



**afbe** | Association for  
Black & Minority  
Ethnic Engineers

2024 Annual Report  
& Newsletter

March 2025

Celebrating 17 Years of Excellence



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# Expectations and Impact



I recall getting to Westminster in April and the QE II centre and thinking how we would never have imagined this was possible in 2007. It was buzzing, the atmosphere fantastic and all geared towards welcoming over 500 attendees, speakers from Government, DEI consultants, engineers and community to AFBELive 2024. That memory will stay with me for an exceptionally long time.

In 2025, we are already in the throws of planning the AFBE Gala and Awards scheduled for November 2025.

As I look to the year, I have expectations of continued impact, more success stories and more lives and communities transformed by the work we are committed to at AFBE. For us it has never just been about the recognition (and yes that is important) but about the stories we can tell the next generation of how two people with a vision to make change happen inspired others to join, champion and innovate.

To use the words of **Cicely Tyson**

We saw that we could not afford the luxury of just being engineers. So made a choice to use our careers as a platform to address the issues of the race we were born into.

We are grateful for the support of our members, partners, and supporters.

**Dr Nike Folayan MBE**  
Co-Founder  
AFBE-UK

# Welcome to our 2024 Annual report



We are excited to present the 2025 report, which serves as both a celebration of the accomplishments of 2024 and an opportunity to share our aspirations as we embark on the journey into 2025. Although the year has only just begun, there is already a palpable sense of momentum fuelled by the ambitious agenda we have laid out for the months ahead. Much of this initiative will build upon the remarkable successes we achieved in 2024.

Reflecting on the past year, one particularly profound moment was standing before the impressive QEII Centre in London, with the vibrant AFBE flags fluttering in the breeze. I watched as individuals from every corner of the country made their way towards the expansive 600-seater hall for our second AFBELive conference. In that moment, I took a pause to reflect on our journey—from our humble beginnings in a modest flat in Croydon to becoming a nationally recognised organization. It filled me with a powerful blend of gratitude and determination to continue our mission.

The AFBELive conference was not just an event; it was a rallying call emphasizing the critical role of engineering in society. We sought to spotlight the essential steps the industry must take to evolve and thrive. Attendees were inspired to pursue innovative human-centric solutions that tackle pressing issues such as climate change, sustainable development in the built environment, ethical decision-making driven by data, and nurturing workplace cultures that foster creativity and innovation.

A particularly energising outcome from AFBELive was the revitalization of many of our programmes in 2024, notably our hubs developed in partnership with Sir Lewis Hamilton's charity, Mission 44. When we first met with Mission 44 back in 2022, they expressed a keen interest in understanding our vision. We articulated our aspiration to establish local hubs across the nation, tailored to meet

the unique needs of each community, while broadening access to opportunities for all. With the invaluable support of Mission 44, we successfully launched a new AFBE hub in Birmingham in 2024, following the establishment of the Edinburgh hub in 2023. The lessons learned from our initial hub proved instrumental, as more young individuals began to recognise and explore the exciting opportunities that STEM careers, particularly through the lens of motorsport, can offer. We are eager to announce the creation of another hub in 2025, with the goal of embedding AFBE deeper into even more communities.

Our persistence in engaging with schools, universities, and workplaces continues to bear fruit. I recall a remarkable story of a graduate who attended one of our career events, eventually securing both an internship and a permanent position with the same company—a narrative we have witnessed unfold time and again across more than twenty-three events organised by our Transition team. Furthermore, our leadership programme undertook a thorough review of the content within our Transcend programme, which aims to inspire aspiring professionals to become future leaders. This process has been enriched by the influence of exceptional leaders like Dr. Nelson Ogunshakin OBE, Taya Alfred-Williams of Baker Hughes, Tendayi Munyebvu of Amentum, and Tom Ilube CBE, Chairperson of the Rugby Football Union who we were privileged to host during the talk series.

In 2024, we also witnessed an expansion of our partnerships as numerous organisations joined the AFBE-UK initiative. Collaborations such as the GSK mentoring partnership and the Ignite partnership with Mission 44 are drawing us closer to our aim: creating a more substantial, collective impact.

As we look ahead to 2025, we eagerly anticipate the return of the AFBE Gala and Awards, where we will once again welcome hundreds of dedicated professionals from across the UK to celebrate the extraordinary talent within our sector. This year, we will also introduce two new award categories—Entrepreneur of the Year and Ethnicity ERG of the Year—under the theme “Tapestry of Impact.”

As we navigate the complexities of 2025, we recognise the surrounding conversations about diversity and inclusion initiatives. Nonetheless, we remain resolute in our commitment to amplifying the effectiveness of our efforts. A continuous process of both quantitative and qualitative data collection is essential as we employ innovative frameworks like the Engineering Ethnicity Index—a pioneering tool designed to enhance diversity within the UK engineering sector, where ethnic minorities still face underrepresentation, even with significant participation in education and apprenticeships. If you are interested in learning more about our work, there are many ways you can engage: become a member of AFBE, offer your mentorship, volunteer to support our initiatives in schools, or assist in organising our career events at various companies and universities. Your efforts can truly make a difference. As I conclude, I wish to leave you with the inspiring words of the great Martin Luther King Jr.: “If you can't fly then run, if you can't run then walk, if you can't walk then crawl, but whatever you do, you have to keep moving forward.”

Have a great year!

**Dr Ollie Folayan MBE**  
**Co-Founder**  
**AFBE-UK**



## About us

AFBE-UK provides support and promotes higher achievements in Education and Engineering particularly among students and professionals from ethnic minority backgrounds. AFBE-UK was founded in 2007 in London as a network of engineers who enjoy what they do, seek to engage the industry and make a positive contribution to the community. These goals are achieved through our mentoring programmes, seminars, workshops and social events. AFBE-UK works to increase the number of ethnic minority people who pursue a career and have successful careers within the engineering industry. We promote diversity in engineering and technology through our programmes and activities which are led by exceptional professionals and leaders in the Engineering industry and are designed to bring about meaningful change, sustainable growth and development and a lasting positive impact to the UK. To find out more about AFBE-UK and the work we do visit our websites [www.afbe.org.uk](http://www.afbe.org.uk) and [www.afbescotland.org](http://www.afbescotland.org)



## NextGen: Inspiring the Engineers of Tomorrow

NextGen is aimed at inspiring the next generation of STEM and engineering professions into these fields of excellence. We in practical terms the relevant pathways that young people could follow from primary school to their internships/first jobs and continuous development pathways. Through mentorship, hands-on experiences, and strategic partnerships, the programme ensures that young people are equipped with the knowledge and support to pursue fulfilling careers in STEM. Every successful journey begins with small steps. This year has been a year of great experiences.

### Expanding Horizons: A Year of Growth

2024 was a year of remarkable impact for NextGen, marked by the launch of new partnerships, the expansion of existing programmes, and an unwavering commitment to diversity and inclusion. A key milestone was the programme's expansion into Ireland, where school outreach events in took place. In collaboration with Mott MacDonald and funded by Gore Street Capital, NextGen delivered engaging STEM activities to students at Scoil Santain and Coláiste de hÍde, igniting interest in STEM careers and reinforcing the importance of inclusivity. Plans are already in motion to deepen these partnerships in 2025, ensuring long-term impact.

### Strengthening Local Engagement

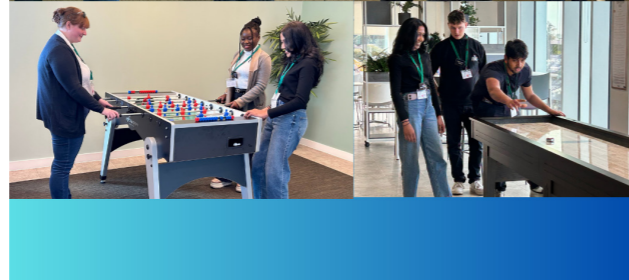
Closer to home, NextGen continued to play a pivotal role in Scotland's STEM education landscape:

- **Woodfarm High School, Glasgow** - Ongoing collaborations included mentoring through the Industrial Cadets programme and a compelling Black History Month talk by Hayyaan Bashir and Emmanuel Oni, celebrating the contributions of Black engineers while highlighting pathways into STEM careers.

- **The EMBEDD Project, Dundee** - Ten university students from diverse backgrounds led a two-week engineering programme for local high school students. The initiative, supported by AFBE's Mentoring Programme and the Dundee Universities Alumni Network, culminated in an exhibition where students presented their projects to parents, staff, and industry partners. Following this, participants attended a Careers Day at Wood HQ in Aberdeen, gaining valuable industry exposure.

- **Primary School Outreach** - NextGen extended its efforts to younger students with interactive STEM exhibitions, career talks, and industry-led activities at Brimmond Primary School, Hazlehead Academy, and Airyhall Primary School. Collaborations with industry partners like Harbour Energy, Balfour Beatty, and Hychor provided real-world insights, while Airyhall Primary's World of Workday featured professionals like Dr. Urenna Adegbotolu, who introduced students to a diverse range of STEM careers.

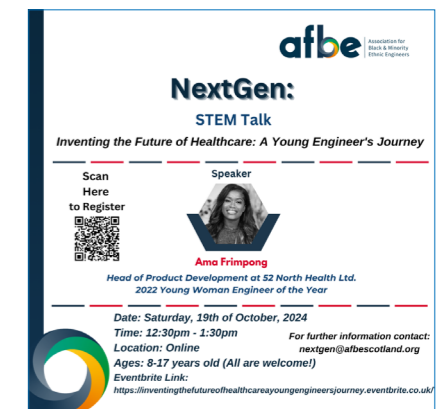




## National & Digital Engagement

- **Big Bang Fair, Birmingham** - As part of its national outreach, NextGen participated in the UK's largest STEM fair, organised by EngineeringUK. The event provided thousands of students with hands-on activities, career panels, and interactive workshops, reinforcing NextGen's mission to make STEM accessible and exciting.
- **Coding Club Expansion** - The Coding Club recruited new tutors from the University of Dundee, enhancing its teaching capacity. Plans for 2025 include a guest session with Harris Asad, a software engineer at Harbour Energy, who will demonstrate practical coding applications in industry.

- **Saturday STEM Talks** - In collaboration with Pink Hexagon Media, NextGen expanded its digital presence by producing high-quality video content from its speaker series. Featuring accomplished professionals, these talks will serve as an accessible resource for students, teachers, and parents, covering career pathways and the real-world impact of engineering in fields such as healthcare, technology, and social innovation. This year's speakers included:

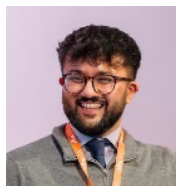


## Celebrating Achievements & Looking Ahead

- **AFBE Legends & the First Lego League** – The AFBE Legends team won the Mentorship Award at the First Lego League competition, marking a proud achievement. Plans are already in place to continue this success in 2025.
- **Equate Scotland's Inclusion Event** – NextGen played a key role in Building Networks for Inclusion, a forum celebrating underrepresented groups in STEM. Additionally, Hayyaan Bashir contributed to Education Scotland's STEM Nation Award programme, sharing best practices for equity and inclusion in STEM education.

As we step into 2025, NextGen is set to build on this year's successes by expanding its reach, strengthening partnerships, and launching new initiatives. With an unwavering commitment to inspiring future engineers and fostering a more inclusive STEM ecosystem, the journey continues.

NextGen's achievements in 2024 reflect its dedication to inspiring the next generation of engineers while advocating for a more diverse and inclusive STEM ecosystem. With plans for further expansion, strengthened partnerships, and new initiatives on the horizon, 2025 promises to build on this year's successes, ensuring that STEM opportunities reach an even broader audience.



**Hayyan Bashir**

Hayyaan Bashir is a dedicated advocate for STEM and diversity, committed to shaping the future of engineering and technology through leadership and innovation. Currently, he serves as a Programme Support Officer for AFBE-Scotland's NextGen Programme, where he empowers the next

generation of engineers from underrepresented backgrounds. He also played a key role in organising and hosting the Future Leaders Forum within the AFBELive!24 conference, helping to create an inspiring platform for future leaders. He holds a BEng in Biomedical Engineering from the University of Dundee and is passionate about advancing healthcare through technology.

## We are still Making Engineering Hot (MEH)

The Making Engineering Hot Team has had an extremely eventful year. From spaghetti workshops to travelling in time machines we sure have made engineering hot for everyone. Making Engineering Hot was also shortlisted for IWCE Awards 2024 Excellence in Outreach.

### Summer Placements with ARUP

In addition to the events and workshops we also placed a number of students on placements from St Joseph College during the summer following a long-standing relationship with ARUP where participants consistently demonstrated their skills. They showed exceptional dedication, adaptability, and enthusiasm, quickly grasping complex concepts and applying their knowledge effectively.

#### A Year 10 student shared their experience:

*Thank you for the opportunity to come and experience what it's like to work at a remarkable engineering company, myself and Brandon learnt so much working with the different teams, gained a lot of knowledge in different fields of engineering (especially Civil which was by far my favourite) and was able to easily bond with all of your apprentices. Completing the final project was a challenge but I tackled it, having a sense of accomplishment after that made every challenge worthwhile, and I can now see myself working on more intricate and difficult tasks in the future, hopefully back in Arup.*

### Creating Building session a Colney Heath, St Albans

The MEH team kicked off the year with a fantastic workshop at Colney Heath School in St. Albans. Teaching children about basic engineering concepts like problem-solving and critical thinking while fostering creativity is truly valuable. The tower and bridge building activities were very engaging and exciting for the Year 5 and 6 students.

## Terri & the Time Machine: A Fusion of STEM and the Arts

MEH partnered with One Tenth Human to bring "Terri & the Time Machine"—an innovative science and storytelling project—to Year 3 students.

- The project follows Investigator Terri as she creates a time machine with Year 3 children, leading to adventures and challenges.
- The project aims to bring the science curriculum to life through storytelling, practical challenges, and creative learning experiences. It is like a fun and engaging way to learn science.
- **Structural engineer Zainab and Electrical Engineer Emmanuel** both took part in a Q&A session with the students and shared their passion for engineering, where they were asked intriguing questions such as:

*"Why does light bounce?"*



The Making Engineering hot team had a stand at the AFBELive! 2024, held on 23rd April at the QUEEN ELIZABETH II CENTRE in London, was an awesome event focusing on "The Future of Engineering in Society: Human-Centric Solutions to Today's Challenges." It provided a fantastic chance to explore innovative engineering solutions addressing societal issues and paving the way for a better future. Additionally, attendees had the opportunity to get their hands on some cool merchandise like backpacks, mugs, and stationery, allowing them to take home a piece of the event and display their love for engineering. It was a fun way to spread the engineering spirit!



## Verena Holmes Anniversary and Networking Event: Championing Women in Engineering

Celebrating and Championing Women Engineers is an event dedicated to honouring and supporting women in the engineering field. As the first female member of IMechE, displaying the amazing contributions of women in engineering throughout history and today. It provides a platform to celebrate the achievements of women engineers and promote networking opportunities within the industry. It is a great initiative to recognise the contributions of women in engineering and foster a supportive community for female engineers.

Attendees were offered the chance to grab some awesome merchandise. Guests could pick up engineering-themed items such as backpacks and stationery to remember the event and show their support for women in engineering. It was a fun way to take a piece of the celebration home and spread.

The empowering message for women in the engineering field!

## MEH International Women in Engineering Day – 27th June 2024

The MEH International Women in Engineering Day held on 27th June 2024 was fantastic! "Enhanced by Engineering" Virtual Design Challenge event for International Women's Day offered an exciting opportunity for students aged 12-18 to showcase their creativity and engineering skills. The challenge focused on designing solutions that empower women, which is truly commendable. The one-hour session was a great platform to introduce students to various engineering disciplines and engage them in a designing challenge. It was an excellent chance for students to learn, have fun, and make a positive contribution.

It featured inspiring female STEM professionals sharing their career journeys, discussing challenges, and highlighting opportunities for all in STEM. The online event celebrated International Women in Engineering Day with a virtual panel discussion.

## Make A Mark Day School Programme x Aston Martin F1

MEH took 11 students to the Aston Martin STEM Event, "Make A Mark Day," providing them with a unique opportunity to explore the world of automotive engineering.

At the Aston Martin Racing Technology Centre, students engaged in:

- Interactive workshops, offering hands-on experience with innovative automotive technologies.
- Industry expert discussions, allowing students to gain insights into real-world engineering applications.
- Networking opportunities, helping them connect with professionals and learn about career paths in STEM.

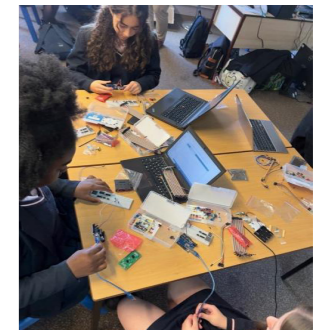
The experience left an impression, inspiring students to pursue engineering and automotive design. Both students and staff thoroughly enjoyed the event and gained invaluable knowledge about the future of automotive engineering.

## Northrop Grumman STEM Outreach workshop

MEH partnered with Northrop Grumman to deliver a STEM workshop for Year 7 students at St. Saviour & St. Olave's Girls' School.

The event featured engaging activities such as constructing buzzer alarms, making LED blinkers, an introduction to robotics, an engineering design challenge, and live science demonstrations. These hands-on experiences aimed to spark students' interest in science, technology, engineering, and mathematics, fostering enthusiasm and a deeper understanding of engineering. The event was well-received, with students showing high levels of engagement and enthusiasm throughout the day.

The students learned about basic electronics and circuit design by constructing their own buzzer alarms. Key components included buzzers, batteries, switches, breadboards, and resistors.



## Mock interview @ St Joseph's College

MEH partnered with STEM volunteers from Alstom to deliver a Mock Interview Workshop at St Joseph's College, helping students prepare for their future careers.

- The workshop aimed to enhance students' interview techniques, boost confidence, and provide constructive feedback from industry professionals.
- Students gained real-world insights on how to approach interviews and improve their communication skills.

Feedback from an Alstom STEM Volunteer

*"I enjoyed speaking with all those young minds and providing guidance and feedback. If only they had more opportunities to do so, so that we could evaluate if they have digested the feedback and used it to inform/modify their future choices. I would also like to complement the school for having such engaging and well-behaved students because, that at least gives one confidence that the school is not just focused the students' education but is also moulding their characters into model human beings who will one day contribute meaningfully to society. Thanks for the opportunity."*

## RESILIENCE Medical Science Lab Workshop Event @ University College London (UCL)

MEH took 20 enthusiastic students to participate in the RESILIENCE Medical Science Lab Workshop at University College London (UCL).

- RESILIENCE is a UK-wide programme managed by four centres, delivering hands-on laboratory and professional skills training.
- The programme enhances learning through STEM outreach, virtual reality simulations, and interactive lab activities for students at various educational levels (GCSE, A-level, T-level, Apprenticeships, Access).

During the session, students took part in engaging lab experiments led by scientists Dr. Ivano Colao and Jahafar Nazar. These experiments demonstrated how medicines are developed and how they work in the body to cure diseases.

The Head of Science from Grays Convent School shared their feedback:

*"I want to extend a heartfelt thank you on behalf of our students and staff for the fantastic workshop you organized on Cells and Robotics. Your dedication, expertise, and enthusiasm truly made a lasting impact on everyone who attended."*



## Women in Engineering and Technology 2024

MEH partnered with Campus Media for the annual Women in Engineering and Technology 2024 event, which brought together over 300 students for an inspiring afternoon of learning, networking, and empowerment.

The event featured:

- A diverse range of career discussions, highlighting opportunities for women in STEM.
- Practical skills workshops, equipping students with essential career-building techniques.
- Industry role models and leading employers, sharing insights on success in STEM and gender equality.

Zainab Adigun represented MEH, speaking about the MEH Programme and hosting a graduate panel discussion and Q&A session. She engaged four recent graduates from Colas Rail, The Royal Navy, and Assystem, exploring their experiences as STEM students and early-career professionals.



## Upcoming Events

**National Apprentice Week**  
– Interactive Workshop  
20th February 2025

**Mock Interview Workshop**  
@ King Solomon School  
Date TBC

**MEH Annual Careers Fair**  
1st May 2025



Zainab Adigun is a structural engineer at Pell Frischmann and has been in the industry for 8 years. Zainab enjoys connecting young people to engineering through the use of various activities and is vital in educating them on the huge pool of career paths available to them. Having planned and led a number of interactive sessions herself she knows the importance of the MEH

is unquestionable to helping a young person's mind open up to the life of an engineer.

Zainab was listed as one of 100 Finalists for the Top Women in Engineering 2022 Awards as recognition of her contribution in encouraging females to consider a career in engineering. She also won the CN & NCE Inspiring Women in Construction and Engineering awards for excellence in outreach. Zainab was recently awarded the Young Women in Engineer, Women in Engineering Prize as recognition for her work in outreach.

# Ignite Programme: Driving STEM Engagement Through Motorsport

The Ignite Programme is part of AFBE-UK's school outreach programmes with a motorsport focused STEM outreach initiative for high school students from minority or deprived backgrounds. Its mission is to inspire and empower the next generation innovators by introducing them to the possibilities of careers in the motorsport industry. Through interactive, hands-on activities and exposure to industry professionals the participants explore the wide range of engineering and STEM applications that power the sport.

## Ignite Edinburgh

Building on last year's success, Thomas led the second cohort of the Ignite Programme in Edinburgh from September to November, increasing participation to 55 students by working with two schools simultaneously—Forrester High School and St. Augustine RC High School.

The ten-week programme introduced students to the vast career opportunities within the motorsport and STEM industries, with key highlights including:

- A visit to Knockhill Race Circuit, where students experienced the thrill of motorsport.
- The chance to "drive" a Formula 1 car on a simulator.
- A special visit from E1 series Team Drogba pilot Oban Duncan, which led to Didier Drogba himself becoming aware of the work being done in Edinburgh—a major achievement for the programme.

The response from students was overwhelmingly positive, with two participants sharing:

*"To be honest I don't think there are any improvements to this programme because this session has kept my interest in motorsport from the start to now. It has showed me that there is a whole circuit that I can take on in multiple ways*

*and it has also shown me that everyone can be good at it. There's nothing to change within this program because it's got everything you need to get to the top."*

*"The programme is great, its perfect you don't really need to change anything its perfect."*

As the work continues in Edinburgh, the hub within the city is building up and AFBE is really making an impact on the outreach landscape here. We are looking forward to collaborating with more schools for the next iteration of the programme, for further outreach work and to have more networking events.

## Extreme E visit

Thomas arranged for two female students to attend the Motorsport UK Girls on Track event during Extreme E in Scotland:

- Brooke, a past Ignite Programme participant from Wester Hailes, had the opportunity to tour the paddock, complete a pitstop challenge, learn about sustainability, and even sit inside one of the cars.
- Zara Fenemore, a new Ignite volunteer and an aeronautical engineering student at the University of Glasgow, connected with like-minded young women in motorsport and gained insight into the future of Extreme E as it transitions to Extreme H (Hydrogen-powered racing).

## Visit to Silverstone

Ahead of the British Grand Prix, Thomas and Maia attended the Mission 44 Fuelling Futures event at Silverstone. This gathering facilitated meaningful discussions, enabled them to connect with new partners, and strengthened relationships with existing collaborators.



## Ignite Birmingham

In Birmingham, **Maia** is leading the first Ignite Programme cohort, working with two local schools. The 55 students involved have been exploring engineering and motorsport through discussions with industry experts. Many students, regardless of their initial interest in STEM, have developed a stronger motivation to pursue STEM careers and have gained a clearer understanding of how the programme connects to their school curriculum.

Key highlights include:

- A visit to **Aston Martin F1's factory**, where students learned about the inner workings of a real race team.
- **Guest talks from Driven By Us**, providing insight into motorsport careers.
- A full cohort visit to **F1 Arcade**, where students got hands-on experience with sim racing.

The lead teacher at Star King Solomon has said;

*"The Ignite Programme and its impact on students has been phenomenal. The workshops and facilitators have created a palpable sense of excitement about engineering throughout the school. Our gratitude goes out to AFBE and Mission 44 for providing our students with this life-changing experience."*

Watch video on the programme [here](#).

## Birmingham hub launch

In December, AFBE officially launched its Birmingham Hub with a networking event at WSP offices. The event welcomed 20 attendees at various career stages, eager to learn more about AFBE's initiatives. Since the launch, several attendees have gone on to volunteer in Ignite sessions, strengthening the programme's reach in the region.

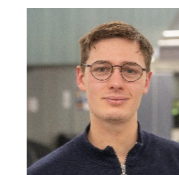
## Ignite x MSUK networking event

AFBE Ignite hosted an event in London with Motorsport UK to bring together the BME motorsport community. There were over 70 attendees who were treated to a fascinating panel discussion from industry experts, including AFBE members **Olabode George Brown**, **Laila Fadli Dokkali** and **Gerren Ntiri**. This was an excellent opportunity to introduce Motorsport UK's audience to AFBE and several attendees have become members and volunteered at Ignite events.



**Maia Rowe-Sampson**

Maia is the Ignite programme lead for Birmingham, managing the school's programme which focuses on motorsport, and building the Birmingham hub. She is passionate about using motorsport as a tool to make STEM exciting for young people and helping them make connections between STEM in the real world and school. Before working for AFBE, she was a science teacher and education content writer.



**Thomas Johnstone**

Thomas Johnstone leads the Edinburgh Ignite Programme, a motorsport-focused STEM outreach initiative now entering its third year. With a background in marine biology and sustainability, and as a lifelong motorsport enthusiast, he is passionate about creating opportunities for young people to explore careers in engineering, wider STEM fields, and motorsport.





**afbe** AFBE-UK Scotland Real Projects Talk Presents  
**Treating EDI as a Science Problem**

Keynote Speaker  
**Professor Nira Chamberlain OBE PhD Hon DSc**  
Technical Advisor for Measurement Modelling at Ofgem Regulator  
& Visiting Professor of Southampton University

Date: Thursday, 26th July, 2024  
Time: 6:00pm - 7:00pm GMT  
Venue: Online

Register on Eventbrite for free to attend

**afbe** AFBE-UK Scotland Real Projects Talk Presents  
**How Ofgem is Using Data & AI to Regulate the Energy Industry**

Keynote Speaker  
**Chris Gullick**  
Chief Data & Analytics Officer, Ofgem (CDAO)

Date: Thursday, 27th February, 2025  
Time: 5:00 pm - 6:00 pm GMT  
Venue: Online

Register on Eventbrite for free to attend

**afbe** AFBE-UK Scotland Real Projects Talk Presents  
**Transitioning a Terminal, creating a new energy island**

Keynote Speaker  
**Donna Sutherland**  
Managing Director, EnQuest

Date: Thursday, 28th August, 2024  
Time: 6:00 pm - 7:00 pm GMT  
Venue: Online

Register on Eventbrite for free to attend

## Real Projects Talk: Year in Review

As we reflect on 2024, the Real Projects Talk, continued to provide invaluable insights and networking opportunities to engineering and technology students and professionals throughout the year.

Here is a look back at some of the most impactful sessions from the past year:

### Subsea 7's Approach to Energy Transition – Jan 25, 2024

**Speaker:** Liam Macintyre, Strategy Director at Subsea 7  
Liam Macintyre shared Subsea 7's strategic initiatives in navigating the evolving energy landscape, focusing on sustainable engineering and operational efficiency.

### Fire and Explosion Hazards on Oil & Gas Facilities – Feb 29, 2024

**Speaker:** Kasi Usani  
This session provided a critical deep dive into safety measures and risk mitigation strategies in high-risk environments, strengthening attendees' understanding of safety operations in oil and gas facilities.

### A Deep Dive into AFBE Live 2024 Conference – Apr 11, 2024

**Speakers:** Titi Oliyide, Jessica Dampety Tetey, Jacqueline Chinwe Stephen, Akin Adegbenro, and Isabella Mascarenhas  
This panel discussion reviewed the key themes and innovations from AFBE Live 2024, giving attendees an overview of emerging trends, networking highlights, and thought-provoking discussions.

### The Use of Common Data Platforms in Energy and Engineering – Jun 29, 2024

**Speaker:** Dr. Emmanuel Ogungbemi  
The session explored how companies like BP, NATS, and Ofgem are harnessing Common Data Platforms to enhance operational efficiency and drive innovation, demonstrating the power of data-driven decision-making in engineering.

### Treating EDI as a Science Problem – July 27, 2024

**Speaker:** Professor Nira Chamberlain OBE PhD Hon DSc  
Professor Chamberlain introduced a groundbreaking approach to Equity, Diversity, and Inclusion (EDI), applying scientific methodologies and mathematical models to address systemic challenges in STEM fields.

### Transitioning a Terminal: Creating a New Energy Island – Aug 29, 2024

**Speaker:** Donna Sutherland, EnQuest  
This session focused on the transformation of the Sullom Voe Terminal into Europe's largest energy hub, highlighting sustainable energy solutions and the integration of green technologies.

### From Engineer to Entrepreneur: What Do Oil Platforms and Smart Homes Have in Common? – Nov 28, 2024

**Speaker:** Caroline Laurenson, Managing Director, TL Tech Smart Home Solutions  
Caroline Laurenson shared her transition from oil platform engineering to smart home technology, illustrating how engineering expertise can fuel entrepreneurship in new and exciting ways.

## Looking Ahead

As we close another inspiring year of Real Projects Talk, we extend our gratitude to our speakers, attendees, and partners who continue to make this series a hub for professional growth and industry collaboration.



Leading the charge in engineering innovation and education, I'm Dr. Emmanuel Ogungbemi, currently leading Real Projects Talks at AFBE-UK Scotland. These sessions bring together industry experts and aspiring engineers, offering a platform for learning and connection that's second to none.

At Ofgem, I serve as the Head of Data Engineering, where I've played a pivotal role in launching a groundbreaking Common Data Platform. This platform has revolutionized data management across the energy sector, enhancing operational efficiency and decision-making processes. My career journey also includes a significant tenure at NATS, where I led initiatives integrating AI with air traffic control systems—a testament to my expertise in navigating complex technological landscapes.

Beyond my professional pursuits, I am passionate about fostering educational opportunities. Whether I'm at AFBE, Ofgem, or in the community (ML Club Glasgow), my goal is to drive innovation and support educational growth. I'm thrilled to be part of such dynamic fields, pushing the boundaries of what's possible in engineering and beyond.

# One Year, Twenty events and many more testimonials

IN 2024, AFBE-UK hosted 20 impactful Transition events across the UK, supporting students on their journey or employment and belonging into the engineering industry. Below is a summary of the events delivered.



## AFBE x Red Bull Transition Event – Jan 30, 2024

We kicked off the year with a bang at the Oracle Red Bull event, held at their impressive Milton Keynes office. Surrounded by innovative technology, from Formula 1 racing cars to VR sets, the atmosphere was electric. The turnout was fantastic, and attendees were fully engaged throughout. Inspiring talks from speakers like Olabode George Brown (Mechanical Engineer) and Raj Singh Panesar (Materials Engineer) kept everyone captivated. Plus, it was an honour to have Christian Horner, the Team Principal and CEO, join us.

Leading the event were Angela Maharajah (AFBE Corporate Partnerships Lead) and Helen Famodimu (AFBE Transition Team Coordinator), ensuring everything ran smoothly and everyone felt welcome.



## AFBE x BBC Scotland – Feb 12, 2024

**Speaker:** Anwar Sobratee, BBC Head of Operations Engineering

This event highlighted career pathways at the BBC, and the best-performing student was awarded a placement with the BBC Scotland. The event was hosted by Ikechukwu Onyegiri, Transition Team Member.

## AFBE x Balfour Beatty at Loughborough University – Feb 21, 2024

The event featured valuable CV and interview tips from Balfour Beatty. Ayooluwa Ogunbambi-Alao's keynote speech was both relatable and inspiring, as she shared lessons from her own career journey. The session left students motivated and engaged.

## AFBE x Ansys at Imperial College – Mar 13, 2024

The event speakers were:

- Manish Harish, Senior Talent Acquisition Partner, Ansys
- Titi Oliyide, IET Young Woman Engineer of the Year
- Graduate Speakers: Adetola Wahab and Naa Ayorkor Harding

In collaboration with Imperial College London and Ansys, this event provided insights into CV writing and interview techniques. Attendees gained invaluable career guidance, and the best-performing student received a summer internship at Ansys. Helen Famodimu expertly hosted the event, ensuring a seamless experience.

## AFBE x Serica Energy – Mar 21, 2024

**Speaker:** Soma Abdullatif, Senior Geoscientist, Serica Energy  
Held at Serica Energy's Aberdeen head office, this event provided attendees with CV clinics, assessment centre sessions, and mock interviews. Hosting the event for the first time, Patricia Nnanna did an exceptional job, ensuring a smooth and enriching experience.

## AFBE x Gattaca at UCL- Apr 5, 2024

This career workshop for UCL students featured mock interviews, assessment feedback, and career talks. Attendees benefited from direct engagement with Gattaca professionals, gaining insights into recruitment and industry expectations. Rabacchah Kwoba hosted the event with remarkable success. Speakers included:

- Anjela Maharajah, Keynote Speaker
- Annabel Honour, Head of ED&I, Gattaca
- Claire Cross, Chief People Officer, Gattaca

## AFBE x Royal Navy at Surrey University- Apr 24, 2024

Sub-Lieutenant Angela Tillotson delivered the keynote address

This event highlighted career opportunities in the Royal Navy and included mock interviews and personalized CV feedback. A fireside chat featured professionals from JP Morgan and BP, offering students insights into diverse career paths. Dr. Ismalia Ibrahim, hosting for the first time, ensured the event's smooth running.

## AFBE x Subsea 7 – May 14, 2024

Held in Aberdeen, this highly interactive session included CV clinics, mock interviews, and networking. A 12-week internship was awarded, and the successful candidate later received a permanent graduate role—a testament to the event's impact. Hosts: Hisham Hamad and Dr. Ollie Folayan MBE. The video showcases the event Video on the event can be viewed [here](#).

## AFBE x Mott MacDonald - September 20, 2024

**Speaker:** Chris Kitching

Held at Mott MacDonald's Fleet Place office in London, this event featured mock interviews, CV reviews, and a graduate panel discussion. Attendees learned about Mott MacDonald's



recruitment process, gaining practical career insights from professionals.

#### **AFBE x EnQuest at Heriot-Watt – Sept 25, 2024**

**Speaker:** Ali Talpur, Director of Global Corporate Services

Students gained industry insights and leadership strategies at this collaborative event with EnQuest. The session left attendees inspired and better equipped for their future careers.

#### **AFBE x Harbour Energy – Sept 27, 2024**

**Speakers:**

- Mavis Anagboso, Head of Diversity & Inclusion Europe
- Mark Sanders, Senior Vice President
- Gatsbyd Forsyth

Led by Iyke Oyegiri, this event in Aberdeen saw two attendees secure internships. Sessions included CV clinics, mock interviews, and networking, reinforcing Harbour Energy's commitment to diverse talent development.

#### **AFBE x Mott MacDonald x Balfour Beatty at Strathclyde University – Oct 4, 2024**

**Speakers:**

- Chris Kitching, Account Leader, Mott MacDonald
- Hector MacAulay MBE, Regional Scotland Managing Director, Balfour Beatty

Held at Strathclyde University, this event empowered students with industry knowledge and provided opportunities to connect with leading engineers.

#### **AFBE x Bechtel – Oct 25, 2024**

**Speaker:** Mujahid Khalid, Head of Cost, Estimating, and Change

This London-based event featured CV clinics, mock interviews, and networking. The best-performing attendee received a mentorship position, offering long-term career support.

#### **AFBE x Ansys with University of Sheffield – Oct 31, 2024**

**Speaker:** Bridget Ogwezi

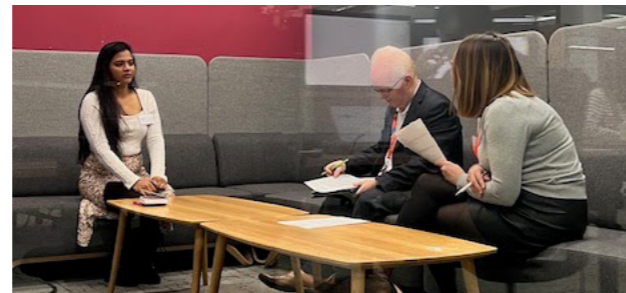
Held at Ansys, this event provided twenty-five students from Sheffield University with insights into tech and engineering

careers. A top-performing student was offered an internship interview, with Ansys later launching an online CV and interview clinic for further career support.

#### **AFBE x WSP – Nov 15, 2024**

**Speaker:** Louise Elliot, Strategy and Business Growth Director, WSP

Hosted by Helen Famodimu, this event in Birmingham focused on industry innovation and career development strategies, offering attendees valuable insights into career growth.

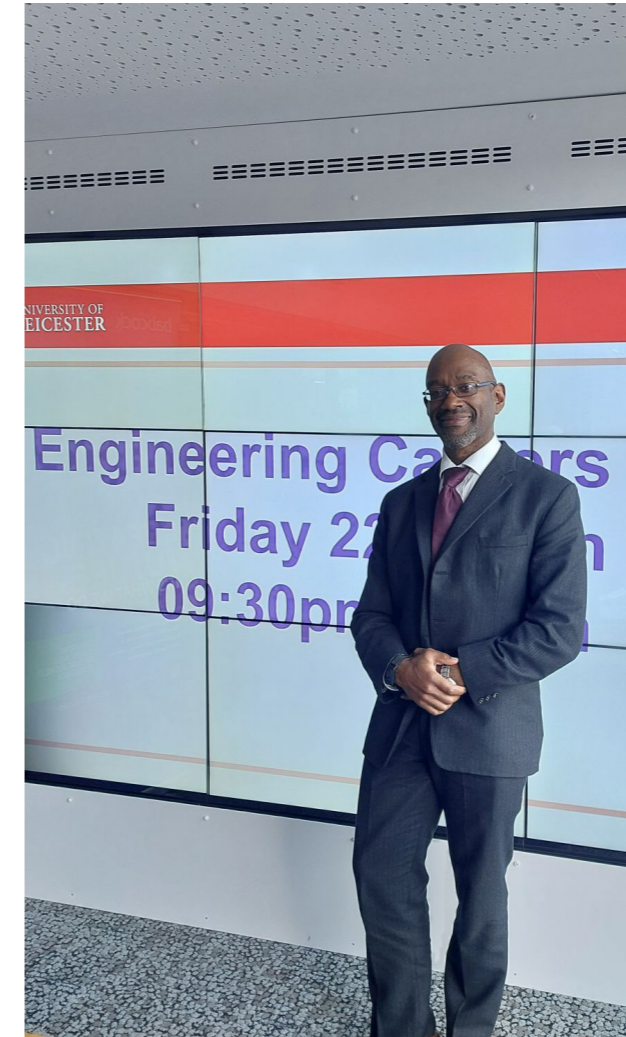


The team also took part in various careers events including:

#### **Careers Day at Leicester University – Feb 22, 2024**

**Speaker:** Euton Gordon

Euton Gordon visited Leicester University to share his career journey and employability tips, offering students practical guidance to enhance their job prospects.



#### **Aston Martin Make a Mark Day – Jul 4, 2024**

Led by Nikki Jønvik, twenty-five university students visited the Aston Martin F1 Team factory in Silverstone to attend the Make A Mark event. Students toured the factory, learned about STEM roles in F1, and saw firsthand the engineering behind F1 car manufacturing.

### Balfour Beatty Residential Trip – Aug 19–21, 2024

**Location:** Firbush Activity Centre

A fully funded three-day residential programme brought together ten students in Commercial, Construction Management, and Civil Engineering disciplines. The programme included team-building activities, career-focused workshops, and expert-led sessions to help students explore career pathways.

### AFBE & Amazon Career Insight Day

**Location:** Amazon LCY3 Warehouse, Dartford

Over 40 students attended a day filled with motivational talks and industry insights. A state-of-the-art warehouse tour highlighted Amazon's innovative engineering and automation. The event led to three exclusive internship positions for AFBE attendees.



**M M NOTT MACDONALD**

**Balfour Beatty**

**Transition:**  
Career workshop, mock interviews, assessment centre & inspirational talks

**Keynote Speaker:** **Norris Westbrook**  
Divisional General Manager, North Macdonald

**Keynote Speaker:** **Hector MacAulay MBE**  
Regional Scotland Managing Director, Balfour Beatty

**Host:** **Isabella Ibrahim**  
Transition Team Member, AFBE-UK

Date: Friday 4th October 2024  
Time: 9:00am - 4:00pm

Venue: James Weir Building, JW 505, Strathclyde University

**BECHTEL**

**Transition:**  
Career workshop, mock interviews, assessment centre & inspirational talks

**Keynote Speaker:** **Majehid Khalid**  
Delivery Director, Bechtel

**Graduate Panel:** **Ahmed Farah**  
Graduate Project Controls, Bechtel

**Host:** **Abeer Fatima**  
Transition Team Member, AFBE-UK

Date: Friday, 25th October, 2024  
Time: 09:30am - 4:30pm  
Venue: Bechtel Ltd, 6th floor Building 6, 566 Chiswick High Road, London, W6 5HW

**Ansys**

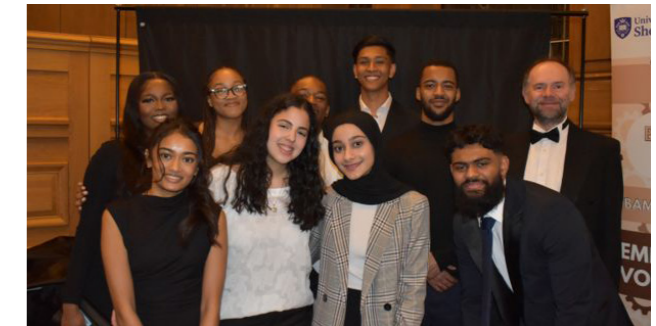
**Transition:**  
Career workshop, mock interviews, assessment centre & inspirational talks

**Keynote Speaker:** **Dr Bridget Ogwesi**  
Senior Strategic Project Manager, Ansys

**Host:** **Abeer Fatima**  
Transition Officer, AFBE-UK

Date: Thursday 31st October 2024  
Time: 12:00pm - 5:30pm

Venue: Ansys Inc, 129 St Paul's Pl (2nd Floor), Norfolk St, Sheffield S1 2JE



**Nikki Jonvic**

Transition Programme Officer, AFBE-UK Nikki Jønvik is the AFBE Transition programme officer. She has a background in education management and project coordination within NGOs, with expertise in admissions and event planning. Holding a master's degree in human Rights and cultural diversity, she is enthusiastic about empowering individuals through education and community engagement. Based in Trondheim, Norway, she is dedicated to making a positive impact.

For any inquiries or to learn more about AFBE Transition, you can reach Nikki at [nikki.jonvik@afbe.org](mailto:nikki.jonvik@afbe.org).



## Ethnic Inclusion in the Board room

### A Fresh Look at the Boardroom

A survey by AFBE-UK in 2017 revealed that Black representation on the boards of the Top 100 Engineering companies in the UK was a staggering lower than 0.3%. This underrepresentation at the board level extends beyond Engineering. Analysis by Spencer Stuart head-hunters of the UK's largest 150 publicly listed firms showed a decline in new directors from self-declared ethnic minority backgrounds for the first time since records began in 2019. In response to this critical need, AFBE-UK launched Transcend in 2020 to combat this disparity.

### Transcend is Back in 2025!

For the Transcend team, 2024 was a year of profound reflection and reinvention. Rather than roll out the programme, they revisited the course content, building on the success of previous cohorts. Transcend's roadmap to leadership emphasises three pivotal aspects:

- **The Inner Leader:** Exploring mindsets, winning habits, bias, and motivation.
- **The Leader Within the Context of an Organisation:** Focusing on communication, active listening, mentoring, and coaching.
- **The Outward-Facing Leader:** Cultivating negotiation skills and marketing insights.

Interwoven throughout the course is a unique emphasis on career development tailored specifically for people of colour and those with intersectional experiences, distinguishing it from standard leadership courses. The 2024 team's efforts included enhancing the course content, adding elements of conflict resolution, health set, soul-set, and heart set, as well as business development and commercial awareness.

If you are eager to embark on this transformative journey, please email [leadersprogramme@afbescotland.org](mailto:leadersprogramme@afbescotland.org).

### Talk Series

One of the highlights of 2024 was the exceptional quality of guest speakers featured in the talk series hosted by Emma Opara. Notable contributions included Janet Londele, VP of Governance at BlackRock, sharing her inspiring journey of enduring domestic abuse and other setbacks in an event for International Women's Day. Dr Tendayi Munyebvu from Amentum discussed the mentor-leader dynamic. Taya Alfred-Williams from Baker Hughes highlighted the critical importance of Bold Decision Making. In Q4 of 2024, we hosted former Chair of the Rugby Football Union, Tom Ilube CBE, during a Black History Month event titled "Reclaiming Narratives." A seasoned entrepreneur, Tom founded AIM-listed Crossword Cybersecurity in 2014 and shared powerful insights from his own experiences, including a vivid account of overcoming prejudice in his career. In his 20s, Tom Ilube received an opportunity from a head-hunter to work at a prominent city firm. However, the boss's response was disheartening: "Ilube, that's an interesting name. Is he black?" When informed that Tom was indeed black, the boss reacted with outrage, declaring, "Don't you know? We don't hire Black people."

His resilience in the face of adversity and his fearless approach to failure resonated deeply: "I just don't care," he declared.

The anticipation was high for December, as Dr. Nelson Ogunshakin OBE delivered one of the year's best sessions. Sharing his compelling journey of success against the odds—from apprentice to leading influential organisations—Nelson engaged in a heartfelt dialogue with Emma, offering invaluable truths and lessons for all. He emphasised the significance of professional excellence and strategic decision-making and encouraged us to view barriers as opportunities.

As we look forward to 2025, we were thrilled to announce our first speaker, psychologist, and writer Lee Chambers, who shared insights from his new book, Momentum.

# Accelerating Change through Mentoring

In 2024 the mentoring programme recorded success with career progression testimonials from mentoring relationships within our in-house and corporate mentoring initiatives.

A new call for participants into our in-house mentoring programme including reverse mentoring, will be conducted in February 2025, with the view of inspiring more students, graduates, and professionals in their career trajectory.

## Key Mentoring Initiatives

### ● Accelerate 25 Programme

In partnership with Mercedes-AMG PETRONAS Formula One Team, this initiative is designed to increase diversity within motorsport by equipping university students and recent graduates with the skills and knowledge to secure roles in the industry. Last year, we successfully completed the second cohort of the programme, with twenty students from various universities mentored by members of the Mercedes F1 team. The feedback was overwhelmingly positive, and the exposure to opportunities in motorsport was evident at the closing event. The third cohort is now underway, with eighteen students currently being mentored.

### ● Innovate Her Mentoring Programme

In collaboration with When Females Lead (WFL) Zambia, this six-month mentoring programme supports young women (aged 21-30) in STEM fields. Twenty-nine women were matched with professional mentors in the UK to enhance their personal and professional development, marketability, leadership, and communication skills. We look forward to announcing new opportunities for this programme later this year.

### ● UCL ChangeMakers Mentoring Programme

As part of our partnership with University College London (UCL), AFBE-UK is supporting students through group mentoring sessions and career development workshops. Our mentoring programme helps students build strong

professional networks and gain career guidance. Last year, we also conducted a mentoring training workshop to equip senior students with the skills to mentor their junior peers. A group mentoring session is planned for March 2024, focusing on job and internship opportunities, CV writing, and interview preparation.

### ● EMBEDD Diversity Impact Project Mentoring Programme

This Royal Academy of Engineering-funded initiative, led by the University of Dundee, aimed to support students from underrepresented and low socio-economic backgrounds. AFBE-UK provided mentors across various engineering disciplines for ten students from Dundee, offering six months of tailored guidance and support to help them navigate barriers and unlock their full potential.



## Engagement & Outreach

The mentoring team actively contributed to external discussions on diversity and inclusion, including speaking at the **Diversifying the Energy Sector: EDI Initiatives That Succeed** event, hosted by the UK Energy Research Centre (UKERC) and the Energy Institute (EI).



## Looking Ahead

The mentoring team would like to thank GSK for sponsoring the programme and everyone who has contributed or participated in our programme. We are currently in discussion with our corporate organisations and universities on other mentoring opportunities and events.

We are also pleased to welcome Lizah Urombo as our new Mentoring Support Officer. In her role, she will support the effective delivery of our in-house and corporate mentoring programmes.

## Testimonials

"It was a great programme that helped me secure a year-in-industry placement!"

– **Lea D. (Accelerate 25 Mentee)**

"The programme has been a blessing. It helped me refine my skills, build confidence, and market myself for bigger roles. I'm ready for any challenge that comes my way!"

– **Margaret B. (When Females Lead Mentee)**

"My mentee gained confidence, technical knowledge, and career opportunities through our one-to-one sessions. Her securing full-time employment is now within reach."

– **Olusegun O. (EMBEDD Project Mentor)**

"My mentor helped me with my CV and cover letter and even arranged a meeting with a company I wanted to intern with. I'll definitely apply for mentoring again!"

– **Kateryna S. (Loughborough University)**



**Dr Femi Omoniyi**  
Mentoring Team Lead, AFBE-UK

Femi is a Process Engineer with a background in clean energy. He currently works as a Higher Research Scientist at the National Physical Laboratory focusing on solving measurement challenges relating to clean energy gases, such as biomethane and hydrogen for transport.

Femi has a Masters degree in process systems engineering from the University of Surrey and a doctorate in Chemical, Environmental and Materials engineering from the University of Leeds with his core research on a sustainable and optimised means of producing hydrogen using process intensification measures.

# AFBELive

AFBE Live 2024 was a resounding success, bringing together over 500 conference delegates, 400 dinner guests, and a formidable lineup of speakers from across engineering, business, and government. Sponsored by 17 organisations and supported by five strategic partners, the event took place at the prestigious Queen Elizabeth II Centre in the heart of London.

Throughout the day, attendees engaged with 18 exhibitor organisations and heard from over 30 speakers. The conference featured insightful talks, workshops, and fireside chats on a wide range of topics, including artificial intelligence, the energy transition, the built environment, labour income inequality, company culture, and psychological safety.

The event also hosted The Next Big Idea competition, sponsored by Amazon, where participants pitched innovative ideas, with three outstanding winners receiving awards. Additionally, the debut of the *Future Leaders Forum* sparked engaging discussions between emerging engineering leaders and HR recruitment experts.

The evening gala was a highlight, hosted by June Sarpong OBE, and attended by high-profile figures from the engineering sector and beyond. The dinner featured inspiring speeches from AFBE co-founders, an engaging



fireside chat with historian David Olusoga OBE by Mavis Anagboso, Global DEI head at Harbour Energy, and a powerful address from psychologist and entrepreneur Lee Chambers. To conclude the night, guests enjoyed an electrifying musical performance by Yolanda Brown OBE, singer and songwriter Omar Lyefook MBE and Koye Sax, an engineer and saxophonist.

AFBE Live 2024 was more than just an event—it was a platform for thought leadership, collaboration, and celebration, reinforcing AFBE-UK's mission to drive positive change in the engineering industry. Bring on AFBELive 2026!



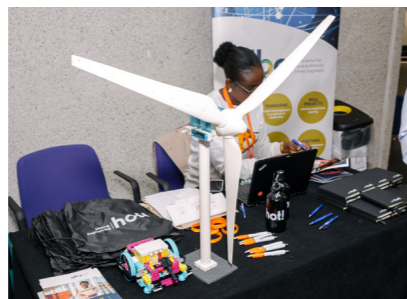
**Titi Oliyide**  
AFBELive Conference Lead

Titi is a Chartered Engineer with a background in chemical engineering and experience in safety and reliability engineering for major projects in the energy and transport infrastructure industries. She is currently a senior process safety engineer in the green hydrogen industry. She is also passionate about encouraging diversity in the engineering profession.

## Thank you to our sponsors









# Setting a new standard for diversity & inclusion in engineering

Aberdeen-based Dr Ollie Folayan MBE, co-chair of AFBE-UK Scotland, announces the nationwide rollout of the Engineering Ethnicity Index (EEI) in 2025, a groundbreaking framework to improve diversity in the UK engineering sector where ethnic minorities remain underrepresented despite strong participation in education and apprenticeships.

Engineering thrives on innovation, yet its workforce continues to fall short in reflecting the diversity of society.

Ethnic minorities continue to be underrepresented in the UK engineering workforce, comprising just 12.4% in 2023, compared to 16% across all other occupations. This disparity exists even though 31% of undergraduate entrants to engineering and technology degrees were from minority ethnic backgrounds, a higher proportion than the 28% average across all subjects. Similarly, apprenticeship data shows that 14% of starts in engineering and technology-related apprenticeships in 2023/24 were by individuals from a UK minority ethnic background. These statistics highlight ongoing challenges in translating higher education and apprenticeship participation into representation within the engineering workforce.

This imbalance not only represents a missed opportunity for fairness but also for innovation and excellence. By failing to capitalise on the full breadth of talent, the sector risks falling behind in addressing complex challenges.

In 2025, the Engineering Ethnicity Index (EEI), developed by AFBE-UK Scotland, is poised to change the narrative. Developed from leading research, including the McGregor-Smith Review and the Royal Academy of Engineering's Inclusive Cultures report, the EEI is a pioneering framework designed to drive meaningful progress by providing organisations with actionable strategies to foster a more inclusive workforce.

## Recognising Excellence

The EEI is not just a benchmarking tool; it is a pathway for continuous improvement. Companies participating in the EEI are assessed on their performance and awarded gold, silver or bronze certification levels. These awards recognise tangible efforts and accomplishments in promoting racial and ethnic inclusion. Certification enhances internal morale, while demonstrating a company's commitment to diversity and inclusion to stakeholders, clients, and prospective employees.

## A Comprehensive Framework

The EEI framework evaluates companies across five critical areas:

- Race at Work Charter:** Encourages organisations to align with the Business in the Community (BITC) Race at Work Charter and deliver measurable action plans for racial equality.
- Data and Equality Impact Assessment:** Stresses the importance of collecting and analysing demographic data to address gaps and develop tailored inclusion strategies.
- Leadership in Management:** Challenges companies to promote ethnic diversity at senior levels, embedding inclusivity into decision-making processes.
- Stakeholder Engagement:** Highlights the need for diverse representation throughout the supply chain, ensuring equitable opportunities across partnerships.
- People Strategy and Talent Management:** Embeds inclusion in recruitment, retention, and career progression, making diversity integral to company culture.

## Impact of the Pilot Phase

While the pilot phase is still underway, early feedback from participating companies highlights the EEI's transformative potential. The gold, silver and bronze certifications offer companies clear milestones, driving improvements across all five key areas. Participants report increased employee engagement, better external reputation and a stronger alignment of their inclusion strategies with industry standards.

## Evidence of Success

One company, through its participation in the EEI, uncovered previously unexamined barriers in its recruitment practices. By addressing these gaps, the organisation increased applications from underrepresented groups and significantly improved retention rates among ethnic minority employees. This demonstrates the EEI's ability to translate analysis into meaningful organisational change.

## Dual Assessment Model

The EEI uses a dual assessment model comprising a Survey Evaluation (70% of the score) and a Brand Monitor Evaluation (30%). The Brand Monitor assesses external perceptions, including online presence, community reputation and employee feedback, ensuring that both internal practices and external reputation are addressed.

## Building a Diverse Future

The EEI aims to empower companies to go beyond commitments and take action. Participating organisations receive tailored feedback highlighting strengths, best practices, and areas for improvement, enabling them to set informed goals and track progress over time.

The pilot phase is set to conclude in summer 2025. Upon completion, the initiative will roll out nationwide, inviting more organisations to join the programme. Certification is valid for two years, after which companies can reapply for reassessment to ensure sustained progress.

## Benefits of Participation

Beyond recognition, the EEI fosters internal reflection and alignment with best practices. Organisations gain insights into their diversity strategies, benchmark against industry standards and enhance their reputation as leaders in equity, diversity and inclusion. With systemic change as the goal, companies are encouraged to move from words to action, ensuring a more dynamic and equitable engineering sector.

## Taking the Next Step

We are seeking engineering companies to join the EEI's next phase. By participating, you will help refine this pioneering tool, while showcasing a demonstrable commitment to diversity and inclusion.

To learn more about the Engineering Ethnicity Index and how your organisation can get involved, visit AFBE-UK EEI.



# Corporate Partnerships

It has been a dynamic and productive year for the Corporate Partnerships team.

## Key Developments

- **Pricing Update:** This year marked the first price adjustment in AFBE-UK's history, aligning with inflation and reflecting our continued investment in both our team and digital infrastructure, including our website.
- **Partner Priorities:** Based on feedback from 2023, our partners have highlighted industry events and cross-sector collaboration as key priorities.

## Team Updates

- **Leadership Change:** Anjela Maharajah stepped down as Head of Corporate Partnerships, and Amanda Kelleher has taken on the role.
- **Team Growth:** Amanda and Katherine will be welcoming a new team member in the new year to support our growing membership and increasing partner engagement.

## Membership Growth

- **Corporate Partners:** We welcomed eight new corporate partners, including The Crown Estate and Amazon, bringing the total to 54 corporate partners.
- **University Partnerships:** We added four new university partners, increasing the total to 23 university partners.
- **Overall Partnerships:** AFBE-UK now has 77 partners in total.

## Industry Events

**Data Collection Best Practice (25/09/24)** – Hosted by Matchtech in London and streamed online for further afield partners.

- **Participation:** 20 corporate partners attended in person, 18 joined online.
- **Panel:** BP, Balfour Beatty, Mott MacDonald, WSP.
- **Key Insights:** A better understanding of the trends across the sector for data collection, agreeing on the essential buy-in from leadership, and how we build trust with our diverse employees through proactive action and transparency. We are in the process of finalising a best practice guide that we will distribute to our partners. This event received a 99% satisfaction rate.

**Leading on Allyship: Responding to Race Riots (10/10/24)** – Hosted by Arup.

- **Participation:** 18 attendees in person, 15 online.
- **Key Insights:** recognising the work needed to move from more diverse to more equal workforce. Received a 99% satisfaction rate.

## Black History Month 2024

This year we hosted a different educational session each week for the full month.

- **Participation:** Attendance peaked at over 160 attendees, with all sessions attracting at least 145 participants.

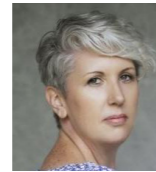
This approach to Black History Month has been well received by partners, and we are planning to do the same this year.



Black History Month Team Talk with AFBE Co-Founder Ollie Folayan  
<https://www.mercedesamgf1.com/news/black-history-month-team-talk-with-afbe-co-founder-ollie-folayan>

## Future plans

1. **More Industry Events** - Increasing demand for collaborative discussions on topics such as: Female retention, Attracting Gen Z hires, and apprenticeships.
2. **User-Friendly Partner Platform** - We are working with the development team to create a dedicated partner platform on our website, enhancing the membership experience.
3. **Direct Student Engagement** - Collaborating with the Transition Team to introduce new student engagement initiatives.



**Amanda Kelleher**

Amanda is Head of Corporate Partnerships for AFBE, supporting initiatives and fostering engagement across 80+ corporate partners across the breadth of engineering. Amanda is dedicated to promoting diversity and inclusion through education and advocacy.

Amanda is an experienced Keynote Speaker and Workshop facilitator. With a background in Performing Arts, she often uses creative collaboration and storytelling in her areas of expertise including Mental health, Inclusive workplaces, Neuro-inclusivity and Allyship, many of which are delivered through an intersectional lens. She has impacted audiences across five countries and delivered workshops across 6.

## We would like to thank our 2024 key sponsors!



[www.afbe.org.uk](http://www.afbe.org.uk)

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