



BUILDING AN INCLUSIVE WORKFORCE IN ENGINEERING CONSTRUCTION



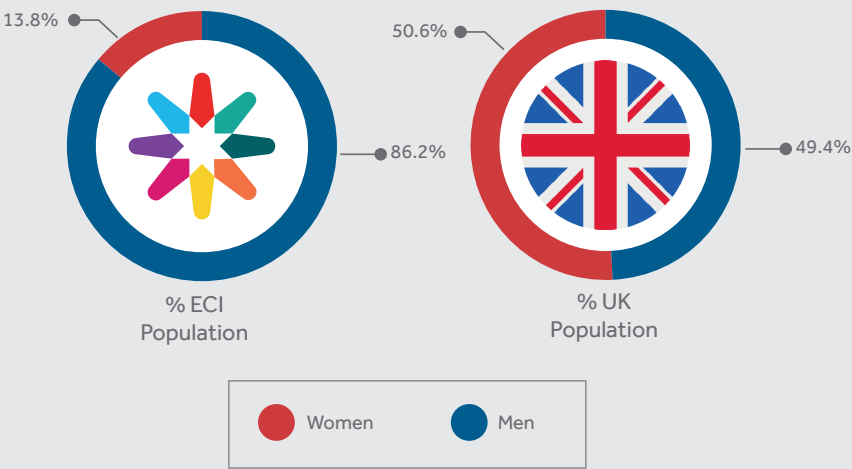
The ECITB is committed to supporting industry in developing inclusive workplaces where all employees can reach their full potential and where individual differences are fully valued and respected.

Attracting a more diverse range of recruits into engineering construction is another key priority for the ECITB. There is a clear need to ensure new entrants to engineering construction are fully representative of the UK population as a whole. By opening up recruitment to a wider, more diverse talent pool, the industry will inevitably yield significant commercial, innovation and cultural benefits as a result.

To mark its own commitment to bringing about positive change across industry, the ECITB has created the Inclusion, Diversity, Equality Action taskforce (IDEA).

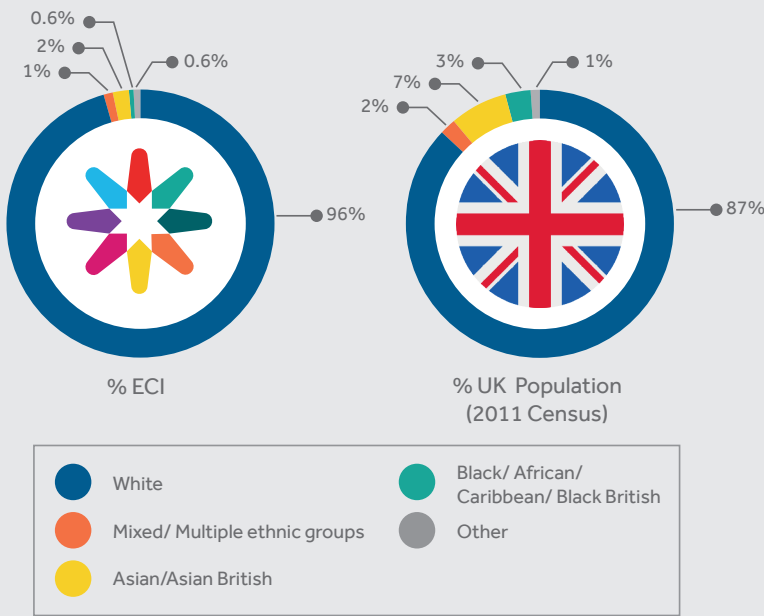
IDEA will work closely with industry and partner organisations to raise awareness and advocate action as well as help to promote our industry as an appealing career choice for all.

Gender Profile



49.4% of the UK population and 86.21% of the ECI workforce identify as men.

Ethnicity Profile



TOMORROW'S
ENGINEERS

CODE

Supporting the Tomorrows Engineers Code

The ECITB is a proud supporter of The Tomorrow's Engineers Code. Launched in 2020 and managed by Engineering UK, the Code is a commitment to work toward common goals that increase the diversity and number of young people entering engineering careers.

Any organisation with UK operations that funds, designs and/or delivers engineering-inspiration activities is invited to become a Signatory. It's free to become a member of this community and any organisation not meeting the criteria above, can join as a Supporter.

To find out more visit code.tomorrowsengineers.org.uk

ECITB will lead industry learning on diversity and inclusion by:

- Facilitating action-focused dialogue
- Delivering value through targeted grant funding and tailored interventions
- Partnering to achieve impact through greater reach and access to external expertise and resources
- Sharing knowledge on good practice, from within engineering construction and beyond
- Considering EDI in all our operations

If you would like to find out more about our work or input ideas, please see ecitb.org.uk/diversity-inclusion or contact the IDEA taskforce at idea@ecitb.org.uk

The ECITB work closely with the following organisations in their shared goals for an inclusive industry.



The ECITB embeds equality, diversity and inclusion across standards, qualifications and training courses

The ECITB aims to support engineering construction companies to improve inclusivity, respect and openness in the workplace. The ECITB has been working with a range of employers and employer groups to review ECITB's existing training courses, standards and qualifications to make sure that equality and inclusion principles are embedded throughout.

The first step has been to refresh National Occupational Standards (NOS) as they form the foundation of ECITB's standards and qualifications. NOS suites across engineering construction craft and technician disciplines we have updated to incorporate D&I principles.

The ECITB's refreshed supervisor training programme: 'Taking the Lead' module includes training to understand the principles of D&I and how to address unconscious bias. There is still more to be done and ECITB will continue to review and improve products and services with inclusivity in the mind.

ECITB approved diversity and inclusion training courses

The ECITB is delighted to have approved several national UK training providers to deliver diversity and inclusion and unconscious bias training courses. Each course covers all the key areas required to lay the foundation of working towards improved inclusivity and equity in the workplace and includes training on:

- The business case for ED&I
- The legal requirements and protected characteristics
- Language and terms used to describe D&I initiatives
- How to work in an inclusive manner, how to challenge non-inclusive behaviour

To have an impact it is important that the training is thought-provoking and interactive and so the approved courses all include discussions, practical exercises, video stories and personal reflections along with consolidation of the learning.

To find an approved training provider and courses near you please visit:
ecitb.org.uk/qualifications-and-training/find-engineering-training

“

The start of the EDI journey has to be education and training. People have different levels of understanding of issues surrounding inclusivity and diversity, and it is really important to give everyone the same foundation, the basic building blocks and language. Training and education is only the start of the journey – but cultural change will falter unless you have given employees these stable foundations.

Beccy Pleasant

Head of Nuclear Skills Strategy
ECITB

“

Meeting net zero by 2050 for the Engineering and Construction Sector will be a complex technical and societal challenge which will need creative problem solving. Research has shown time and again that diverse, inclusive teams produce the most innovative solutions and this is exactly why we need to support, encourage and cultivate a workforce that is truly representative.

Jane Cooper

ECITB Board member and Stakeholder Relations & Regulatory Affairs
Ørsted

“

A diverse and inclusive workforce is integral to operating a sustainable and successful business. The ECITB is committed to supporting industry develop inclusive workplaces where employees can reach their full potential and individual differences are valued and respected. Reaching net zero by 2050 will create new demands on the workforce and it is crucial that we harness this opportunity to increase diversity”

Chris Claydon

Chief Executive
ECITB