



The 5% Club – Investing in a generation

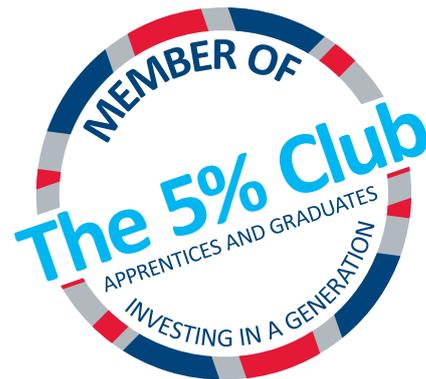
The 5% Club was launched in October 2013. Spearheaded by QinetiQ and supported by five founding members, this industry-led campaign aims to transform the fortunes of young people in the UK. This initiative already has the support of 32 companies, large and small, from a range of sectors, including engineering, construction, defence, retail, law and IT. Developing our young people is both a business and a social imperative. It is good for the economy, as skills enhancement leads to innovation, innovation leads to growth, and growth leads to prosperity. We believe 'what gets measured gets done', so The 5% Club involves formalising what an organisation does in terms of apprentice and graduate programmes and making the public commitment that these will comprise 5% of the UK workforce within the next five years. At QinetiQ we have set this UK goal by March 2015 (our current figure is shown below). A People Network has been set up to ensure that the achievement of this target is sustainable and the first meeting was held in March 2014.

The 5% Club	Number
Number of apprentices	121
Number of graduates	106
Number of sponsored students	17
Percentage of UK workforce	4.78%

Our communities

QinetiQ is committed to being a good neighbour in the communities in which we operate. One way in which employees contribute to this is by volunteering their time and professional skills, such as via the UK Employee Volunteering Scheme. Our flagship initiative is our STEM outreach programme with the aim of inspiring the next generation of scientists and engineers. QinetiQ STEM Ambassadors have organised STEM events for school children such as the annual powerboat and robo-olympics challenges, and have hosted Cyber Security Challenge UK. We are delighted that one of our STEM Ambassadors, Lauren Hill, won the accolade of Most Inspirational Apprentice at STEMNET's national Annual Awards. Our non-STEM employees also use their skills through programmes such as Young Enterprise. The 'giving something back' score in our 2014 employee survey rose by 3% compared with 2013, indicating that employees recognise and value the continued focus on community programmes.

In the US we support educational enrichment through the National Guard Youth Foundation, World Affairs Council, Naval Historical Foundation and various robotics education programmes. There is also a particular focus on supporting wounded military and their families by contributions to a range of specialist organisations.



Name: Chris Clinton [far right]
Role: Cyber Security Consultant



A graduate in electronic engineering and computer sciences who joined QinetiQ in 2011, cyber security consultant Chris Clinton is passionate about his job – and his extra workload as a Technical Lead for Cyber Security Challenge UK. With the threat landscape growing and only one-fifth of attacks reported, the not-for-profit challenge seeks to address the serious shortfall in cyber defence professionals:

"There's a huge shortage of expertise, and of young people coming into the industry, yet the threat is massive and growing," Chris says. "That's why initiatives like The 5% Club and the Challenge are vital, to promote science and engineering, and energise people to get involved. We can help government, military and businesses globally to understand that cyber security isn't an overhead – it's actually a business enabler. We have an amazing capability at QinetiQ, with cyber security's leading minds ready and able to help people counter attacks."