

Urban Transport Group Skills and Diversity: National Initiatives on Skills and Diversity

Following on from our seminar on Retention, Recruitment and Skills, held on the 4th July 2016, this document provides a resource for those looking to find out more about national initiatives on skills and diversity. This is separated into four sections, the first looks at resources and initiatives that can be directly useful in recruitment and encouraging diversity and inclusion in the workplace. The second provides a list of initiatives that employers can engage in to help promote transport careers and uptake of STEM subjects (Science, Technology, Engineering and Maths), which could help in addressing future skills shortages. The third section presents a list of initiatives that it is useful to be aware of but may not have direct impacts on activities. The fourth provides a list of professional bodies that employees in the transport sector may wish to become members of and which support the diversity and inclusion agenda.

Useful resources and schemes for recruitment and diversity in the workplace

Transport Infrastructure Skills: Strategy and Delivery (DfT)

DfT and partners developed the Transport Infrastructure Skills Strategy to explore addressing future skills shortage in transport, with a current focus on rail and roads. Aims to deliver 30,000 new apprenticeships, with 20% women in technical apprenticeships by 2020 and full parity by 2030. The Strategic Transport Apprenticeship Taskforce (STAT) has been established to deliver the strategy - <https://www.gov.uk/government/news/strategic-transport-apprenticeship-taskforce-to-boost-apprenticeships>. Further promotional activities will follow. The full strategy report can be found here:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/495900/transport-infrastructure-strategy-building-sustainable-skills.pdf.

CIHT Routes to Diversity and Inclusion Charter and Toolkit

The CIHT Diversity and Inclusion Charter commits signatory organisations to:

- Strive to achieve best practice in our recruitment, retention and career progression practices as employers.



- Support the development of good diversity and inclusion practice by collecting and sharing examples of practical activities that contribute to progress with CIHT and other signatories.
- Assign responsibility for meeting our Charter Commitments to a named, senior level individual.
- Work together to develop and adopt future protocols and practice that support the implementation of the aims of this Charter.
- Recognise, respect, capitalise and celebrate contributions from different people to strengthen team performance.
- Display the CIHT diversity and inclusion logo to publically demonstrate our commitment to this agenda.

The CIHT also produce a Diversity and Inclusion Toolkit, designed specifically for the transport sector. Provides useful tips and case studies to help employers to recruit, retain and develop a more diverse workforce.

<http://www.ciht.org.uk/en/careers/for-employers/diversity-and-inclusion/index.cfm>

Time to Change

Time for Change is a national scheme to change attitudes to mental health. It is funded through the Department for Health, Lottery funding and Comic Relief and delivered through Mind and Rethink Mental Illness.

Stigma around mental illness remains a problem, people don't talk to employers about mental health. Time for Change produced a report on creating mentally healthy workplaces and aims to have mental health problems treated in the same way as physical health problems. Employers can sign up to the Time for Change pledge to address these issues.

<http://www.time-to-change.org.uk/>



Disability Confident

Over 7 million people (17.5%) of working age in the UK are disabled or have a health condition. Disability Confident is an employer scheme aimed at supporting businesses in recruiting and retaining disabled people and people with health conditions. Benefits include being able to draw from the widest possible pool of talent, saving time and money on recruitment and training by reducing staff turnover and reducing the costs of sickness absences, amongst others.

<https://www.gov.uk/government/collections/disability-confident-campaign>



Dementia Action Alliance

Dementia Action Alliance aims to bring about a society-wide response to dementia, through national, regional and local groups. They can help develop training to improve dementia awareness for staff, in order to improve services for dementia sufferers and their carers. Travelling can become challenging for dementia sufferers therefore increasing understanding of the condition for staff can help in supporting dementia sufferers to maintain independence.

<http://www.dementiaaction.org.uk/>

Women in Transport (TfL)

This is the legacy programme from the 100 Years of Women in Transport that TfL and others ran in 2014. The aims include:



- Attracting more women by highlighting the careers on offer
- Showcasing the contributions women have made and continue to make in the industry
- Providing opportunities for personal development and progression at all levels
- Establishing an industry-wide network as a legacy of continued improvement and development
- Running inspirational and thought-provoking events

Employers can get involved by offering speakers, hosting events and other activities. They also host a 'coffee roulette' where you can be paired with someone else in the industry and meet for coffee (or have a phone or skype chat) in order to find out about a different area of the transport industry.

<https://tfl.gov.uk/campaign/women-in-transport?cid=women-in-transport>

Women in Transport (UK)

Women in Transport is a national member's network which aims to empower women within the transport industry, and welcomes membership from women and men in the transport sector. They hold an number of events an year and support the All Party Parliamentary Group (APPG) for Women in Transport.

<https://www.womenintransport.com/>



Officers' Association

The Officers' Association works with officers leaving the military and helps them move into other employment. They also work with employers to show the benefits of employing ex-service officers for management level roles and demonstrating the skills and values that officers can offer. They have worked extensively in the rail sector in the past.

<https://www.officersassociation.org.uk/>

National Inclusion Week

National Inclusion Week is an annual campaign to raise awareness of the importance and value of inclusion in the workplace. There are range of resources for employers wanting to run workshops available online:

<http://www.nationalinclusionweek.co.uk/about>

Initiatives to get involved in

Inspiring the Future

This is a national scheme, that covers all sectors not just transport, which connects employers with schools and colleges, encouraging volunteers to give their time. Employees can give as little as 1 hour a year and employers can help to encourage this activity.

<http://www.inspiringthefuture.org/>

STEMNET

STEMNET connects employers with young people and educators in order to promote the study of STEM subjects and work towards addressing the STEM skills shortage. This is funded by the Department for Business, Innovation and Skills. There is a STEMNET guide for employers here: <http://www.stemnet.org.uk/wp-content/uploads/185-STEM02-employers-guide.pdf>

<http://www.stemnet.org.uk/>

CIHT also run a STEM ambassador scheme, specific to the transport sector, with a range of resources available for running sessions:

<http://www.ciht.org.uk/en/careers/inspiring-the-next-generation/index.cfm>

Good schemes and resources to be aware of

Plotr

A careers site that covers a range of sectors and has a specific transport hub. Supported by Network Rail, TfL, HS2, CIHT, the National Skills Academy for Rail and Young Rail Professionals.

<https://www.plotr.co.uk/careers/worlds/a-better-connected-future-transport-careers/>

WISE

The Women in Science and Engineering (WISE) campaign aims to inspire girls and women to build STEM based careers. They ran a 'People Like Me' campaign to showcase the value of continuing with STEM subjects, which is available as a resource pack or an APP (<https://www.wisecampaign.org.uk/about-us/wise-projects/people-like-me>)

<https://www.wisecampaign.org.uk/>

Teen Tech

Teen Tech run engaging and interactive events to showcase the possibilities of STEM subjects to children and young people.

<http://www.teentech.com/>

Inspiring a Generation

Run by TfL, this provides a toolkit for those looking at the range of careers in transport and is a useful resource for anyone looking to run a transport careers session in a school or college.

<http://inspiringageneration.tumblr.com/>

IET Engineer a better World

The Institute of Engineering and Technology (IET) have a platform called 'Engineer a better World', aimed at addressing the shortfall in engineering skills. They run events, including an IET open house, in order to engage young people, and especially girls, in engineering.



<http://www.engineer-a-better-world.org/>

Geography Ambassadors

Run through the Royal Geographical Society, this scheme provides ambassadors to promote the study of geography at a higher level and build awareness of the potential career paths from geography.

**Royal
Geographical
Society**
with IBG

Advancing geography
and geographical learning

<http://www.rgs.org/OurWork/Schools/Careers+and+Further+Study/Promoting+and+sUPPORTING+geography+in+your+school+or+college/Geography+Ambassador+scheme/About+the+Geography+Ambassador+scheme.htm>

Professional Institutions

Chartered Institution of Highways and Transportation

The CIHT supports members through routes to professional qualifications, networking and professional development events. The CIHT also promotes the importance of the transport industry to government and society. CIHT has a range of membership options and supports members to gain chartered status as engineers or as a transport planning professional.

<http://www.ciht.org.uk/en/membership/individual-membership/index.cfm>

<http://www.ciht.org.uk/en/education--cpd/professional-qualifications/index.cfm>

CIHT also have a mentoring scheme available for members:

<http://ciht.mentormatch.me/>

Chartered Institute of Logistics and Transport

CILT(UK) is the UK arm of the CILT, which has members across 30 countries. They provide a professional network for sharing of expertise and best practice, as well as providing education and development for members. A range of individual and organisational memberships are available

<https://www.ciltuk.org.uk/Membership.aspx>



Institution of Engineering and Technology

The IET aims to inspire, inform and influence the global engineering community in order to work toward the vision of engineering a better world. They offer accreditation as a Chartered Engineer (CEng) for continuing professional development.

<http://www.theiet.org/membership/profreg/ceng/>

Institution of Civil Engineers

The ICE has a worldwide professional network of civil engineers and offers a range of membership levels from graduate through to fellowship.

<https://www.ice.org.uk/membership/grades-of-ice-membership>

Transport Planning Society

The TPS aims to facilitate, develop and promote best practice in transport planning and provide a professional network for members. A range of membership options are available.

<https://tps.org.uk/membership>

Training Providers

International Union of Public Transport (UITP)

UITP provide a range of training programmes related to transport, including for policy and decision makers. Training courses cover a range of mode specific subjects, network management, safety and planning and design.

<http://www.uitp.org/training>