

Anonymised Action Plans – London and Birmingham Workshops

Participant	What are the learning outcomes from the workshop that you and your organisation want to take forward?	Short term	Medium term	Long term
1	Articulating and preparing clear benefits to employers and teachers from STEM visits and activities.	Share resources mentioned internally with STEM Ambassadors. Share groups' learnings with STEM Ambassador coordinators.	Discuss with STEM Ambassador coordinators success measures and impact measures we need for our developing programme.	How to co-ordinate STEM activities internally across the UK. Forming global company strategy/principles. How to focus STEM engagement at headteachers.
2	Demonstrating impact of Ambassador interactions within school and consequence on students' progression.	Maintain interactions with current Ambassadors and update on workshops already in progress.	Give student feedback to Ambassadors which is timely, constructive and useful for Ambassador progression. Student feedback/evaluation forms following workshops.	Measure impact on pupil progress in STEM subjects and post-16 destination data from previous three years since embarking on the progress.
3	More publicity/acceptance of STEM rate. Better use of STEM resources.	Feedback ideas for the engagement officer in the company. Better contact with company's STEM organisation.	Define project ideas. Obstacles – communicating and engaging with schools; getting school contacts.	Generate a longer term project in a school. Obstacle – company situation.
4	Will have to be a stealth Ambassador. Previous company doesn't want previous employees as role models. Will continue to work with local Hub.	Contact Hub to understand why offer of help was previously not taken up – workshop on energy generation and use.	Develop activity suitable for primary school practical workshop – three months.	Roll activity out in local primary schools.

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5	Wider perspective on what else is happening – review and reflect.	Decide on what activities and resources to prioritise.	Establish at least one sustainable project with a school.	Decide whether progress indicates right path and review.
6	I have access to a large source of information and it needs to be more readily accessible by STEM Ambassadors within my local region. Messages clearly aren't getting through to the right audiences.	Create a stronger link with the National STEM Learning Centre to share resources I have.	Link more readily with local STEM Hub, to offer our existing and regular community of practice networking opportunities more openly.	I'm ready to apply for more funding to enable me to affect the costs of Ambassadors that help our community of practice to deliver events.
7	Expand success of past work as STEM Ambassador to other regions. Needs to have roll-out of best practice.		Learn where Hub is with STEM engagement, have to accelerate.	Advance engagement at TeenTech. Can we double events?
8	Increased team working – potentially with other organisations. Increased communication with Hubs and other Ambassadors.	Formally become a STEM Ambassador and speak with my local Hub to understand events or schools who are interested in Ambassadors. Speak to training manager to understand funding/help/resources.	Access more training, be that future learn more meetings/ events or speaking to others. Start communication with schools.	Have organised and done events. Have shown various options for next trips to schools. Share personal experience with young potential engineers.
9	Better control into schools.	Support for career ready to engage local volunteers to support disadvantaged young people.	Support [local school] science day. Support [local school] careers day.	Organise [company] stand for [local event]. STEM hangers.

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10	Role of STEM coordinator in schools is important. Need to identify this for local schools. Network with other Ambassadors and learn from them. Make it part of the company agenda.	Raise profile of STEM agenda through PDR process to get senior buy-in for 2018 STEM objectives so that they are part of my objectives – and ideally others.	Work with two new STEM Ambassador volunteers at [my company] to encourage participation in projects and to develop simple engagement activities.	Run at least two school engagement sessions with [my company] – one in school and one in company.
11	How to get better engagement with secondary schools – who to talk to at school to get engagement.	Fix dates with more local schools for building relationship contacts [local Hub] to plan STEM training for more people. Update progress since last meeting. Help with schools.	Develop demos for use in schools (site competition). Develop portfolio of presentations on careers etc. Choose provider for apprenticeship scheme.	Apprenticeship scheme launch. Graduate scheme launch. Programme of events within school. Work experience programme for schools. Internships.
12	Use Hub to assist in development of resources. Re-assess our outcome for STEM support. Determine the value/ impact of our work. Find the right person in local schools.	Review what we have achieved and where we can improve. Book meeting/session with STEM team for Jan 2018.	Develop and build resources for [local event] 2018. Identify team to support [local event] 2018. Share/use training resources.	Identify company objectives regarding STEM. Measure more than just what we took part in. Re-invigorate team through activity competition.
13	Find a way to encourage colleagues to become active STEM Ambassadors. Engage with local Hub and gain support of senior management to help develop. Actively run STEM alongside apprenticeship programme.	Highlight awareness, eg STEM through organisation and learning, and development department.	Increase number of Ambassadors. Encourage apprentices and trainees to promote [my company] and civil engineering. Manage approval challenges. Incorporate as part of nanny agreement. Success measured by feedback interval.	Ongoing development and increase in STEM Ambassadors and engaged activities.

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14	Engaging the 80+ STEM Ambassadors in the office and understanding the impact of what we do (both nationally and locally).	Arrange a monthly gathering with STEM leads/all Ambassadors in office.	Put together a plan for the year, know what we want from the year and aim for specific events with a varied range of activities.	Understand the impact of our events. Find a way that we can measure the impact/stories data etc. Share the impact internally and externally.
15	Addressing some of the frustrations expressed by the Ambassadors and companies present. Looking at how to improve current ways of working to improve current ways of working to achieve more valuable communication.	Discuss today at next team meeting on 18 Dec.	Depends on impact of new platform and how Ambassadors and schools are using it.	Will we still be here?
16	Not sure there were any. We have a defined strategy already and will deliver it. MOOCs will research and evaluate.	Secure funding for Year of Engineering project. Identify early engagement champions and educate them.	Delivery of project. Set up work experience. Establish early engagement metrics.	Celebrate project success. Look back at early engagement delivery.
17	Link with a local school regularly, not ad hoc, to ensure we can measure the impact and have a sustained impact. Continue with the large event (10+ schools). Expand IPE/CSR and EDI objectives and action plans.	Contact the local Hub about linking with one specific local school that will benefit from this link/engagement.	Expand the IPE goal to include local school link. Attend local schools career days. Contact STEM Hub regarding next year's large school event.	Arrange for two work experience placements. Arrange another 10+ school challenge event involving another client organisation.

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18	Have a more structured offering for school activities but encourage STEM Ambassadors to pursue their own interests as well.	Arrange STEM inductions before end of Jan. Contact mentors to inform of STEM programme and planned induction. Arrange monthly meetings with HR director throughout 2018.	Set up a Hub in [my company] for Ambassadors. Understand business goals and objectives and link activities to this. Update [local company] STEM Ambassadors on [my company's] activities, use them to support events as well.	Have a plan. Middle managers brought in to support activities. Have lots of examples of impact for students/employers and teachers to publish in CSR brochure.
19	Link into STEM Hubs. Local networking opportunities to share best practice.	Nothing – am on leave now.	Link in with apprentices/ engineering dept, learned institution registrations and STEM Ambassadors, grow bank of volunteers to deliver. Future learn MOOC courses.	Direct links between apprentice programme and schools engagement.
20	This workshop has provided me with a better insight of what schools actually want from us. Clear misunderstanding/ miscommunication between schools/employers. Try to encourage colleagues to become Ambassadors.	Report the outcome and knowledge gained from this workshop to my employer. Start planning STEM Ambassador group within my local office and need to seek senior management support within my organisation.	Set up Ambassador group within my local office and nominate a representative who will liaise with local schools to understand their needs. At the same time try to recruit more Ambassadors within our local offices.	Liaise with Ambassadors from other offices. Run workshops/CPD/training for our Ambassadors. Keep a strong relationship with local schools. Encourage more people to become Ambassadors.
21	Development of our STEM Ambassador bespoke training. Development of outcome-based motives.	Publication to our STEM Ambassadors, the resources available to support them, eg MOOCs etc.	Work with STEM Learning to develop bespoke training for defined STEM Ambassadors.	Production of outcome-based motives. Development of defined STEM activity calendar.

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22	Work with STEM Learning on teacher work experience 2/2 day CPD in work. Utilise new reporting mechanisms.	Meet with STEM Learning to incorporate evaluation measures used in venture.	Co brand.	Utilise new reporting.
23	Make use of local enterprise platform to liaise with local companies and gain access to senior company directors. Better access to school senior management. Make use of online resources.	Follow up local enterprise organisations and establish contact. Investigate online resources and equipment available from STEM Learning. Follow up headteacher of local school to establish better contact.	Establish firm contacts with employers and schools. Make use of STEM Learning resources.	Increase no. of schools and companies with which to engage. Liaise with other Ambassadors – barrier info sharing by STEM Learning.
24	Update my understanding of the range of resources available for STEM Learning.	Share/debrief the STEM lead at my local school by 15 Dec. Investigate resources available from the IMechE and IET. Update school governors board on STEM – 13 Dec 2017.	Develop activities that could be included in my local scouts programme for 2018. To have undertaken the forthcoming MOOC in Jan 18.	Deliver a bloodhound experience for 170 students in July 2018.
25	Great ideas of what activities can be done and how to make processes easier, taking ideas forward around virtual learning working, with persons or buddies using digital platform.	Communicate opportunities and potential of online courses in our company internal STEM group.	Organising instruction for senior management. Sign up for external events and plan STEM activities for STEM Ambassadors so they have events to choose.	Make sure that every Ambassador is doing one activity. Embed STEM programme into our apprentice scheme, working closely with schools and groups.
26	Develop better impact measurements – an ongoing activity.	Review information pack.	Investigate STEM Learning website to check resources and training information that's available.	Continue to develop understanding of impact, offer assistance to STEM Learning on developing STEM programme/ impact measures.

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27	Have been a STEM Ambassador for several years and a very successful means of interacting with students is a hands-on activity for classes of 15 to 30.	I need to be able to borrow bits, together with relevant documentation.	Also, a list of employers who can offer vacation jobs to senior school pupils.	There should be much greater integration of the myriad of organisations involved in STEM.
28	There will be data that can support benefits/ROI for recognition of STEM Ambassadors. Do the MOOC.	Use Yammer to publicise attendance at the workshop and what individual STEM Ambassador benefits are.	Commence the MOOC. Encourage colleagues to become STEM Ambassadors.	Set up a community in company for STEM Ambassadors to support/share ideas and demonstrate benefits.
29	Improve engagement from employer to engage with other STEM Ambassadors within organisations. Need to escalate above line manager. Use of externally provided resources.	Engage with STEM community within organisation and raise profile initially with local management team.	Look into reinstating/reinvigorating STEM community section on intranet to facilitate comms access with other STEM Ambassadors within organisation. Develop HSE/specialism-based STEM activities link to curriculum.	Champion STEM within organisation. Deliver regular HSE-based STEM events. Engage with STEM Learning.
30	Use of online training and resources. Use of kits. Use of digital platform to network with other STEM Ambassadors and share ideas/successes/failures.	Notify STEM outreach manager of the available resources.	Plan STEM activity outreach with local secondary schools.	Deliver STEM outreach to school in reality, perhaps by online resources and also loaned kits.
31	Look at the resources online. Use the STEM diagram. Look at top tips.	Look at the online training courses.	Use the online courses starting on 19 Jan, 18 possibly. Use the space kit resource for [local school].	Await digital platform.

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32	Want to feedback key points to the local employers in [my area] that have shown a willingness to engage in a more joined up way. Continue networking with employers and educate to signpost ways of working together.	Will be summarising main points and emailing them to attendees of our networking meeting. Gauge interest in what employers and schools would like to do first to make engagement more sustainable.	Set up further networking session – possibly have employers teach sessions about what their organisation offers.	Have an action plan for each employer and school so that we can measure whether each party has achieved some of their goals.
33	Communicate the opportunities for small companies to engage with STEM activities in schools, to help increase engagement within SMEs through the local Hub.	Talk to a minimum of three companies about facilitating employee engagement in STEM activities. Talk to STEM Learning to explore this as a legitimate activity for an independent company to be doing.	Organise two events in schools, focused on STEM, involving at least two volunteers/STEM Ambassadors. Involvement in a supported activity might be a precursor to joining up as a STEM Ambassador.	Engage a minimum of five schools in my area with activities, with at least three follow-ups.
34	Further development of how to measure and report on impact of STEM Ambassadors programme. Develop our resources further and look at how to improve our networking internally and with STEM community.	Use internal corporate comms resources to share some of the feedback and messages from today.	Share my resources in the development of corporate-shared resources and publicise what I have done more.	Work with the wider team in [my company] on how we can measure impact.
35	Support needs to come from senior members down, both in [my company] and in schools. Employees will feel more confident to volunteer if they have the support of their managers to reach the schools who are more in need.	Report to SLT – have a plan for how we will evaluate in order to encourage and reassure them that what we are doing is worthwhile.	Employ plan for evaluation.	Build on the evaluation and improve existing mechanisms based on the feedback.

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36	Benefits of being involved in local STEM work. How to train those who are interested. Plan how a STEM team could be created to gain CEO support.	Gain volunteers and have them inducted. Find a school/event to pair with. Engage with plans for initial activity.	Take part in STEM event. Evaluate time/cost/feedback from school and volunteers. Lessons learned – what will we do next time. Begin discussing/planning next event.	Have event list for aims of the next five years. Find other STEM Ambassadors for networking possibilities.
37	Streamline Ambassador enrolment. Get more data and insight into impact using impact toolkit.	Investigate in-house ID verifier to remove a barrier to bulk DBS checks.	Investigate STEM Awards – most engaged employer and set as target for STEM team.	Establish STEM Ambassador activities into employees' yearly performance and development plans. Emphasise the unusually high freedom and support [my company] offers.
38	Need to understand school needs/resources to better market STEM visits and show impact and curriculum links. Think strategically in training and supporting volunteers how to best recognise their contributions.	Evaluate/quantify current activities – school visits/ volunteers/topics/ages. Curriculum mapping – how do our aims sit within Key Stage 3 to 5 science.	Update policy documents and strategy – what schools are we targeting? How will volunteers be trained and supported? Target resources to national curriculum.	Evaluate impact – have visits/ volunteers increased? Evaluate and update resources – what worked? What needs to change?
39	Feedback – post session to gauge success and opinion. Impact – with young people and requirements they may have thereafter.	Liaise with my sustainability executive to discuss.	What sustainability executive wishes to do for achieving the above.	Review of the effect a year, on the programme the company already has in place.

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40	Be better able to relate the STEM Ambassador offer to the needs of the national curriculum. Understand what existing STEM resources might be available for use in school.	Share highlights from this workshop with my primary school as part of continuing to build my/STEM relationship with school.	Get familiar with national curriculum requirements using link on STEM Ambassador training site. Systematically work through practical resources to identify suitable projects.	Select specific projects to offer to my school with a view to delivery within the year.
41	Better ways to engage with schools and other Ambassadors to make STEM engagement more effective.	Read up on curriculum.	Find schools struggling with computing curriculum.	More engagement with near schools.
42	Ambassador communication. Higher level linkage. Info regarding new platform – simplicity.	Meeting with high-level employees to pass along feedback of session.	Maintain commitment. Service other schools. Develop near connections.	Maintain commitment. Service other schools. Develop near connections.
43	My volunteering is disconnected from work. Have not communicated the impact of the interventions to work and maybe they see it as CSR rather than valuable skills development.	Find out what resources [my company] has – kits/ budget. Give presentation to colleagues on impact of STEM interventions and opportunities available.	Take part in a STEM activity using one of the kits from the Hub. Have always been put off events where I needed to provide kit. Have to get support from team backer to prepare. Must chase feedback.	Host a teacher for the insight programme and a student from the same school for work experience. Need to get feedback on impact, want to continue it.
44	To motivate and educate colleagues on the benefits and advantages of being a STEM Ambassador. To enable a platform for Ambassadors that provides help on varying levels and types so that resources are at hand.	Present feedback on workshop to team.	To gain support from directors at [my company] to provide support in being a STEM employer, making it a more integrated part of the business.	To gain minimum 10% of staff to work as STEM Ambassadors.

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45	Senior Leadership Team proper endorsement and demonstrable outcomes required to show investment. Resources available to utilise. Access to curriculum. STEM more strategic in approach to school engagement.	Renew resource and tailor for [my area] roll-out. Investigate the website.	Engagement plan for schools. Linking of STEM networks outside of [my area].	Sharing best practice sessions/ workshops.
46	Trying to get to grips with what best practice is or what good looks like to pull together a meaningful STEM strategy for the company. Some of the points/discussions have been very useful in helping shape this.	Start to pull together info from fact-finding mission.	Collaborate with other parts of the business to define a STEM strategy and a model that works for our business and meets our needs, eg education team/HR/ CSR etc.	Have a STEM strategy in place, which is supported by SLT, and start to deliver it.
47	I cannot get a STEM Ambassador fully yet but want to understand what my organisation already has in place in terms of schools and STEM outreach and if not established start work to develop some workshops.	Need to get my ID checked by my Hub so I can have my DBS checked. Finish the online induction. Feed back to my manager regarding this meeting and ascertain amount of time/ resources/support she/he can give me.	Attend at least one STEM activity through my Hub. Find colleagues who may be interested in also becoming Ambassadors.	Develop some kind of workshop relating either to our service or engineering/STEM. Develop school interest/links and interest.
48	Inductions can now be done without help from a STEM Hub. Increased online resources now becoming available. Online classroom activities available for use. Got idea for buddying system for new Ambassadors.	Communicate workshop findings to rest of STEM team at [my company]. Review online resources on STEM website.	Organise induction session ourselves. Find someone (maybe HR) to act as document checker for induction.	Set up buddying system for new Ambassadors.

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49	There are lots of training and resources available.	Look at the STEM Learning website for training and resource info and courses. Attend some training.	Attend and cross-pollinate the big STEM communication network. Attend the [my area] STEM Hub event coming up as I have planned to do.	Contact new schools to offer a broader range of activities.
50	Streamlining STEM interventions with school.	Share info from today's session with colleagues.	Measuring impact of our own progress.	
51	PR and practice outcome. The show and the action. Higher level involvement and the benefit of the scheme corporately. Improved communication between schools – STEM – company.	Direct involvement from STEM and the IMechE in a feedback loop.	Log of successful/unsuccessful activities mapped by category and geographically. Lists of schools of Ambassadors. Maps of events/schools etc.	A good start is an online system that should significantly develop focused on the communication triangle.
52	Improved communication between the school and the STEM Ambassador – would it be useful for the school's headteacher to meet the person? Learning objectives of the activity should be very clear.	Perhaps re-email schools about a STEM activity in the spring term.	Complete a survey online re the activities of 2017.	Action online – communication between industry/schools/STEM Learning. Resume STEM activities.
53	Improve engagement and knowledge within organisation. This is particularly with networks and events being organised.	Communication and making a plan common/available to all. This needs to be advertised throughout the whole of the organisation.	Engage with local schools and suppliers to organisation to combine objectives and outcomes.	Set up an improved employer and local school/college engagement network with common goals and matched aims.

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54	Clear understanding of STEM current organisation resources and which people are Ambassadors.	Review Ambassador requests and resources, plan future contacts with schools.	Submit initial suggestions regarding input received while volunteering.	Become more involved in upping STEM Ambassador resources and shape knowledge.
55	Need to get buy-in from senior management. STEM isn't just about CSR but managing risk.	Engage with local STEM Hub(s). Share learning from today.	Engage with senior managers for resource support. Develop packs. Encourage potential Ambassadors to commence induction.	Share newsletter of engagement opportunities close to workplaces/offices. Create internal site of relevant resources to support Ambassadors. Share what others have done.
56	Resource kits in-house, communication between Ambassadors. Recruit more people with STEM backgrounds.	Local Ambassador coffee morning.	Ambassador development.	Apply STEM in retirement.
57			Continue to do activities mainly as after-school activities (either in or out of school) to inspire students and to show them what is available once they have completed their studies.	
58	Would like to make my organisation more aware of STEM Learning activities. Would like my organisation to engage more with STEM Learning activities.	Need to talk to senior people – need to become more engaged. Need to talk to more colleagues, need them to think about volunteering to become STEM Ambassadors.	See as overall activities and do not wish to divide them into short, medium and long term.	Achieve the above.

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59	Better understanding of measured values of STEM. Greater use of online STEM resources.	Meet with company STEM lead.	Improved working between company and STEM volunteers.	Greater focus of our STEM activity and clear data on value.
60	Online resources – task plans etc. Did not know these existed before.	View/download the content.	Get people (particularly new Ambassadors) to practise some of these events/tasks/challenges internally.	Get out to schools/events to run these activities in parallel with what we currently do.
61	Be targeted in our engagement where we can have most impact, given crowded space.	Summary of key parts covered for discussion internally.	Reflecting on key parts and use in producing the careers/STEM strategy for our organisation. This will guide our approach and priority for outreach and engagement.	Implement careers strategy across our organisation.
62	More co-ordinated approach between offices. Continued support to local schools. Recognition and reward for Ambassadors. True support from senior management, actions not words. Share resources internally.	Communicate workshop outcomes to CSR coordinator. Contact students/teachers who were involved in most recent workshop – follow up.	Set up a feedback and reporting mechanism within office to communicate efforts and impacts to senior management.	Set up [my company] Ambassadors networking events. Set up knowledge of resource sharing.
63	To inform members of staff, to be aware of the real-world application of the mathematics they are teaching.	Talk to headteacher to organise presentation to staff, demonstration of pupil activities at science fair and talk to school leavers about where to go next.	Further work in planning programme – with an eye to what might be demonstrated at school fair.	Talk to children leaving to go to secondary education about long-term goals.

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64	Focus on toolkit resources. Collaboration piece on training Eng/STEM Learning and peers.	Review current resources. Identify gaps. Update any old information.	Update any old information. Create resources/source from relevant or the resources that fill the gaps.	Gain feedback from users. Regular review points and mechanisms for sharing best practice more widely.
65	Make the above organisations more aware of the potential for engagement with the STEM Ambassadors initiative. In particular enthuse FE students about relevance of maths, by engaging with employers to explain.	Speak to headmistress via my governor colleague/college principal/chief executive.		
66		To contact my Senior Leadership Team with my idea to grow the number of STEM Ambassadors in the company and get more support from the company.	Draw up an action plan to support the point above. Get buy-in from HR to have administrative support.	Network with other local Ambassadors to share ideas on best practice.
67	Communication with Ambassadors that relates to the different skills sets and company focus around the region. This needs to be two-way.	Reflect on needs of Ambassadors and teachers.	Run training on the new digital platform to enable all users to engage with the new system effectively.	Networking across region.
68	Increased involvement with a few schools local to each site. Product activities that can be used.	Review contacts and schools we have contact with.	Contact local Hub. Expand no. of Ambassadors in company.	Expand no. of Ambassadors in company.