





Innovator, leader, problem solver, facilitator, winner?



Celebrate their excellence.





The IET Young Woman Engineer of the Year Awards 2024

Celebrating the young women inspiring the future.





Gender inclusion in engineering is not just a goal; it is a necessity. It drives creativity, fosters innovation, and ensures that the solutions we develop are inclusive and effective for all. However, despite some progress, women remain underrepresented in our profession, making up just 15.7% of engineers. This is why events like tonight are so crucial - they shine a spotlight on the incredible talent of young women engineers and provide aspirational role models for young girls who are considering their future careers.

These awards are more than just a celebration; they are a powerful statement of what is possible. They highlight the achievements of women who are breaking barriers and setting new standards of excellence. By showcasing their stories, we hope to inspire the next generation of engineers, encouraging young girls to see engineering as a viable and exciting career path.

In February, the Institution of Engineering and Technology took a significant step towards accelerating gender parity by joining forces with WISE (Women into Science and Engineering). This acquisition underscores our unwavering commitment to gender inclusion and our determination to speed up the journey towards achieving it.



By coming together, we aim to amplify our efforts, providing more support, resources, and opportunities for women in engineering.

Tonight, as we celebrate the outstanding contributions of our finalists, let us also reaffirm our commitment to creating an inclusive and diverse engineering community. Together, we can build a future where women are equally represented in engineering, and where every young girl can pursue her passion with confidence and support.

Thank you for being here and for supporting this vital cause. Let us enjoy this evening of celebration and inspiration.

Ed Almond

Ed Almond

Chief Executive and Secretary Institution of Engineering and Technology



The IET Futures Fund raises money to support the next generation of engineers to find solutions to our most pressing problems.

Donations give more young people the opportunity to access our high quality STEM education programmes, and support young people who would like to pursue a career in engineering.

Our portfolio of programmes are designed to inspire and support future engineers: IET Faraday® Challenge Days, FIRST® LEGO® League and our free education resources encourage children to get involved in STEM. IET Launch Scholarships support engineering students and apprentices who are facing challenges to realise their ambitions.



Find out how you can help more aspiring engineers and donate today: theiet.org/futuresfund



The Institution of Engineering and Technology is registered as a Charity in England and Wales (No. 211014) and Scotland (No. SC038698). The Institution of Engineering and Technology, Futures Place, Kings Way, Stevenage, Hertfordshire, SG1 2UA.

Thank you to our Sponsors



We would like to thank the following organisations for sponsoring the IET Young Woman Engineer of the Year Awards 2024.

Our Sponsors















Supporters







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Your host: ** Anne-Marie Imafidon

Computer scientist, mathematician and social entrepreneur Anne-Marie Imafidon works to inspire women to study and pursue careers in science, technology, engineering, and maths.

Anne-Marie hosted the Evening Standard's Women Tech Charge podcast, and comments on technology, the changing nature of work, and the challenges both present to business and society.

She founded and continues to lead Stemettes, a social enterprise dedicated to bringing girls and young women to STEM subjects. Stemettes has helped tens of thousands of school girls go on to higher levels of study in STEM.

Anne-Marie examines the vital importance of diversity in the tech sector, and how Al will impact the future workspace and workforce.



Drawing on a wealth of experiences from running and starting social enterprises, she looks at how to take an idea and turn it into a reality, the use of social media in the process, and the intersection between corporate social responsibility and workplace culture.

In her book She's In CTRL, Anne-Marie insists that technology is not an unchangeable and unquestionable force, and it is not the preserve of the elite.





The UK's intelligence, security and cyber agency Proud Sponsors of the IET YWE Awards Guest speaker: *

Dawn Ohlson MEng CEng FIET

Dawn Ohlson is the Vice President of Engineering for Ultra Cyber, overseeing design and development of secure communications for mission critical applications.

Dawn joined Racal Avionics (to become Thales) as an engineer on graduation from Oxford, spending her early career working as both Hardware and Software Engineer, eventually becoming an accomplished Systems Engineer in the field of navigation systems. Dawn worked for almost 30 years in Thales, including 6 years working in Paris in Thales HQ, latterly becoming the Engineering Director for Thales Avionics UK, the company she joined as a graduate. On leaving she joined Northrop Grumman as Technical Director for National Security Solutions focusing on Defence, Cyber and Intelligence.

Dawn's passion for developing younger engineers led her to present the IET Faraday lecture to promote engineering and technology to 14 to 16-year-olds, touring the UK, Ireland and Asia. She went on to transform graduate development and STEM Corporate Social Responsibility activities in Thales and received the WISE excellence award for her work in promoting the role of Women in Science and Engineering. Dawn was also the 2015 winner of the First Women Award for Engineering and in 2019 she was included in the prestigious directory Who's Who.

Dawn is well known for her determination to make a difference.

She is a Chartered Engineer, a Fellow and now Deputy President of the Institution of Engineering and Technology.

She is a Professional Registration Interviewer, former chair of PDOC, a Professional Registration Scheme assessor and Fellow assessor.



This year's finalists

Alexia Williams

Alexia is a Through Life Technical Lead for Rolls-Royce Plc.
Alexia works to improve assets throughout their life, utilising data and information collected to make informed decisions to extend the products operation life and reduce maintenance periods. She joined Rolls-Royce in 2018 as an Engineering Degree Apprentice doing a BEng in Aerospace Engineering at the University of the West of England.

As a STEM ambassador, Alexia has contributed over 200 hours during the last year promoting STEM to the younger generation through Air Shows, Careers Fairs, Conferences and in schools. She is passionate about encouraging more women into engineering especially via an apprenticeship.

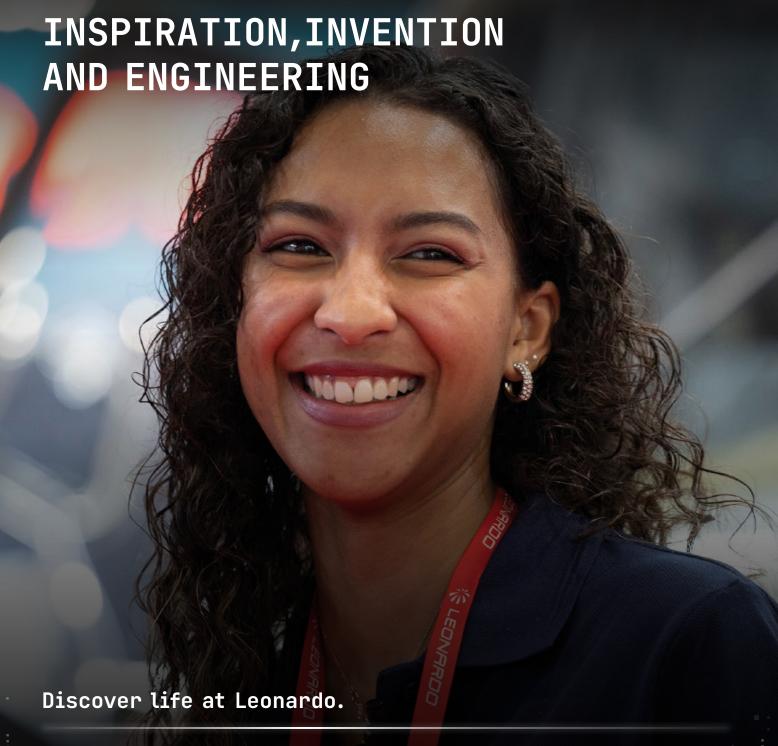


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Being selected as a finalist for this national award is my way to show that anyone can be an Engineer. Launching my career through an Apprenticeship was the best decision I made, so being able to share my experience with other young people, through this platform, will hopefully encourage a new generation of Engineers to start their careers via one too.







Leonardo is a global high-tech company working at the leading edge of advanced design, manufacturing and engineering in the UK.

Leonardo UK is committed to engaging young women to explore careers in STEM, working with many schools, higher education institutions and external partners like the IET to inspire the next generation of women engineers.

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careers.uk.leonardo.com



This year's finalists



Erin is Apprentice Electrical Engineer at Yamazaki Mazak UK. Erin is in the third year or her electrical apprenticeship which is specialised on the CV5-500 production line.

She has also delivered customer and public educational tours of the European Manufacturing plant, attended numerous career and trade fairs, given countless outreach presentations, and provided regular support to our cadetship programme.

Erin is involved in various STEM initiatives, including being the head judge at the final of the Primary STEM Challenge hosted at Mazak, where the goal was to inspire young minds into a career in engineering.



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I am truly delighted to have been selected as a finalist for the IET YWE Mary George Memorial Prize and hope that my nomination will serve as a catalyst for change on many levels, including helping to challenge outdated perceptions of what an engineer looks like. I am optimistic that other young women seeing news of my nomination will take into consideration what opportunities our industry can offer them.





This year's finalists



Marisa is a Chartered Engineer with a career spanning over a decade in product design and systems engineering within the automotive and power electronics industries including Jaguar Land Rover, Triumph Motorcycles and Lyra Electronics. In her work she has lead a multidisciplinary engineering design team, and been responsible for all engineering activities including delivery of projects, R&D, design, testing and prototyping.

Marisa keenly supports engineers at all levels and STEM is a huge passion for her, fueled by her lack of guidance and inspirational role models when she was a student. She has been listed in the Top 50 Women in Engineering: Inventors and Innovators in 2022 for her work in net-zero and green technology.



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It is a huge honour for my work to be recognised at such a high level, and to be named amongst other such inspiring role models. I'm very excited to continue my work, bringing the reality of an exciting career in STEM to students at all levels through this very prestigious platform. I want to show girls that they not only have a place in engineering, but that their contribution is vital, and they will be rewarded with a fulfilling career they can excel in.







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This year's finalists

Natalie Parker

Natalie is a Technical Specialist/
Manager for Operational Technology
Group at Sellafield Ltd. She
provides technical advice to front
line engineering teams and project
support. She is a line manager
to 9 and supports the different
facility facing teams to enable an
offsite location to allow engineers
to share problems, innovate ideas
and learn from experience.

Natalie is co-lead of the Sellafield's Women in Technology group which helps achieve gender balance at all levels within the department. She also developed a primary school workshop called 'Get Wired...Get Coding' to introduce students in Year 5 and 6 to electrical circuits and programming through fun interactive activities and show how the STEM skills can be utilised in careers.



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I am so humbled and honoured to be even consider as a finalist. The passion and enjoyment I have promoting a career in STEM to the future generation and helping to break down barriers as a woman gives me constant motivation. The YWE award is an amazing platform to help promote all the amazing work engineers achieve and provide more female role models in the engineering and technology fields. I am often asked what success looks like for equality and diversity in the industry and my answer is always we will no longer have a need for EDI groups as it is no longer seen as an issue.

This year's finalists



Salma is a Lecturer in Engineering Education at the University of Leeds. Salma holds a PhD in Computing and Electronic Systems, and is an award-winning Lecturer in Engineering Education and Academic Lead for Inclusivity and Student Success at School of Electronics and Electrical Engineering, Faculty of Engineering and Physical Sciences at University of Leeds. She teaches and supports learning of the next generation of engineers focusing mainly on the field of renewable energy systems.

In 2020, Salma was elected by Women's Engineering Society (WES) as a Fellow in recognition of sustained encouragement in assisting the society (nationally and internationally) to break boundaries for women in STEM. Her of contribution and added value to the women in science was specially commended by the 2020 Water Women at Leeds Award.



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I am deeply passionate about empowering the next generations of women engineers beyond the spark of interest into engineering education. The YWE award is a key platform to advocate for the need to empower women in engineering throughout the life cycle of their engineering journey- so that women are not just promoted to study or practice engineering but are mostly importantly enabled to be among the key drivers of engineering innovation solutions and policies.





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2024 Gender Diversity **
Ambassador Award winner



Brigid Smith:

Championing Diversity and Inclusion in Tech

Meet our 2024 Gender Diversity Ambassador Award winner

Brigid Smith is a passionate advocate for equal opportunities, dedicating many years of her career to fostering diversity and inclusion (D&I) within the tech industry. Her D&I journey began in 2017 at Imagination Technologies, where she cofounded the Women in Tech (WIT) group. This initiative, in collaboration with HR, aimed to enhance the hiring and retention of women and other minorities, setting the stage for a more inclusive workplace.

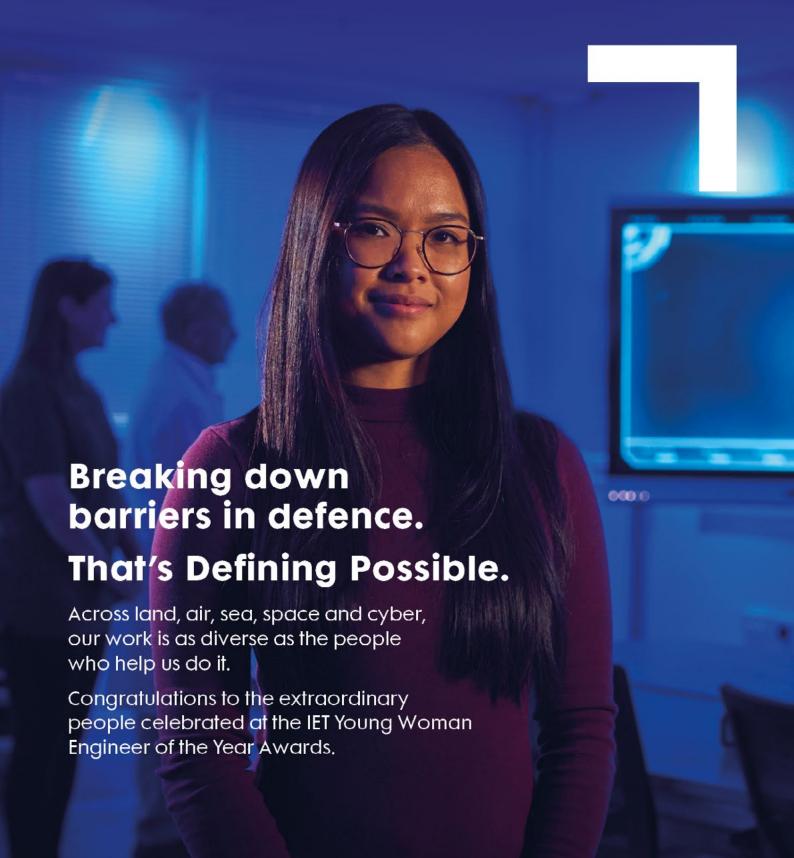
Brigid's influence extends to her pivotal role in the Technical Women in Intel (TWIN) UK committee. As a key member, she has been instrumental in the chapter's development, contributing to its recognition as an award-winning entity. Her involvement in TWIN UK events, particularly the drop-in mentoring series, has provided invaluable support to many. These sessions feature a diverse range of influential speakers discussing topics such as change agency, business acumen, presentation skills, and decision-making, offering onthe-spot mentoring to all attendees.



As part of her committee work, Brigid has organised numerous workshops addressing critical issues like unconscious bias and has led events designed to boost employee confidence and skills. Her commitment to outreach is evident through her participation in university workshops and speed interviewing sessions, where she helps bridge the gap between academia and industry.

As a mentor, Brigid supports engineers of all genders, contributing to their professional growth. Her involvement in Intel's mentor circle program further underscores her dedication to nurturing the next generation of tech talent.

Brigid Smith's efforts in promoting gender diversity have made a significant impact, inspiring many to follow in her footsteps and strive for a more equitable tech industry.





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Interview panel







Katy Deacon BEng Meng CEng MIET IET Vice President and Chair of our EDI Board

Katy Deacon holds an honours degree in Air Transport Engineering from City University. She was the Chief Engineer in charge of the development of the Kirklees Renewable Energy Toolkit, which won the NICEIC Energy Efficiency Product of the Year. In 2006, she was awarded our Young Woman Engineer of the Year award. Katy toured the UK, speaking at length to young people, encouraging them to consider taking up a career in the engineering sector.

Katy was also the winner of WES Karen Burt Memorial Award in 2009, given to the best newly qualified Chartered Engineer. In 2012 she received a diagnosis of Multiple Sclerosis and became a wheelchair user. This did not stop her from pursuing her goals, however, she had to adjust her career focus into data governance and cyber security and develop strong strategic, change-management skills. It has made her resilient and tenacious in her approach to achieving positive outcomes.



Adrienne Houston 2023 Gender Diversity Ambassador Award winner

Adrienne is a Chartered Mechanical Engineer, Fellow at the IET and Winner of YWE Diversity Ambassador Award 2023.

Company Director at Eurovacuum Products Ltd. specialising in high vacuum and low pressure compressor systems and vacuum evaporator for the biogas, automotive and chemical and pharmaceutical industries. In 2023 Adrienne became the Chief Innovation Officer at Accunea Ltd a MedTech start up developing organ transplantation monitoring device which ensure no good organ is discarded.

Adrienne is a Royal Academy of Engineering Visiting Professor at the University of Birmingham School of Engineering and Business Mentor at the AFBE-UK and Brunel University WIBEC program.



Interview panel











Dr Ollie Folayan MBE Chartered Chemical Engineer, AFBE-UK Scotland

Ollie Folayan is Visiting Professor to the School of Science and Engineering, University of Dundee and Head of Process at Costain Group. He also co-founded the Association for Black and Minority Ethnic Engineers (AFBE) alongside his sister, Nike.

Ollie graduated with a BEng in Chemical Process Engineering with Fuel Technology from the University of Sheffield in 1999 and went on to earn a Doctorate (PhD) in Fuels and Combustion from the University of Leeds in 2002, authoring five international publications in the field of combustion and engineering.

To date Ollie has worked on Major CAPEX Front End Engineering Design, Detailed Design and commissioning projects. In 2018, Ollie was accepted into the Fellowship of the Institution of Chemical Engineers.



Dr Laura Norton Head of EDI, The IET Managing Director, WISE

Laura's role focuses on improving EDI for colleagues, volunteers and members of the IET and the wider Engineering and Technology sector.



Dr Katherine CritchleyPresident, Women's Engineering Society

Dr Katherine Critchley graduated from Coventry University in 2002 with a PhD in Process Analysis Software for the draw bending of small diameter thin walled tubes. Prior to her PhD she gained an MSc in Computer Aided Engineering (1992) and an Honours Degree in Engineering (1991), from Coventry University.

Katherine has had a varied career in both Automotive and Aerospace Engineering. She has a long history of working on Engineering processes executed through Product Lifecycle Management (PLM) tools and is currently the Engineering Process lead for configuration Management and data management.

Dr Katherine Critchley is currently the President of the Women's Engineering Society, where she has served on the boards of WES she has been head judge for the Karen Burt Memorial Awards and is a Fellow of WES. Katherine is a member of the Wales Cluster and chaired the Wales Centenary celebrations in 2019 at Senedd. She is a winner of a WE50 award for Apprentices and Former Apprentices and of the Isabel Hardwich award.

Before joining the IET she led Inclusion and Diversity programmes at the Royal Society of Chemistry and the Babraham Institute, Cambridge. She has focused on women's retention and progression; bullying and harassment intervention; diversity data monitoring and reporting; exploring the workplace for LGBT+ physical scientists, race and ethnicity, disability inclusion, and inclusion and diversity in scientific publishing.

Laura completed her PhD at the University of Cambridge and worked as a Postdoctoral Research Scientist at the Paterson Institute of Cancer Research and the Babraham Institute.









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Young Woman Engineer of the Year:





It has been a fantastic year filled with numerous opportunities to promote two of my favourite topics: women in engineering and the energy industry.

Winning the award has allowed me to engage with diverse audiences, from primary school children with Primary Engineer, to engineering students at Transition Events with AFBE-UK, and fellow female engineers at conferences such as the WES conference and the Electrical Association for Women celebration. Additionally, I had the privilege of speaking to early career engineers at the IET Young Professionals International Women's Day celebration, alongside companies like Northrop Grumman and GCHQ and the general public through radio interviews promoting IET research.

The feedback from these events has reinforced the importance of the IET Young Woman Engineer of the Year awards in promoting female engineers as role models who can inspire more women to join the profession. The engineering profession is crucial in advancing solutions to global challenges such as climate change and energy transition. Energy is a multi-faceted concept, and female engineers need to play a key role in these conversations.

Highlights of the year include promoting the IET Futures Fund at the Annual Dinner, where I was able to witness the impact of the IET's work to provide scholarships that



will help the next generation achieve their dreams of attaining an engineering degree. Other memorable moments include the EAW Centenary Celebration, spearheaded by Dawn Bonfield, which highlighted the role women have played in electricity advancement over the past 100 years and discussed key actions to ensure female engineers are actively involved in the energy transition. The Ripple Effects Conference, organised by IET Vice President, Yewande Akinola, sparked various conversations on the holistic experience of women in engineering.



The experiences from my year as the IET's Young Woman Engineer of the Year have further strengthened my resolve to continue making an impact and ensure progress is made in attracting, retaining, and advancing women in engineering and the energy industry.







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Championing EDI



At the IET, equality, diversity and inclusion (EDI) are central to our values and beliefs.



Championing EDI





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At the IET, we recognise the importance of promoting equal opportunities for all. This includes ensuring our event judging and selection processes are inclusive and impartial, along with our event marketing and communications.





Our **EDI Strategy** outlines our commitment and current focus areas. By delivering EDI across the IET and in the profession we represent, we will advance excellence in engineering a better world.

Here are some of the ways in which we achieve this:

Below are some of the key ways we ensure impartiality, fairness and inclusivity throughout our Young Woman Engineer of the Year Awards process:

- Implementing an anonymous review of applicants during online and face-to-face judging. This includes the removal of the candidate's full name, address, university, sexual orientation, company name and marital status
- Employing diverse online judging and interview panels
- Promoting the importance of unconscious bias awareness to the online judging and interview day panel
- Appointing an unconscious bias observer to be present during all interview days
- Marketing the awards to organisations that support underrepresented groups
- Utilising inclusive imagery in our marketing material
- Identifying and partnering with expert groups such as the Association for Black and Minority Ethnic Engineers (AFBE), InterEngineering and EqualEngineers.



Championing EDI



EDI Progress in 2024

In March, we were proud to announce the establishment of our new EDI Board. Formed initially as a Working Party in 2023, our EDI Board will help us to drive forward our EDI strategy and support our commitment to creating a more inclusive industry.

Do you know about our EDI Member Networks?

At the IET, we are delighted to share that we now have three EDI networks for our members to gain peer-to-peer support and engage with our EDI team directly on topics important to them. If you're interested in joining our Disability, LGBTQ+ or Neurodiversity Member network, please share your interest to inclusion@theiet.org.

Explore our Inclusive Thinking Hub

We're calling for individuals to share their inclusivity tips and insights that others can adopt into their daily lives. Visit theiet.org/inclusion-hub to explore our existing bank of tips and submit your own.

What is neurodivergence?

The term 'neurodivergent' is used to describe people who have less typical neurotypes. These may include ADHD, Autism, Dyslexia, Dyspraxia, Dyscalculia, Dysgraphia, Hyperlexia, Synethesia, and Tourette Syndrome.

Neurodiversity research

In 2023, we published a report on the instance and experience of neurodivergence in engineering and technology, and made a series of commitments as an institution to build neuroinculsivity at the IET and within the wider sector.

One commitment was to produce a practical toolkit with advice on supporting neurodivergent people at work. This tooklit was published in July, and is a great place to start your neuroinclusion journey.

In March, we also hosted an informative webinar on building neuroinclusive workplaces, featuring experts from across the engineering and neurodiversity



landscape. This has been one of our most watched events to date, and is packed full of helpful information on supporting neurodivergent people to gain and retain work.

To read the toolkit, catch up on our webinar or explore the full report, visit theiet.org/neurodiversity.



Supporters





Association for Black and Minority Ethnic Engineers

AFBE-UK was established in 2007 in London as a community initiative following the UK Business and Enterprise Committee and the Royal Academy of Engineering's published reports about the shortage of engineering skills in the workforce, and in particular the under-representation of people from Black and Minority Ethnic (BME) backgrounds. AFBE-UK Scotland was set up in 2011.

AFBE-UK's mission is to showcase the technical talent available within the BME community and support the growth of the wider community.

Historically known as the Association for Black Engineers, AFBE-UK was founded at a time when there were community and social concerns around the need for visible role models for young people of ethnic minority origin. AFBE-UK draws its membership from the full range of engineering disciplines, professional technology practitioners including engineering managers, consultants and contractors, industry professionals and academics.

AFBE-UK promotes higher achievements in education and engineering among people from BME backgrounds.

We aim to challenge and inspire people of BME origin to make enhanced contributions in their respective fields, using engineering as a platform. We are a registered not-for profit organisation that encourages people of black and minority ethnicity to study engineering, support those who aspire to be successful engineers, promote engineering in schools and promote diversity in the work force. We also advise organisations on how to promote diversity in industry and create healthy, inclusive and sustainable environments where all communities can thrive. Our objective is to increase the engineering talent available in the UK and to drive economic growth.

For more information visit www.afbe.org.uk



Supporters







Working towards gender parity in STEM

We work closely with our members to strengthen the STEM (science, engineering, technology and maths) sector by championing diversity of thought, background and life experience as we empower girls and women to start and progress their careers in STEM.

The WISE Gender Equity Framework

Offering inclusion diagnostics and practical support for STEM organisations, our unique WISE framework sets out best practice for you to ensure an equitable experience for all women, and to create an inclusive environment that benefits everyone in the organisation.

All elements of the framework need to be implemented comprehensively and worked towards in a strategic and unified way. It consists of five pillars: Data, Attraction, Retention, Progression and Engagement.

Our framework is supported by two diagnostic surveys – one for the organisational EDI Leads or HR Managers to complete, the other to be shared and completed by the wider employee base.

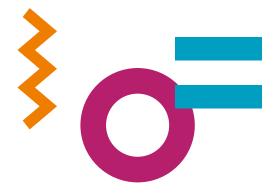
This approach assesses an organisation's EDI maturity and growth opportunities, and helps hold organisations to account by measuring the impact and shared experience among employees.

My Skills My Life

Help us inspire girls to consider a future in STEM by becoming a role model on our My Skills My Life outreach platform. My Skills My Life showcases more than 1,200 real-life role models to highlight the exciting career opportunities for girls in STEM.

Be the change you want to see and help us show girls there's a role for them in STEM. **myskillsmylife.org.uk**

For more information visit our website www.wisecampaign.org.uk or get in touch by email info@wisecampaign.org.uk





Important award dates



IET Travel Awards - Open now

Closing dates: TBC

IET Postgraduate Scholarships - Open now

Closing date: Thursday, 3 April 2025

Interviews: TBC

IET Achievement Medals

Open for applications and nominations: February 2025

Closing date: Monday, 19 May 2025

IET Apprentice and Technician of the Year Awards

Open for applications and nominations: February 2025

Closing date: Monday, 19 May 2025

Healthcare Technologies Student and Early Career Awards

Closing date: TBC

IET Excellence and Innovation Awards

Closing date: TBC

IET Young Woman Engineer of the Year Awards

Open for applications: 8 March 2025

Future Talent Awards – Launch and Boost Scholarships

Closing date: TBC

IET Harvey Prize Lecture

Virtual lecture: Spring 2025

Closing date: TBC

Details are subject to change.

For more information and to browse our full selection of awards and prizes, please visit our website:

theiet.org/awards



Apply for YWE next year



If you know a dynamic, inspirational young woman, who represents the very best of our profession, then please encourage her to apply for the IET Young Woman Engineer of the Year Awards. Applications open 8 March 2025.

Entry deadline: Friday, 28 June 2025 Please see **theiet.org/ywe** for more information.

Become a YWE sponsor in 2025

The IET is working with industry, government and academia to engage, influence and support women with the purpose of promoting careers in science, engineering and technology. Sponsorship of these awards provides your organisation with the opportunity to address the shortage of women engineers, to show support in diversity recruitment and gender equality, and to be seen as an employer of choice.

This unique opportunity delivers a comprehensive sponsorship package, providing a credible platform on which your organisation can show support and encouragement for women in the workplace. You can also show that our industry and your organisation offer fantastic career opportunities for women.

Contact us

If you would like to find out more about sponsoring these awards please contact:

Sponsorship Team

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Thank you again to all our 2024 sponsors and supporters.





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