

# Case Study

## Atkins



“Women’s differences can be their strengths. Whereas I might have previously conformed to be more ‘blokey’ to succeed, I now have the confidence to know that I don’t have to do that. For giving me this confidence, Semta’s Career Investment and Progression Programme is the most relevant and valuable set of courses I have ever attended.”

**Caroline Brown**

International; Business Head (Nuclear)

## Caroline Brown, Atkins Woman in the Workplace

**Caroline Brown, International Business Head (Nuclear) at global engineering consultancy Atkins, joined over 50 of her colleagues on Semta’s Career Investment and Progression Programme in 2011.**

Working for one of the ‘Times Top 50 Employers for Women’ Caroline had already benefited from the company’s active focus on helping women to both join the company and progress within it since arriving in 1997.

“The fact that there were lots of us involved from all different departments was great for networking and meant that we were able to build up some really strong relationships over the course of the Programme”, she said.

“Being able to discuss issues specific to women in the safe, secure environment that Semta provided was very valuable.

“In particular, the workshops helped us realise opportunities available to us by looking at the positive differences between men and women in the workplace.

“We looked at the different reactions of men and women to certain scenarios, our different styles for dealing with problems and became more aware of each gender’s strengths and weaknesses.”

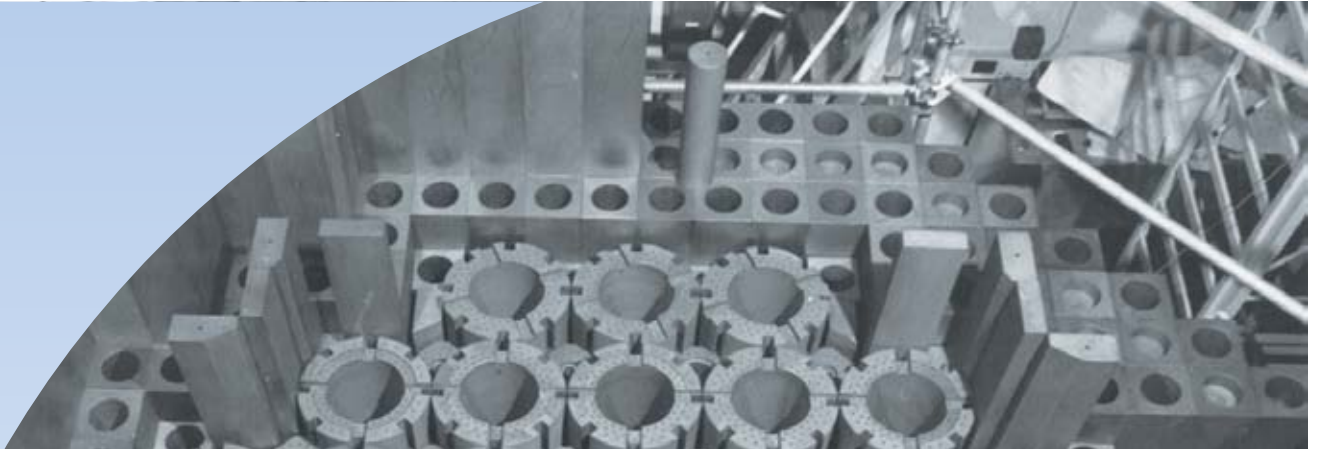
Since taking part in the programme Caroline has made further progress in her career, and says that the most valuable lesson she learnt was to remain true to herself whilst driving her career forward.

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semta

people • productivity • performance



“The training undertaken by 50 women in Atkins provided by Semta has made a real difference. Some have said it has helped them operate more confidently whilst others have described it as life changing. It has helped us improve our focus on improving gender balance in Atkins and to help our female engineers and other professionals feel more highly valued for the contribution they make – we intend to do more.”

**Sue Cooper**  
UK HR Director

Atkins ([www.atkinsglobal.com](http://www.atkinsglobal.com)) is one of the world's leading engineering and design consultancies\*, employing some 17,700 people across the UK, North America, Middle East, Asia Pacific and Europe. It has the breadth and depth of expertise to plan, design and enable some of the world's most technically challenging and time critical infrastructure projects.

\*It is the largest engineering consultancy in the UK (New Civil Engineer Consultants File 2011) and the 13th largest global design firm (Engineering News-Record 2011).

Atkins was named among The Sunday Times 25 Best Big Companies to Work For 2011, was included in The Times Top 50 Employers for Women 2011 and The Times Top 100 Graduate Employers 2010.

Semta is the sector skills council for science, engineering and manufacturing technologies in the UK. It's Women and Work programme is specifically designed to equip women with the right skills to promote themselves in the sector, giving individuals the confidence to ask the right questions and to think about what they want from their careers.

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Registered No. 2324869 Charity No. 1000328 VAT No. GB 653 5624 30

This programme is jointly funded by the UK Commission for Employment and Skills through their Employer Investment Fund