Community Impact Assessment

Inspiring tomorrow's workforce

Why does it matter?

Network Rail's early engagement strategy addresses the significant shortage of young people undertaking STEM (Science, Technology, Engineering and Maths) subjects in schools, and responds to the lack of diversity across the rail industry. This theme aims to encourage greater diversity and address the skills shortage across the UK.

Highly recommended activities

Network Rail's early engagement team has opportunities for you to support the existing recruitment strategy, which targets young people with opportunities for work experience, apprenticeships, graduate schemes and year-in-industry placements. Contact Linsey Perry for more information.

Suggested activities

Below are some suggested activities you could deliver to help inspire tomorrow's workforce.

- Offer work placements and/or apprenticeships on site through Network Rail or your supply chain.
- Become a STEM Ambassador and promote careers in Science, Technology, Engineering and Maths to a range of young people.
- Volunteer at a school careers event.
- Attend career fairs or similar school events to raise the profile of careers in the rail industry.
- Participate in the Engineering Development Trust's Go4SET programme, which works with secondary schools. Go4SET links teams of secondary pupils with Network Rail and our supply chain to offer a practical, hands-on science, technology, engineering and mathematics (STEM) experience. The 'Stations of the Future' project inspires young people in the challenges of the railway industry.
- Access Business in the Community's many opportunities to help inspire tomorrow's workforce. Contact Peter.Belk@bitc.org.uk (Network Rail's account manager) for more information. The BITC Business Class provides in-depth engagement with schools and students to help support successful education and future work, which the Mosaic programme offers mentoring for young people growing up in our most deprived communities.

Community Impact Assessment
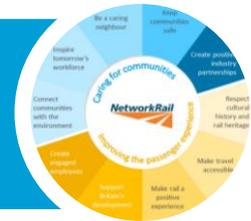
How do you measure success?

Implement and monitor activity that results in a greater diversity of applicants for jobs, and/or increased workplace diversity. You could also consider an increased number of high-quality applications for vacancies, and/or evidenced reduction in skills gaps.

Key performance indicators

Below are some suggested key performance indicators.

- Number of STEM focused events held with organisations focussed on diversity of participants
- Number of apprentices per £m spend recruited to work on the Network Rail contract/project
- Number of work placements and traineeships offered to work on the Network Rail contract/project
- Number of volunteering days invested focused on 'inspiring tomorrow's workforce'.