

[National Assembly for Wales](#)

[Enterprise and Business Committee](#)

[Follow-up inquiry into Science, Technology, Engineering and Mathematics \(STEM\)](#)

Evidence from the STEM Business Group in Northern Ireland – STM 06

Follow-up inquiry into Science, Technology, Engineering and Mathematics (STEM) Skills– Wales

<http://www.senedd.assemblywales.org/mgConsultationdisplay.aspx?Id=113>
refers

I am the STEM Business Co-ordinator in Northern Ireland and my role is to implement the Business led recommendations of the STEM Strategy:

http://www.delni.gov.uk/2857p_stem_booklet_v5.pdf

One of the recommendations is to Address the gender bias in STEM and another is to make links with other regions . I thought you might like to know that the STEM Business subgroup here in Northern Ireland brought out a report, in November 2013, (first draft released, June 2013) entitled Addressing Gender Balance–reaping the Gender Dividend (attached). It has case studies of good practice but also has a STEM CEO Charter and 22 Good Practice Guidelines which address the employment stages of pre and post recruitment and career development.

The report is also available on the following link:

<http://www.nisp.co.uk/report-launched-to-help-industry-support-more-women-to-take-up-stem-careers/>

We are working with the Equality Commission for Northern Ireland to launch the STEM CEO Charter on 4 June and are planning a network of employers to share best practice, thereafter.

I had shared this report with Agile Nation in Wales who have, of course brought out their own report in 2012.

http://www.agilenation.co.uk/downloads/STEM_Report_Final-1.pdf

I hope that the attached report may be of some contribution to your inquiry. If I or the STEM Business subgroup can be of further help or you need a summary of the report, please let me know.

Lorna McAlpine

STEM Business Sub-group Co-ordinator