



National Initiatives on Skills and Diversity for the Transport Sector

This resource brings together national initiatives on skills and diversity with relevance to the transport sector. This is the only such resource for the transport sector. It can help organisations looking to diversify their workforce, help to raise the profile of careers in transport to the next generation and support inclusion and wellbeing in the current transport workforce.

These initiatives are broken down into six 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. The fifth shows training providers for the transport sector. Finally, the sixth lists a number of national and international days that organisations may want to support or get involved in, from International Women's Day to National Stress Awareness Day.

1. Useful resources and schemes for recruitment and diversity in the workplace

Transport Infrastructure Skills: Strategy and Delivery (DfT)

The Department for Transport and partners developed the Transport Infrastructure Skills Strategy to explore addressing future skills shortage in transport, with a current focus on rail and roads. This 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>. 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.

A [2020 progress report](#) shows that the BAME target stands at 21%, ahead of the target of 20%.



CIHT Routes to Diversity and Inclusion Charter and Toolkit

The Chartered Institution of Highways & Transportation (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 publicly 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.

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.

Neurodiversity at work

The Chartered Institute of Personnel and Development have produced a [guide on neurodiversity at work](#) in order to raise awareness and inspire action. This provides case studies of how organisations have attracted neurodiverse candidates and the business benefits of doing so.

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.

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.

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 a number of events an year and support the All Party Parliamentary Group (APPG) for Women in Transport. A branch of Women in Transport has been set up in the North East.

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.

Career Transition Partnership (CTP)

[The Career Transition Partnership](#) supports service leavers with resettlement, career advice and training opportunities. They also work with employers to show the benefits of employing ex-military personnel.



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:

Steps into work

[Steps into Work](#) is a Transport for London scheme which offers people with mild to moderate learning difficulties and autistic spectrum disorders the chance to gain skills and work experience.

Leaders in Diversity award

The National Centre for Diversity runs a '[Leaders in Diversity](#)' award to recognise organisations who have risen to diversity challenges. West Midlands Combined Authority received this status in 2018, recognising the work they have done with their Leadership Commission and the Leaders Like You report.

Work180

[Work180](#) is a jobs network that endorses employers who support diversity, inclusion and equality. Acting as an advocate for women, they pre-screen employers before advertising jobs on their site. Criteria include equity, flexible working, paid parental leave and equal opportunities amongst others.

2. Initiatives to get involved in

Inspiring the Future

This is a national scheme, that covers all sectors not just transport, and which connects employers with schools and colleges, encouraging volunteers to give their time. Employees can give as little as one 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. STEMNET have produced a [guide for employers](#).

[CIHT also run a STEM champions scheme](#), specific to the transport sector, with a range of resources available for running sessions:

Stemettes

[Stemettes](#) is a scheme designed to showcase women in STEM careers and open those up to girls. They run a series of events, hackathons, exhibitions and mentoring schemes.

Gatsby Benchmarks

[The Gatsby Benchmarks](#) provide a framework for careers provision in schools and colleges. This includes having encounters with employers and employees and experiencing workplaces. Staff can get involved to support these activities.

3. 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.



Teen Tech

[Teen Tech](#) run engaging and interactive events to showcase the possibilities of STEM subjects to children and young people.

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.

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.

The National Skills Academy for Rail

The [NSAR](#) supports training and assessment in the rail sector. They are also working hard to change perceptions of careers in rail in order to attract diverse talent to the sector.

4. 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.

CIHT also has a [mentoring scheme](#) available for members.

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

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.

Institution of Civil Engineers

The [Institution of Civil Engineers \(ICE\)](#) has a worldwide professional network of civil engineers and offers a range of membership levels from graduate through to fellowship.

Transport Planning Society

The [Transport Planning Society \(TPS\)](#) 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.

5. Training Providers

International Union of Public Transport

The [International Union of Public Transport \(UITP\)](#) 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.

6. Notable dates

4th February – Time to Talk Day (mental health)

11th February – International Day of Women and Girls in Science

8th March – International Women’s Day

21st March – International Day for the Elimination of Racial Discrimination

2nd April – World Autism Awareness Day

23rd June – International Women in Engineering Day

4th October – Dyslexia awareness week starts

6th October – Dyspraxia awareness week starts

10th October – World Mental Health Day

14th October – Sight awareness day

3rd November – National stress awareness day

19th November – International Men’s Day

3rd December – International Day of Disabled Persons