

QinetiQ Case Study

About QinetiQ

QinetiQ is an international defence technology company. The Company provides research, technical advice, technology solutions and services to customers in core markets of defence and security, and is increasingly working to move into adjacent markets such as energy and environment.

Purpose of Engagement

QinetiQ is committed to science, technology, engineering and mathematics (STEM) outreach programmes which engage young people in a variety of STEM activities to inspire them to consider careers in science and engineering. The organisation enables employees to commit their time and expertise to support education, local to many of its operational sites.

Significant benefits are derived from such engagement:

- **Pupils** - raised awareness of the range of STEM careers
- **Employees** – skills development outside their normal sphere of work
- **Employers** – increased employee engagement
 - potential future talent pool from which to recruit
- **Teachers** – support from inspirational STEM role models

Decisions for QinetiQ on how to engage with education are based on a number of key factors:

- Maintain focus on inspiring and enthusing students to consider STEM careers
- Conscious decision not to add to the plethora of material and initiatives already available
- Focus on collaboration with key national initiatives, delivered in partnership with national bodies such as STEMNET; British Science Association; Institute of Physics and others.
- Pursue a policy of direct involvement of employees

Engagement Activities

STEM Ambassadors: all employees involved in STEM outreach are STEM Ambassadors as we recognise that this gives schools confidence in working with industry within a nationally recognised framework. The advantages are a network of brokers to initiate relationships, Criminal Records Bureau clearance and insurance cover for all activities. The scheme also improves employee engagement and the development of key skills.

Lab in a Lorry: through this Institute of Physics national initiative QinetiQ STEM Ambassadors work with pupils on hands on experiments providing them with an opportunity to meet real scientists and engineers.

CREST Awards: QinetiQ STEM Ambassadors support CREST projects in schools. British Science Association CREST Awards are a tangible recognition of success for a student, which can be included in their personal record of achievement and used to enhance applications to universities, colleges and potential employers.

Team QinetiQ Learning Zone: provides material that connects science in education with science in the workplace. The material, developed by teachers for teachers, is tailored to address National Curriculum guidelines primarily at Key Stages 3 and 4.

Specialist Schools & Academies Trust: QinetiQ is providing ongoing support to the Trust by working with STEM Clubs and other activities. Emphasis is placed on working with schools where STEM Ambassador time can count towards specialist re-designation.

WORK EXPERIENCE

QinetiQ is one of the largest employers of **Year in Industry** students and has received a special award from the Royal Academy of Engineering for their support of this programme. The Year in Industry Scheme organises year-long placements for pre-university and undergraduate students.

At QinetiQ, 'AS' level students participate in real scientific research during their summer vacation; providing both work experience and a valuable insight into the breadth of potential STEM careers. These placements are supported by the **Nuffield Foundation** in the form of science and engineering bursaries.

Further useful links:

- STEMNET www.stemnet.org.uk
- British Science Association www.britishscienceassociation.org
- Business in the Community www.bitc.org
- Nuffield Foundation www.nuffieldfoundation.org
- Institute of Physics www.iop.org
- Education Development Trust www.etrust.org.uk
- QinetiQ http://www.qinetiq.com/global/corp_resp/community.html
- Team QinetiQ Learning Zone <http://www.teamqinetiq.com/learningzone/>