



STEER Support & Mentoring CIC

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# STEER

**DEVELOPMENT PROGRAMME**

**2020-2021**

**BUILT ENVIRONMENT COMPANIES**



# The built environment challenge.....

## ► RECRUITMENT

The built environment needs **6,740 new recruits** in professional occupations per year to meet forecast demand (CSN 2019-2023)

## ► DIVERSITY

The built environment industry **lacks diversity** .

## ► RETENTION

On average, only **35%** of built environment graduates remain in the industry six months after graduation

As an industry we need to tackle this loss of talent, and the **STEER Development Programme (SDP)** has been developed to provide support for university students who are transitioning from education into a built environment career. Our mission is:

**“ To engage built environment students, helping them build inspiring and inclusive connections with industry, supported by diverse role models, mentoring and knowledge-sharing. ”**

## Our role models:

STEER is **supported by a community** of equally passionate role models who share our values. Some of these work with us individually, and others from our sponsor built environment companies.

We recognise that the influence early on in a career can come from a variety of sources, and our **role models** help the students find the right opportunities and link them to other professionals who could offer similar options.

The **mentors** who work with us on the SDP are from under-represented groups, reinforcing our commitment to improving **diversity and inclusion** in our industry.

With the industry lacking in diversity, this early mentorship might be

one of a few exchanges they have with people from these groups – and if they are from a similar background this will likely increase their confidence and engagement with the industry.

In 2017/18, 67% of the mentees were female, and 67% from a BAME background, and 2018/19, 67% were female, and 33% were from a BAME background.

## Building on experience:

STEER was launched at **Leeds Beckett University** in 2016/17 with the School of Built Environment and Engineering. The students that have been part of the SDP have successfully started **rewarding careers** in the built environment supported by a **high classification** undergraduate degree award. In 2020/21 **we are extending** the programme to Nottingham Trent University



LEEDS  
BECKETT  
UNIVERSITY

## Benefits to Built Environment Companies:

STEER underpins academic teaching in the final year with individual one to one professional mentoring. The relationship is carefully matched to mutually benefit both the mentor and the mentee. **Business benefits include:**

- Early access to **top graduate talent**.
- Contributes to **company social values** and talent pipeline.
- **Mentor training** for industry professionals.
- Tackles **skill shortage** issues.
- Improving the **work-ready standard** of graduates

The relationship between STEER and the sponsor company will be formed **collaboratively** and positively managed from both sides.

# Key components of SDP:

Students will be selected to join the SDP and matched with a **suitable professional mentor**. All administration duties and notifications to successful applicants will be done by STEER.

The mentees will then be invited to meet STEER and their mentors. STEER will provide **support and guidance** for the relationship. During this first session, the mentees will set their Personal Development goals and objectives for the SDP which are agreed and reviewed by the professional mentor.

The mentor and mentee will arrange their own meetings across the year as best fits their **development needs**. During the program, STEER will arrange a site visit for all of the STEER mentees to ensure that all get to experience the construction phase of a project.

- Management of application process, matching and necessary training by STEER
- Introduction session for mentees and mentors including personal development plans and objectives of the mentor relationship
- Three or four meetings with the mentor, in both office and site-based environments
- Regular phone / email communication with mentor and a site visit with all the mentees
- Networking events and opportunities
- End of year celebrations and promotion to future applicants

## Make some noise!

Our team actively promote our vision and are contributing to the industry by inspiring a new generation of built environment professionals. In 2018 we received a Highly Commended award at the CN Talent Awards for our work and have been shortlisted for the Inspire awards 2019. We are regularly asked to speak on skills and diversity panels and our passion to highlight the fantastic opportunities that our industry has to offer for everyone, supported by our dedicated role models, is contagious.



# How you can get involved:

STEER would like to engage with companies that have an interest in developing new talent within their organisations.

With skills shortages affecting the industry as a whole, we would like to hear of particular areas of shortfall and work together to address these issues.

To ensure a successful programme, we would ideally like companies to assist in all / some of the following:

- Host a site visit.
- Internally promote the course to enable suitable employees to become mentors.
- Sponsor the SDP programme / events / website.
- Promote the STEER development programme to the wider industry.

## Meet the STEER team:

### Sharon Slinger (Chair)

Sharon is a Chartered Quantity Surveyor with over 20 years of experience working for large main contractors. She is passionate about increasing diversity and inclusion within the construction industry and founded her own business Constructing Rainbows Ltd.

She is a Fellow of the RICS and a Certified member of the IWFM. She is a winner of the We are the City Rising Star in Construction award 2017 and was shortlisted for the Women of the Future Awards 2016 and a National Diversity Award 2017.



## Kayley Lockhead

Kayley is an Incorporated Mechanical Design Engineer and Associate Member of the Chartered Institution of Building Services Engineers with 10 years of industry experience. Her current role as a Senior Design Engineer for a contracting company involves the design of HVAC systems in buildings, where attention to detail, deadlines and value are paramount. She is actively involved in the engineering community and contributes through delivering technical presentations at built environment seminars in addition to sitting on the CIBSE Y&H committee.



## Joanna Robinson

Joanna is a business leader with over 20 years experience within the manufacturing sector. As one of the few women in the industry, Joanna feels very passionate about introducing and promoting engineering as a worthwhile and rewarding career.

Joanna also sits on the board of the Leeds City Region Enterprise Partnership (LEP) as SME representative and Chair of the Business Communications Group overseeing work on skills, business support and innovation to encourage growth in the region.



## Josie Rothera

Josie is a chartered Civil Engineer with ten years of site management experience. Josie transitioned into academia in 2013 and is now Course Director of the MSc Civil Engineering degree programmes at Leeds Beckett University. Josie keenly maintains her extensive network of built environment contacts through her increasing commitments both within and external to the university.



# Our Supporters:



**CIBSE  
YORKSHIRE**



## Testimonials

“

STEER plays a crucial role supporting graduates entering the built environment industry, offering both a unique opportunity for the individual and tangible benefits for any employer.

”

*Simon Owen - Past-Chair CIBSE Yorkshire*

“

STEER Mentoring Programme was the best decision I made in my final year of University. They match you with a mentor who works in your area of interest and enables you to get one to one guidance and support on making the transition from university to working in Industry.

”

STEER listen to what their mentees want to gain from the scheme and ensure that this will be possible with numerous workshops and site visits. Each mentee is an individual, something that makes this scheme so successful and ensures that all mentees achieve their desired outcomes.

I am very proud to be a former mentee of this scheme and look forward to continuing to support in the future.

*Lauren Meakin BEng (Hons) Civil Engineering (SDP 2017/18)*



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