



# More women in engineering:

## the pipeline isn't the problem

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As a proud signatory of the Male Champions of Change 'Closing the Gender Pay Gap' Report, and the Consult Australia Champions of Change initiative, NDY is publicly committing to gender parity. Whilst our percentage of female engineering employees is slightly above the industry average, we are not satisfied with this status quo.

It's easy to 'blame' low female hire numbers on the number than study engineering'. But I believe, the pipeline isn't the problem.

Each year in Australia over 18,000 students graduate from engineering and related technology subjects. 18% of these are female. That's a talent pool of 3,200 women to choose from. That's more than enough of a cohort to ensure firms can get more than their fair share of quality female engineering graduates. If we include the other countries in which NDY operates the numbers grow proportionately: 17% of engineering graduates in Canada are female, and 20% in NZ.

There's significantly more than NDY currently aspires to hire. In fact, that's more than the total number of people we employ.

To put this in perspective consider the following;

Only 13% of wine is from Western Australia, but that doesn't mean we can't have a second bottle of Margaret River Cabernet Sauvignon – there's more than enough for our needs.

Only 20% of air is oxygen, but that doesn't mean you need to worry about being suffocated.

Less than 1% of spiders in New Zealand are poisonous, but you still worry if one bites you.

Only a fraction of the world's tea is grown in Great Britain, but that doesn't mean our London colleagues can't have a second cup.

Rather than 'giving up' because of a perceived pipeline roadblock, let's consider ways in which we can access more of the talented women that are graduating. The recently issues Engineers Australia report 'Engineers Make Things Happen – The need for an engineering pipeline strategy.' outlines the percentage of female engineers in engineering roles, is much less than that of males.



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How can we reach out to them?

How can we be noticed?

NDY is ensuring we have some of our current females at our career stands, and featured in our social media campaigns. In fact, NDY was a strong active supporter of the recent inaugural INWED (International Women in Engineering Day) with significant publicity showcasing our own talent. These female engineers are inspiring role models that appeal to female graduates.

As female students come in for work experience, is your firm assigning them mentors and keeping in touch with them throughout their studies? If you're a senior engineer, it's so easy to ask one of your female colleagues to come with you to speak about STEM subjects/careers at your local primary schools.

Let's not be deterred by the statistics, let's challenge the norm & make engineering the envy of others. Let's tap the pipeline and make it work for us, for our clients, and for our communities.