The Institution of Engineering and Technology

Paper Number
CO(21)11

2 June 2021

PAPER CLASSIFICATION: OPEN

Council

ACTIONS TAKEN OR OUTSTANDING

(Paper by Mr Andrew F Wilson. If you have any questions on this paper before the meeting please contact Mr Andrew F Wilson on +44 (0)20 7344 5415 or by email afwilson@theiet.org)

1. Issue

To provide a report to Council on actions arising from its most recent meetings.

2. Timing

Council meeting, 10 June 2021.

3. For Note

Council is invited to note this report.

4. Reports to the Board of Trustees

4.1. Council met on 1 October 2020 and made a report on issues relating to the President's Themes for 2020/21 and the IET Strategy to the Board of Trustees on 6 November 2020. The Board of Trustees noted the report and agreed to thank Council for its comments.

4.2. Council met on 25 March 2021 and made a report on the IET Strategy to the Board of Trustees on 6 May 2021. The Board of Trustees noted the report at its meeting on 6 May 2021, agreed to thank Council for its comments, and approved the response to Council set out in the attached Appendix.

4.3. The response in the attached Appendix covers the matters raised by Council at its meetings on 1 October 2020 and 25 March 2021.

5. Risk

No risks have been identified in connection with this paper.

6. Resources

No resource issues have been identified in connection with this paper.

The Institution of Engineering and Technology

Paper Number
Appendix to CO(21)11

19 April 2021

PAPER CLASSIFICATION: PRIVATE AND CONFIDENTIAL

Council

COMMENTARY ON "REPORT: COUNCIL'S PROPOSALS ON IET STRATEGY"

(Note by Kelly Bishop. If you have any questions on this paper before the meeting please contact Kelly Bishop on Skype or by email kbishop@theiet.org)

1. Issue

To provide a response to the paper on IET Strategy submitted by Council to the Board of Trustees meeting on 6 May 2021.

2. Timing

Council meeting, 10 June 2021.

3. Reason for Paper Classification

This paper is marked Private and Confidential because it contains information which if disclosed may result in premature publicity of courses of action that may not, in the end, be followed.

4. For Recommendation

Council is invited to note this paper.

5. Council Recommendations and Staff commentary

5.1. At its meeting on 25 March 2021 Council approved its paper "Council's proposals on IET Strategy" for submission to the Strategy Input Meeting on 11 June 2021 (see Appendix A). The Council paper builds on that shared with the Board of Trustees in November 2020 (T(20)100), with a significant quantity of overlapping content and now supported with specific recommendations.

5.2. Broadly, the recommendations from Council are aligned with the direction that Strategy 2030 is taking. Some suggestions should be reviewed by the staff team subject matter experts alongside research to better understand what the opportunity might be.

5.3. There is a collection of comments from Yammer which provide commentary on the Strategy 2030 document (section 12 in Appendix A) which do not appear to form a significant part of the recommendation. These have been reviewed and it is suggested that updates are provided to Council on the Volunteer Engagement Strategy, Equality, Diversity and Inclusion Strategy and Cyber Security at the June Strategy Input Meeting.

5.4. The remainder of this section provides a commentary on the recommendations provided by council. It is recommended that this commentary forms the basis of a response from the Board of Trustees to Council, thanking them for their input.

5.5. **Council Recommendation: 8.1** – "Council proposes that the IET should continue to identify and publish stories of engineering excellence from around the world."

5.5.1. Suggested response: Being a vocal champion of engineering best practice and ethics is part of our Engineering Excellence *Strategic Theme* in collaboration with the Innovation and Policy *Strategic Theme* and the Engagement *Enabling Expertise*. Identification and promotion of engineering excellence across the world is currently an activity undertaken by the IET and it is anticipated that this activity will continue to be strengthened.

5.6. **Council Recommendation: 8.2** – "Council proposes that the IET should continue to survey members, event attendees and Partners in the industry."

5.6.1. Staff comment: This recommendation referred to Diversity and Inclusion in the body of the "Council's proposals on IET Strategy".

5.6.2. Suggested response: The IET regularly conducts surveys and holds focus groups with its members, contacts and others as appropriate to the topic. This will continue as it provides a valuable insight which shaping the activities of the Institution.

5.6.3. The "Know Your Customer" (KYC) programme that is currently in development will form the basis for knowing whether our membership is representative of industry. This large-scale project will be live from 2023.

5.6.4. The Equality, Diversity and Inclusion strategy has recently been updated and will be shared at the June 2021 Strategy Input Meeting.

5.7. **Council Recommendation: 8.3** – "Council proposes that the IET should consider including a through-life competencies checklist in Career Manager and offering Career Manager to non-members."

5.7.1. Staff comment: This recommendation referred to understanding the needs of the profession in the body of the "Council's proposals on IET Strategy".

5.7.2. Suggested response: Engaging with both the practitioner and industry is necessary for keeping our knowledge of our audience relevant to shape our value proposition. This is research that is regularly undertaken. For example, two pieces of research have taken place in late 2020 and early 2021 focusing on early-career and mid-career.

5.7.3. The idea of a competency's checklist will be passed to the Skills, Learning and Networks Strategic Theme Working Group for evaluation against existing and future research and to understand the potential value proposition for both practitioner and industry.

5.7.4. The development of Career Manager is ongoing. The commercial model will be regularly reviewed and assessed, including offering Career Manager to non-members. It is currently offered as a core and valued benefit to members only with no plans to change this in the near future.

5.8. **Council Recommendation: 9.1** – "Council proposes that the IET should continue to showcase real life examples of where engineers have contributed to sustainable and creative solutions of today's problems."

5.8.1. Suggested response: The promotion of best practice is an activity already undertaken, as recognised within the Engineering Excellence and Innovation and Policy Strategic Themes and Engagement Enabling Strategy. The intention is to increase the effectiveness of this activity over coming years.

5.9. **Council Recommendation: 9.2** – "Council proposes that the IET should continue to promote CPD to employers and to consider conducting a 'voice of the customer' to understand what they would need to see that would provide more value in professional registration and an ongoing relationship with the IET."

5.9.1. Suggested response: The Concordat was launched in 2019 following four round tables hosted by Dr Peter Bonfield. Being a signatory demonstrates the commitment of an organisation to support the Continuous Professional Development of its Engineer and Technician employees. Work is ongoing to develop the Value Proposition for the Concordat Initiative further.

5.9.2. A study commissioned in late 2019 by the IET to address the decline in applications for CEng explored the perceptions of the IET's value proposition for registration. This involved primary research with both employers and practitioners.

5.9.3. As a result of this research an Engagement Manager role was created to help and support candidates through the registration process.

5.9.4. It is relevant to ask the Skills, Learning and Networks Strategic Theme to consider whether there is an opportunity to focus more strongly on employer promotion over and above this work.

5.10. **Council Recommendation: 10.1** – "Council proposes that the IET should consider seeking the views of members and Partners in the academic community on the agenda for future research."

5.10.1. Suggested response: The Innovation element of the Innovation and Policy Strategic Theme is currently being researched so that the IET can articulate its value proposition. This suggestion will be worked into the research for further investigation.

5.10.2. The scoping and assessment will be overseen by the Innovation and Policy Strategic Theme in collaboration with the Research Solutions Strategic Theme. Consideration should be given to any conflicts with the Inspec Analytics functionality and its commercial model.

5.11. **Council Recommendation: 10.2** – "Council proposes that the IET should continue to influence university curricula through its accreditation programme."

5.11.1. Staff comment: This recommendation also referred to challenges related to employability in the body of the "Council's proposals on IET Strategy".

5.11.2. Suggested response: Accreditation features in the Education Strategic Theme, with an ambition to grow as we move towards 2030.

5.11.3. In section 10.2, there are a number of items that appear to relate to "employability" within academia. These are regularly cited 'problems' identified in our Skills Survey, but the result of the 'problem' may be an area of further investigation. This will be passed to the relevant staff team.

5.12. **Council Recommendation: 11.1** – "Council proposes that the IET should consider engaging with children by providing content for online teaching and television programmes."

5.12.1. Staff comment: This recommendation also referred to creating videos which relate to the national curriculum in the body of the "Council's proposals on IET Strategy".

5.12.2. Suggested response: The IET deliver a number of engaging interventions to support a positive perception of engineering, enabling children to consider a career in engineering.

5.12.3. A relevant intervention to this suggestion would be the #SantaLovesSTEM Christmas video and annual campaign designed to engage children in engineering being put into practice. Whilst not a TV programme, the IET works with Children's TV personalities to support these (eg Andy Day and Lindsey Russell).

5.12.4. Our teaching resources that are freely available on our website are well used by teachers in classrooms. A recent example of supporting the curriculum is resources to support National Earth Day on 22 April 2021.

5.12.5. These suggestions will be passed to the Education Strategic Theme for further consideration within a future portfolio review.

5.13. **Council Recommendation: 11.2** – "Council proposes that the IET should consider producing a television documentary about engineers as key-workers."

5.13.1. Suggested response: Members of the IET are frequent participants in documentaries and the contribution that engineers make to the world. Additionally, The IET has a history of producing documentaries for online release, a recent example produced by IET.tv in 2020 being 'STEM Build Malawi'.

5.13.2. A documentary related to engineers as key workers will be passed to the Engagement Strategy for review and feasibility.

5.14. **Council Recommendation: 11.3** – "Council proposes that the IET should continue to provide thought leadership on societal challenges

5.14.1. Staff comment: This recommendation also referred the creation of roles which second engineers to a Member of Parliament's office in the body of the "Council's proposals on IET Strategy".

5.14.2. Suggested response: The IET have focused their attention on five Societal Challenges where it can make an impact more strongly: Sustainability and Climate Change, Digital Futures, Healthy Lives, People Centric Infrastructure and Productive Manufacturing.

5.14.3. The purpose of adopting these challenges is to increase the impact the IET has on the wider society while providing direction and purpose for the organisation, driving increased collaboration and alignment between all areas of the organisation whilst rallying and serving our audiences.

5.14.4. Following research on the specific focus of IET activity within each of the Societal Challenges, the IET has specific activity sets it will deploy, including thought leadership.

5.14.5. The suggestion of the creation of roles will be passed to the Innovation and Policy Strategic Theme for relevance and feasibility.

6. Risk

No risks have been identified.

7. Resources

No resource requirements have been identified.