apprentice at Balfour Beatty
We are tremendously proud that WISE is an independent social enterprise. The company achieved a small surplus this year, generated through our services to business and education. WISE has received no Government or charitable funding since 2012.

For a full set of published accounts please contact the WISE office on 0113 222 6072.

2015
- Awards £131k
- Membership £98k
- Projects £77k
- Consultancy £32k
- Website Advertising £35k

2016
- Projects £149k
- Membership £195k
- Awards £180k
- Consultancy* £15k
- Training £34k
- Website Advertising £60k

* The only area not to have seen significant growth is compensated by the increased revenue from projects and training.

And finally...
A huge thank you to all our members, sponsors and companies who have supported WISE this year, including Talking Trade, Redwood Consulting, Concerto and the EDF branding team.

“We can do more together. If you want to make a bigger difference for future generations – get involved today.”

Helen Wollaston, Chief Executive, WISE Campaign

“We want to show every girl in this country and her family that she could have a wonderful future in science and engineering.”

HRH The Princess Royal, Royal Patron of WISE