



# Theme 2: Engineering Workforce Capacity building- to encourage female engineering retention and leadership

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# Theme 2: Overview

Engineering Workforce  
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No	Activity	Performance Indicator	2024 Action Plan	Current Status /Baseline at 2024
1	Promote and support our members and their activities to enable them to reach leadership positions and celebrate them , through visibility of their work and their global activity.	Ongoing communication - through newsletter, WhatsApp, and other means, to promote and amplify work and voice of WIE members	4 newsletter per year  Keep Log of member activity promoting WIE members (retention & leadership )	Q1 Newsletter almost ready for circulation
2	Create rich resource of global women in engineering contacts to be used for partnership opportunities for engineering activities	Up to date Rich Database of members and other contacts	Develop and circulate Form for WIE members to fill and provide essential details	1. WFEO-WIE Membership list received from WFEO 2. 16 Form entries received

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3	Encourage innovative deliberations on start-ups and entrepreneurship	Showcased female entrepreneurs and up to date database of women in engineering and technology entrepreneurs globally in WIE Database and signposting of any entrepreneurship programmes available to members or other stakeholders	Female engineering and technology entrepreneurs featured in WFEO-WIE newsletters (4 per year)	Q1 Newsletter almost ready for circulation
			Search for, post and promote at least 4 entrepreneurship programmes per year to members or other stakeholders	
4	Work with WFEO to ensure inclusivity in WFEO	A diverse and inclusive WFEO organisation	Identify improvements required to support inclusion	

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5	Work with UNESCO to deliver the recommendations of the 2021 UNESCO Engineering Report	UNESCO Engineering Report launched	Recommendations from report that WIE supports identified	Report identified and being reviewed
6	Encourage building inclusive cultures in the existing workplace and in the PEIs	Compilation of global reports and successful initiatives which build inclusive corporate cultures yearly	Compile 2024 Report on best practice initiatives to build inclusive cultures	
7	Engage in, encourage and promote activities that retain and mentor the next generation of female engineers and leaders	Group mentoring program established and ongoing at global level	Continue group mentoring initiative from where 2023 theme leads stopped.	Concept note received and under review

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Work with WFEO-WIE members to:

- Publish quarterly newsletters of WIE activities
- Develop up-to-date database and profile of WFEO-WIE members
- Showcase WFEO-WIE leaders and entrepreneurs.
- Ensure inclusive WFEO Organization
- Compile and publish reports on gender inclusivity efforts across WFEO PEIs
- Establish group mentoring at global level