

TOMORROW'S  
ENGINEERS

**CODE**

# Small things, big shift

Learning from each other to  
improve practice across the sector

**Emmanuelle Chazarin**  
NEON Content Manager

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# Workshop aims and outcomes



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To design practical ways to share learnings from STEM outreach, creating a **culture of peer-to-peer exchange** that is **community-led, sustainable, and impactful**.



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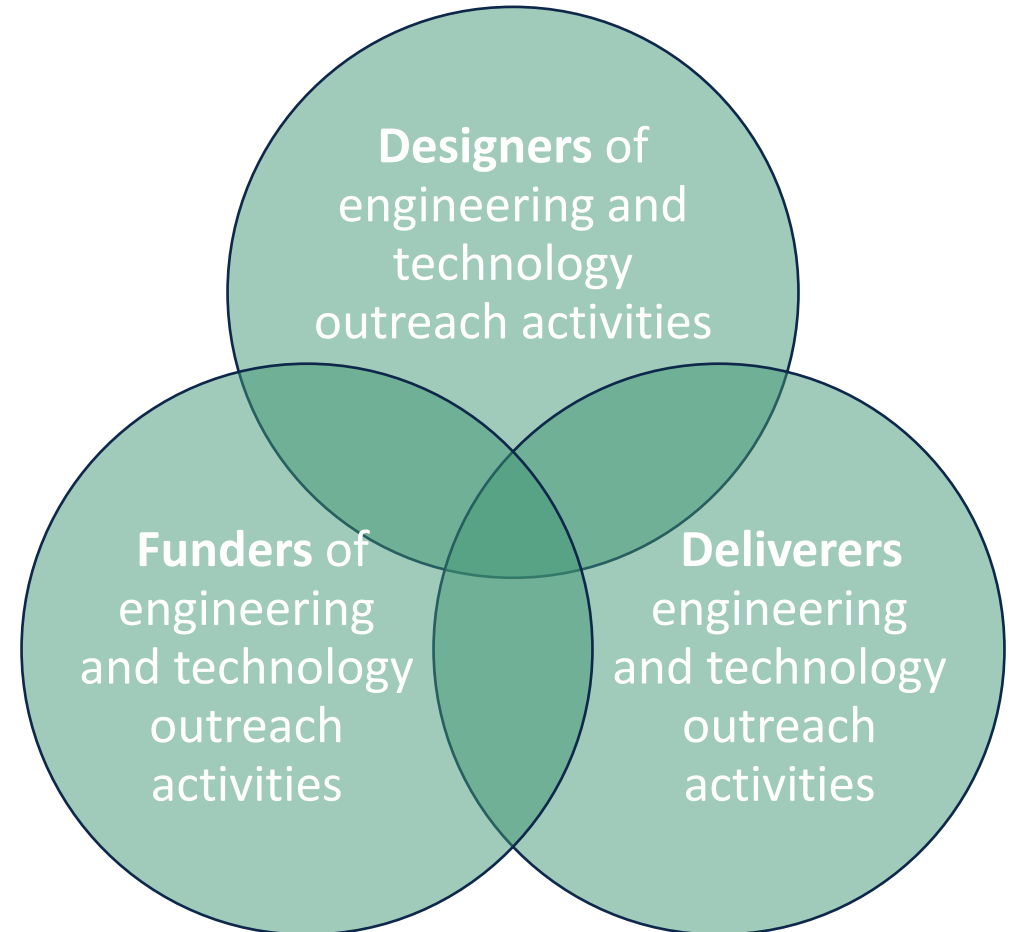
To design practical ways to share learnings from STEM outreach, creating a **culture of peer-to-peer exchange** that is **community-led, sustainable, and impactful**

- Identify priority areas where members want to learn from each other
- Co-create actionable ideas for embedding shared learning in the Code community
- Secure individual and collective pledges to trial these ideas post-event



# The Code community

- The Tomorrow's Engineers Code launched in 2020
- **Community of 400+ organisations** who **design, fund** and **deliver** engineering and technology outreach activities
- United by a shared commitment to **inspire** more young people into engineering and technology careers, and to **collaborate to improve impact**



## The pledges



### Inspire connection

Work together to create sustained journeys of engineering and technology inspiration activities for all young people.



### Drive inclusion

Help all young people get access to engineering and technology inspiration and careers activities, especially those from groups underrepresented in the industry.



### Showcase engineering and technology

Celebrate the breadth of opportunities and benefits that careers in engineering and technology offer to all young people, as well as the positive environmental and societal impact.



### Improve impact

Continuously learn from and improve your activities using evaluation data, as well as sharing learnings with the community.

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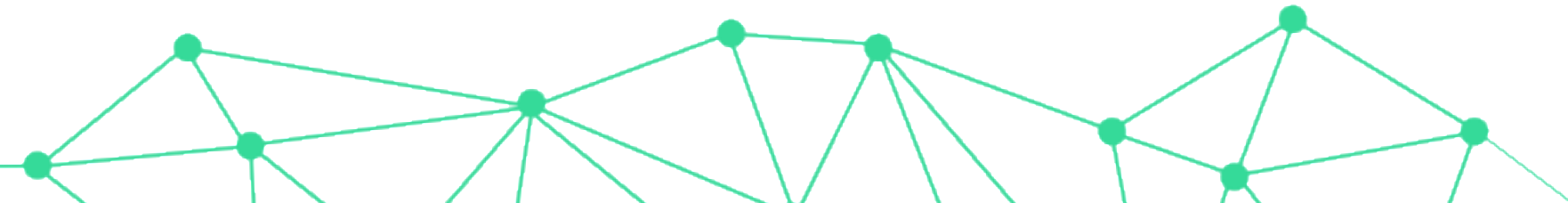
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# What you tell us...



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“ [To] speak to others in the community to understand how they approach this and adapt our approach based on best practice”

“We need help with Driving inclusion, we need to learn what works best from other providers”

“Opportunities for peer learning and knowledge sharing – platforms or networks where we can connect with other organisations to share insights, success stories, and lessons learned. This would help us gain new perspectives on what works well and learn from others’ experiences to improve our own practices.”

“I would really welcome more opportunities for education/ outreach/support organisations to come together to share expertise and explore ways of working together. The sector is still too disconnected and disparate.”

“Learning how others are approaching impact, teachers and students are time-poor, and it can be hard to improve response rates and therefore have enough data to analyse and draw robust conclusions”

“More opportunities to share and connect with likeminded organisations, to share best practice and explore partnership opportunities, joint funding etc”

# Spaces for sharing

- **The Code community LinkedIn group:** private group, open to anyone working within Code Signatory or Supporter organisations to join and post in
- **The Code mailer:** monthly newsletter sent to all Code Signatories and Supporters
- **Tomorrow's Engineers Live conference** (today's event!): annual conference
- **The Code explores...** online programme that delves into key topics with live events, on-demand content, and supporting resources over several weeks



# Reframing 'expertise' → 'experience'

~~BEST  
PRACTICE~~

REAL PRACTICE

# 1. Warm-up: Experience inventory

A quick activity to **surface the small things you've tried in your work** — and what you learnt from them

**1 SOLO**  
(3 mins)

**Write some micro-stories:**

- What did you try and why?
- The outcome
- What you learnt

**2 IN PAIRS**  
(2 mins)

**Share your micro-stories with a partner**

**3 TABLE GROUP**  
(4 mins)

**Share your stories across your table**

Discuss the stories that feel most useful or interesting

**4 WHOLE ROOM**  
(2 mins)

**We'll gather a few highlights and start spotting patterns**

## 2. Shift-and-share carousel

A rapid knowledge flow to quickly spread micro-stories across the room and **spot the ideas people find most relatable**

### 1 Choose 2 storytellers per table

Perhaps those whose stories sparked the most interest or energy

### 2 Storytellers stay put

Everyone else rotates around the room in small groups

### 3 2-minute rounds

- Each storyteller shares 1 micro-story with a small group
- The group asks questions or shares insights
- Each person marks the stories they'd like to try or explore further with a sticker
- Rotate

# 3. Co-creation: Peer-to-peer idea canvas

A simple 1-page tool to help us **turn small experiences into simple, community-owned ideas to keep sharing and learning** about the subjects that matter... beyond Tomorrow's Engineers Live

## 1 Each table picks a theme

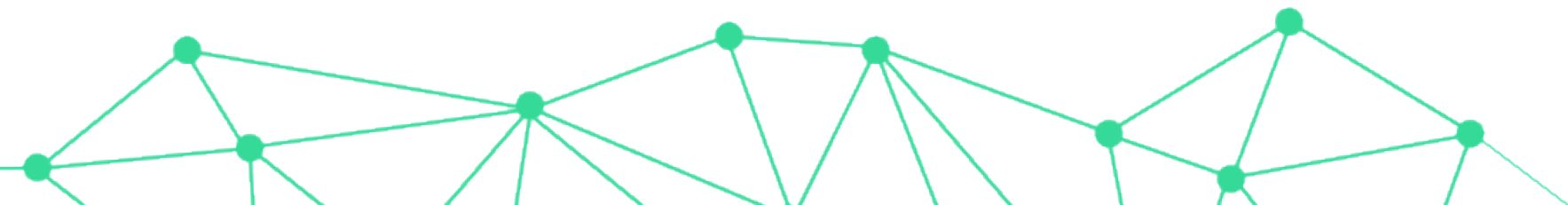
Choose a pattern or need that emerged from your micro-stories

## 2 Use the canvas to sketch a simple, realistic mechanism to keep sharing (10 mins)

Don't overthink it. The goal is to create an idea the community – you! – could actually start within a few days or weeks

## REMEMBER

Keep it small and doable — make sure it's practical and aim for 'small but useful'



## 4. Quick peer-review

To pressure-test ideas and **strengthen impact and feasibility**, each table reviews the next table's idea (3 min each case)

- Case-giver (45s)  
'Here's our idea and where it's wobbly'
- Consultants (90s)  
Offer experiments, risks, inclusion guardrails
- Case-giver (45s)  
Reflections and 1 change they'll make



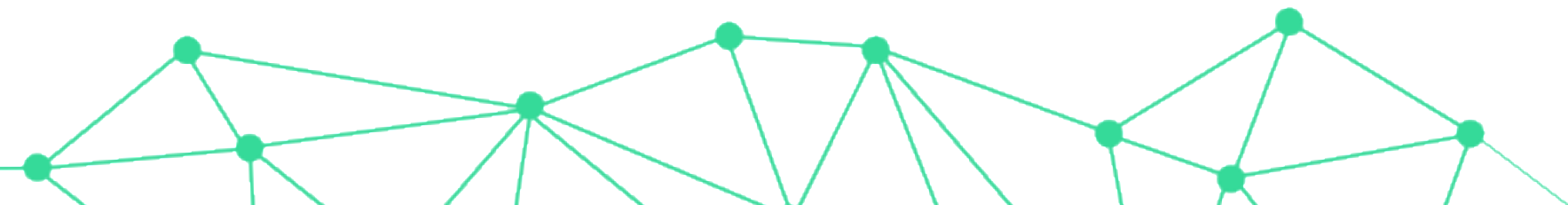
# 5. Personal and collective commitment

One tiny action to **keep the momentum going...**

What are you going to do to make your idea a reality?



Stick it on your idea canvas and take a photo!



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**Thank you**

Keep sharing!

[code.tomorrowsengineers.org.uk](https://code.tomorrowsengineers.org.uk)

