**Diversity and Inclusion case study template**

Please answer the questions below and provide a case study of a piece of work/ a project (large or small)that has been undertaken to improve diversity and inclusion in your organisation, and which might help others to take similar steps.

If relevant, please supply a photograph of 1MB to accompany the case study.

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| What is your name and position? | Natalie Desty, Director and Founder |
| What is the name of your organisation? | STEM Returners |
| What is your Diversity and Inclusion case study about? (E.g. D&I training, policy, workshop, campaign) | Encouraging and facilitating STEM candidates to return to the sector with their invaluable skills after a career break |
| Please describe it in 200 words below, and attach any useful templates, examples or documents to the end of this document if you are willing for them to be shared | |
| The STEM Returners project is a programme to help employers recruit, develop and retain the best available talent, and to enable highly qualified and experienced candidates to re-start their career. It aims to redress the gender imbalance within STEM, and work with employers to view CV gaps in a different way. Operating within an incredibly skills short market, this scheme will allow employers to attract candidates from a new talent pool and give candidates a supported route back to their career.  The STEM Returners project facilitates paid short-term employment placements for professionals returning to work after a career break. Alongside the experience gained from the work placement, STEM Returners also provides support for the candidate in advice, career coaching, networking opportunities and mentoring. All the candidates going through the programme will also have the opportunity to restart their career in a permanent position at the end of the programme.  This project is co-supported by the Institute of Marine Engineering, Science and Technology and the Women’s Engineering Society. We passionately believe that providing a mechanism to motivated and experienced candidates to return to STEM, will help to create the diverse, agile and innovative STEM workforce that the UK needs for today and the future.  Case studies of candidates who have successfully transferred or returned:  <https://www.stemreturners.com/2018/06/28/teacher-systems-engineer-transferrers-story/>  <https://www.stemreturners.com/2018/06/04/stem-returner-senior-engineer-tamsins-story/> | |
| What lessons have you learned? Please list below | |
| Candidates with a career break find it almost impossible to return through standard channels with a career break  There is lots of unconscious bias throughout the whole recruitment process which makes it difficult for returners to get in front of the hiring managers in the first place (automated systems, recruitment agencies, recruitment shortlists etc)  Returners programmes are highly successful in welcoming back candidates long-term after a break and require low cost interventions to make the programme successful. | |
| Any top tips? | |
| Ensure buy in throughout the whole organisation  Be open minded in those transferring as well as returning | |