

## **Group 1 – Students & Young Talent**

Purpose: Increased awareness, engagement, and membership among students and young talent, connecting early education to STEM, RACHP careers, apprenticeships, and professional development. Use LEGO-based projects to make technical skills tangible, inspire participation, and secure more funding.

Lead: Dr Gbanaibolou Jombo is responsible for overall leadership of the group, including strategy, funding, schools' engagement, STEM Ambassadors deployment, and monitoring impact.

Top Priorities:

1. Raise awareness of STEM and RACHP opportunities in schools, colleges, and community groups.
2. Increase student membership in IOR and engagement with education resources, website, and hands-on learning tools (e.g., LEGO projects).
3. Source funding and resources to expand STEM Ambassadors programmes and school engagement initiatives.

Key Actions / Timeline:

3 months: Run a pilot LEGO/STEM outreach programme in 5 schools/colleges; promote IOR resources, website, and LEGO kits; identify potential STEM funding sources to support Ambassadors and engagement activities.

6 months: Expand outreach to additional schools/colleges; launch targeted student membership campaign; submit applications or proposals for STEM initiative funding; promote LEGO/STEM and RACHP on digital platforms.

12 months: Achieve measurable increase in student membership and engagement; secure sustainable funding and resources to grow STEM Ambassadors; establish ongoing school programmes integrating LEGO/STEM; develop online showcase of student projects and RACHP pathways.

## **Feedback from the Launch**

Group 1 – Students & Young Talent is focused on building early awareness and long-term engagement across the full education pipeline, linking STEM learning directly to real-world RACHP careers and creating a clear pathway from education into employment and professional development. The overall strategy begins at primary school level, where the priority is to inspire curiosity and excitement around engineering and technical skills. Engagement at this stage should be delivered through schools using hands-on, interactive approaches such as LEGO-based projects, helping children understand basic engineering principles in a fun and accessible way. The emphasis is on making STEM feel creative, achievable, and relevant from an early age, with strong involvement from teachers and parents to reinforce this messaging.

As learners progress into secondary school, the focus shifts towards exploration and awareness of career opportunities. This is where engagement should demonstrate how STEM subjects translate into real careers, particularly within RACHP and wider engineering industries. Activities should include employer-led school visits, STEM clubs, careers fairs, and practical challenges that bring engineering to life. Digital platforms become more important at this stage, using short, engaging content to show what engineers actually do and to build a stronger understanding of career options and pathways.

For post-16 learners and early talent, engagement becomes more structured and decision-focused, targeting those choosing apprenticeships, further education, or career entry routes. This stage should be delivered through colleges, training providers, and employer partnerships, with a strong emphasis on work experience, site visits, mentoring, and direct apprenticeship pathways. The aim is to provide clarity on progression routes from education into employment, showing long-term opportunities, career development, and routes into professional membership.

Across all age groups, the strategy is to create a continuous pipeline that moves from inspiration to exploration and then into employment. LEGO-based learning acts as the entry point to make technical concepts tangible, employer involvement builds authenticity and credibility, and structured work experience turns interest into action. The target audience includes students aged 7–24, as well as key influencers such as teachers, parents, employers, and training providers who all play a role in shaping engagement and progression.

The group also agreed that they will meet once before the next event to begin developing a clear plan with defined actions. This meeting will focus on turning the discussion into a practical delivery plan, outlining specific steps, responsibilities, and priorities to ensure engagement activity is coordinated effectively and ready for implementation ahead of the next event.