



# The Early Careers Focus Group

Chair - Thomas Mills  
(QinetiQ)

Co-Chair - Vincent Coombs  
(DE&S)

# Who are we?



Why does our  
group exist?

The SSSG recognises a significant skills gap across the explosives industry. As such, all member organisations will benefit from programmes which can improve attraction and retention of talent within the explosives industry.





# What are our aims?

- Attract
- Retain
- Media
- Knowledge Transfer and Networking
- Conferences





# Attract

- *In 2019, 46% of 11-14 year olds stated they know “very little” or “almost nothing” about engineering [1]*
- *25.5% of 14-16 year olds reported that they did not know what people in engineering do [2]*
- *64% of 11-14 year olds say that they do not know what to do next to pursue a career in engineering [1]*

[1], Engineering UK, “Engineering UK Report - 2019 at a Glance,” Engineering UK, 2021.

[2], Engineering UK, “Key facts & Figures: Highlights from the 2019 update to the Engineering UK report,” 2019.

Attract:

What are we  
doing about it?

- Participated in Engineering kids future
- Collaborative careers fairs effort.
- OME Sector Informative Media
  - Corporate Bios
  - Employee Statistics
  - Enterprise Map





What do you enjoy about working in the OME industry? [3]



What is discouraging about working in the OME industry? [3]

Retain

[3] DSTL, "Retention Activities in the ECFG 2022", 2022

Retain:

What are we  
doing about it?

- Sector-Wide Leavers' Survey
  - Generate statistics about the factors behind retention
- Creation of Media Task
  - Improved Promotion of Opportunities



Media - We've Listened to You!



Institute of  
**Explosives**  
Engineers

**The IExpE website is becoming a one-stop-shop:**

- Training and education courses
- Placement opportunities
- STEM Futures
- Job vacancies within the sector



# Knowledge Transfer and Networking

- Webinars
  - Careers Panels
  - Deep Dive Presentations
  - Coffee Roulette
  - Dissertation Presentation Practice
- Upcoming Visits
  - Small Arms School Corps Collection, Warminster
  - Wagtail (Explosives Search dogs)
  - Health and Safety Laboratories
  - Ramora

# Conferences

# FULMINATION

# 2023

**TOGETHER, TOWARDS TOMORROW.**

**WSRF**  
Weapons Sector  
Research Framework



**2nd International Explosives  
Conference**

**18th-20th June 2024**

**John McIntyre Conference Centre,  
University of Edinburgh.**

To find out more visit [www.iec-2024.com](http://www.iec-2024.com)



# How can you get involved?



Sign up to the mailing list to hear about the latest events.

[Early Careers Sign Up | Institute of Explosive Engineers \(iexpe.org\)](#)



Message us at [ECFG@IExpE.org](mailto:ECFG@IExpE.org)



Join our Focus Group (we can advise who your SSSG rep is)!