



LOOKING TO RECRUIT FEMALES APPRENTICES?

WOMEN ACCOUNT FOR ONLY 10% OF ALL STEM RELATED APPRENTICESHIPS

Scotland's Youth Employment Strategy identifies STEM skills as vital to Scotland's continued economic growth. Diversity in the workforce is essential to widen the pool of talent available to meet this growing demand for skills.



Construction
99% Men



Engineering
98% Men

The extreme gender imbalance in the take up of some Modern Apprenticeship frameworks, such as engineering and construction, needs to be addressed. This will ensure the future workforce can meet the challenges of sustainable economic growth, make these sectors an attractive career option for all and give your organisation the competitive edge.

Equate Scotland is working in partnership with Skills Development Scotland, employers and training providers to address this issue. Equate Scotland will support employers in the engineering and construction sectors. To encourage them to take positive action to attract more female apprentices.

If you are keen to attract a wider range of applicants Equate Scotland can:

- Help you design a recruitment strategy
- Support your recruitment process in schools and colleges
- Train your staff to be aware of gender issues in recruitment
- Make the business case for diversity part of your company culture
- Provide an opportunity for you to raise the profile of Modern Apprenticeships in your company by participating in careers events for young women.

If you would like to find out more or to become involved contact info@equatescotland.org.uk

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Be part of the solution