

Next Steps

Pre Launch:

01 Identify opportunity(s) to be ringfenced for a Returner

02 Complete application to Enginuity for funding (if applicable) by 1st March 2024

03 Successful applicants to receive funding from Enginuity announced by 8th March 2024

04 STEM Returners will work with Hiring Managers to create inclusive adverts and review interview formats

05 Participants will complete supplier forms

Go live:

01 Returner opportunities live on the STEM Returners website

02 Social media posts

03 Returner opportunities shared with schools and the STEM Returners network

04 Searching and qualifying Returners begins

05 Invoices are issued

FAQ's

Which roles should we be using the programme for?

STEM Returners support STEM organisations so we will support returners coming into all areas of your business. A consultation with STEM Returners is available where we will work with your organisation to help you identify returner appropriate roles.

As a guide you should try to open up opportunities in areas or skills rather than specific jobs at specific levels or grades e.g. Mechanical Engineer as opposed to Principal Mechanical Engineer or Project Manager as opposed to Senior Project Manager or Grade 5 Project Manager.

A returner opportunity needs to be ringfenced for a returner. If you run a programme alongside your traditional recruitment channels and assess returners against your typical candidates the returners will get filtered out. STEM Returners will help you identify roles where you can do this.

What support will we need to give a STEM returner?

Returners are typically highly motivated, hard working and quick to adapt. With the right support in place they will thrive and you will reap the benefits of having them in your team.

To ensure you provide appropriate support you need to a) engage your team/wider organisation and b) plan.

By engaging your team and relevant areas of your wider organisation you are giving the returner a warm welcome, enabling relationships to develop from the off-set, giving the returner and yourself multiple feedback points and you will be lightening your own work load. When planning your returners first 12 weeks factor in onboarding activities, an initial 1:1 with their Line Manager, fortnightly 1:1's to check-in with each other, and training the role may require and regular catch ups with your STEM Returner Programme Manager. You can add more to this but these are the essential ingredients to ensure clarity and effective, timely feedback for all parties.

To be able to objectively assess the returner they will need to demonstrate their capabilities so make sure that you are giving them lots of opportunity to do this by giving them real, meaningful work. Do take into consideration that they will be refreshing old skills and/or learning new ones so ensure the work is appropriate.

Your STEM Returner Programme Manager can offer guidance and can provide you with a template to help you plan their start.

What support will STEM Returners give a returner over the programme?

STEM Returners will provide the returners with 1:1 career coaching with our in-house Career Coach and we will give them access to our mentoring platform where they can work with up to 3 Mentors who can support them on various aspects of their journey whether that's navigating the return to work, understanding the Industry they have returned or transferred to or perhaps obtaining professional accreditation. There are many areas our industry and Returner Mentors can support with.

If you are interested in mentoring yourself, please let your STEM Returner Programme Manager know and they can share the Platform details with you.

What should we pay a returner?

The STEM Returners Programme is a paid supported placement enabling professionals to return to an equitable and inclusive STEM sector. We recommend working to a broad salary range as returners can come with very different levels of experience. For example a Senior Engineer who has had a 12 month break is not comparable to a Principal Engineer with a 10 year break. You need to be able to offer a salary that is fair and can be flexed if needed following the programme.

How should we onboard a returner?

Start by reviewing how you onboard new people currently and how you might adapt this to suit mid-career professionals and professionals returning or transferring their skills from other sectors. Are all parts of the process appropriate? Do they equip the returner or transferrer with all the knowledge and resources they need to feel comfortable and to be able to do the work they've been assigned. Your STEM Returners Programme Manager can offer guidance on this.

What support is there for Hiring Managers?

All Hiring Managers joining the Programme should attend the full training session on Equity in STEM – a STEM Returners perspective and an Operational Programme briefing which is delivered by one of STEM Returners Equity Consultants. Hiring Managers will also receive a Guide that they can keep and refer to when needed. Your STEM Returners Programme Manager will be working closely with the Hiring Manager throughout the Programme and will offer regular check-ins once your returner is on placement.

What happens if a returner leaves before the end of the programme?

It doesn't happen very often and we work closely with you to ensure the appropriate support is in place for the returner before they start and during their placement. 96% of those who do join a placement are offered a long-term role at the end of their placement. However, there will be some instances when a returner leaves a programme and when this happens, we work closely with the organisation to understand why and determine an appropriate solution. Due to the nature of the programme each scenario must be dealt with on a case by case.