

Women in engineering drive change at AEMT Conference

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The Association of Electrical and Mechanical Trades underlined its commitment to diversity with the launch of its first Women in Engineering Power Hour. Held at the recent [AEMT](#) Conference, the session brought together women from across the industry to reflect on findings from a recent survey, share lived experiences, and to identify practical steps to support inclusion and career progression in the electromechanical sector.

[The Association of Electrical and Mechanical Trades \(AEMT\)](#) hosted its first Women in Engineering Power Hour at the recent AEMT Conference, marking an important milestone in fostering inclusivity within the electromechanical sector.

The 90-minute session brought together women from across the industry to reflect on findings from the AEMT's Women in Engineering Survey and to share lived experiences. While the survey provided structure, it was the open and honest discussion in the room that gave the event its impact.

Participants highlighted a number of critical themes, including the need for greater transparency around pay, stronger education on issues such as the menopause, and the importance of men actively challenging inappropriate behaviour when they see it. Attendees also stressed the value of spaces where women can connect and share experiences, and called for leadership within AEMT member companies to support participation in women-focused initiatives.

The session also explored practical steps to encourage change. Suggestions included an annual women-only summer event, quarterly networking opportunities, a dedicated women's table at the AEMT Awards, and the formation of a core group of women to champion female voices across the sector.

These insights closely reflected the survey's findings, which captured the perspectives of 70 women across the AEMT membership. Responses showed that while many participants recognised their companies as progressive, barriers remain. Key challenges raised included work-life balance, career progression, fair remuneration, and access to technical opportunities. The majority of respondents held administrative or managerial roles, with technical representation still limited.

Despite these challenges, the survey also revealed strong motivation and ambition among women in the sector, with career growth opportunities cited as the leading driver for entering engineering. Training, development, and mentoring were identified as the most valued resources for support, underlining the importance of structured initiatives that enable career advancement.

The Power Hour concluded with a strong call for a continuation of these initiatives. Feedback made clear that women want more opportunities to connect, be heard, and shape the industry's future.

Kirstie Davies, AEMT Junior Vice President and Chair of the Women in Engineering Power Hour, commented: "The energy, openness, and positivity in the room were incredible — it showed just how much appetite there is for connection and progress among women in our industry. This first session is just the beginning, and I'm eager to build on the momentum we've started.

"We want to continue creating spaces where women can share experiences, support one another, and help shape the future of our sector. I would encourage anyone who would like to be part of the next phase of this initiative to contact me at kirstie@theaemt.com."

By launching the Women in Engineering Survey and facilitating the Power Hour, the AEMT has taken tangible steps towards strengthening inclusion and promoting diversity. The Association is committed to building on this foundation and is excited to see how these initiatives can develop further in the years ahead.

For further information on this, or any of the other initiatives carried out by the AEMT on behalf of the electro-mechanical sector of industry, please contact Scott Haslam via scott@theaemt.com