

# NEXT ENGINEERS

March 2026

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## Volunteer Activation Kit



NEXT ENGINEERS



# Welcome to Next Engineers!

Thank you for stepping forward to volunteer with Next Engineers. Volunteers play a critical role in helping us build the next generation of curious minds.

Engineers build all kinds of worlds—even those that haven't even been thought of yet. Today's young people are indispensable to building a world that works.

We created Next Engineers to support young people aged 13-18 as they explore their paths to engineering studies and careers. We offer two programs: Engineering Discovery and Engineering Academy.

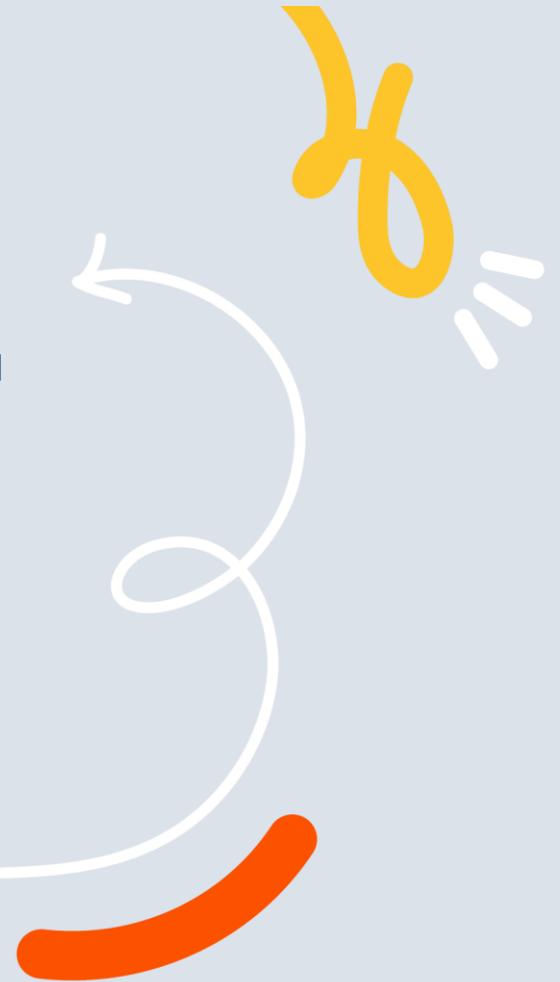
**All GE Aerospace and GE Vernova employees** can get involved. Your experiences and unique career journey can excite an interest in engineering and inspire young people to pursue further education and a career in engineering. Together, we can achieve our goals.



This Volunteer Activation Kit highlights how employees can engage in Next Engineers. It is *the* source for all that you need to know: how to get started, share your story, engage in engineering activities, and get the most out of your volunteering experience.



NEXT ENGINEERS





# Volunteer Activation Kit

## Table of Contents

This kit highlights how GE Aerospace and GE Vernova employees can engage in Next Engineers. It is divided into three sections. Click on each section to learn more:

### GET INFORMED

Have questions about Next Engineers? This section has all the answers you need.

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### GET INVOLVED

Ready to get started? This section will help you find the right volunteer opportunity and understand what to expect from your volunteer experience.

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### GET STARTED

This section will prepare you for a successful volunteer experience.



### **VOLUNTEER TIP!**

To use this Activation Kit and access the associated resources and links, you must have an account with [NextEngineers.org](https://NextEngineers.org); click the login button to create an account.



# GET INFORMED

## Learn more about Next Engineers

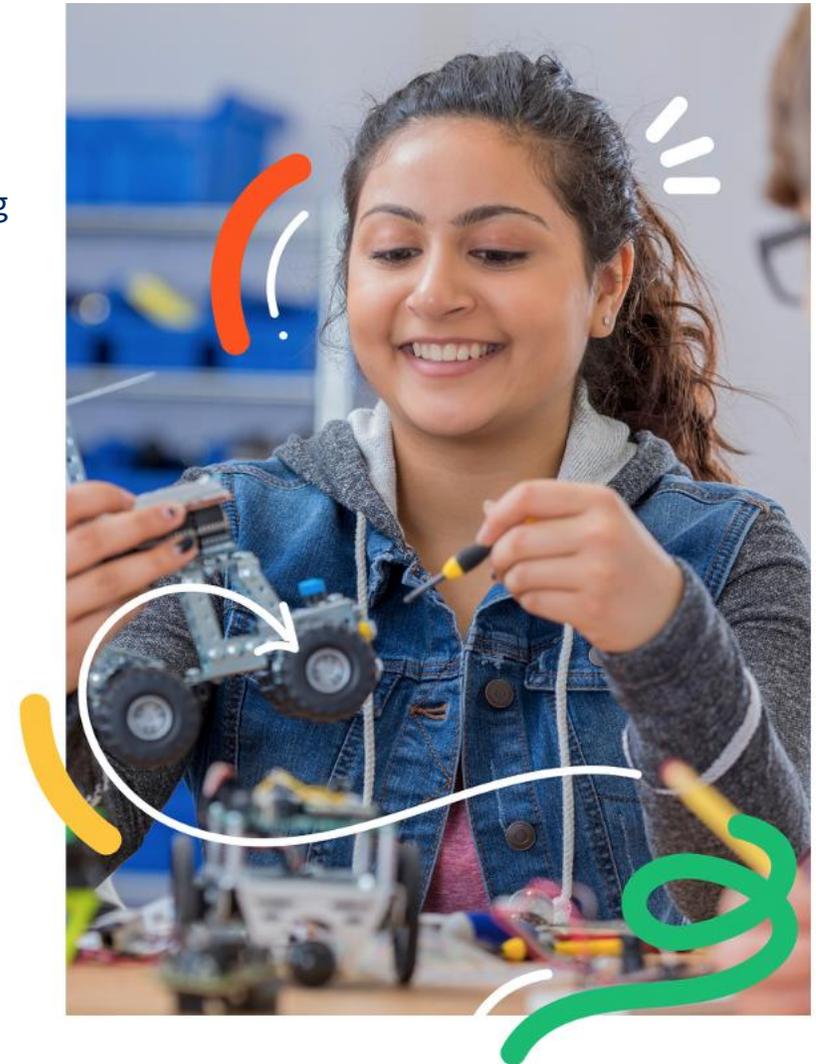
Click on the links below to learn key information about Next Engineers and volunteering with the program.

### HERE'S HOW

- Get oriented with [Next Engineers](#). Learn more about our programs and impact!
- Learn about the Next Engineers [Locations](#).
- Understand the roles and responsibilities of the [Partners & GE Aerospace and GE Vernova City Teams](#).
- Review the [Volunteer Policies & Procedures](#), which outline GE's expectations for volunteers, code of conduct, and our safeguarding procedures.

### FOR MORE INFORMATION

- Visit [NextEngineers.org](https://NextEngineers.org).



# Next Engineers Programs

[← Table of Contents](#)

[↶ Get Informed](#)



Click arrows above for more in this section.

## Inspiring the Next Generation of Engineers

Next Engineers helps young people discover their inner engineer. We offer two inspiring programs to engage students ages 13-18 on their paths to engineering studies:



### **ENGINEERING DISCOVERY** Opportunities to explore and discover

Students (ages 13 to 14) participate in short, exploratory experiences and hands-on activities that are designed to connect students to real engineers, build awareness about what they do, and highlight the broad array of engineering careers and opportunities.

**Engineering Discovery** targets students in:

- Bengaluru, India: 9<sup>th</sup> grade
- Johannesburg, South Africa: Grade 8
- Staffordshire, U.K.: Year 9
- U.S. Locations: Grade 8
- Warsaw: 8<sup>th</sup> grade, 1<sup>st</sup> or 2<sup>nd</sup> grade in secondary school



### **ENGINEERING ACADEMY** A transformative learning experience

A two-year program that offers young people (ages 15-18) the opportunity to complete at least 180 hours of additional learning and enrichment activities that help them learn to think and act like engineers and prepare for post-secondary engineering studies. Young people who pursue further education in engineering will be offered financial support.

Young people can begin **Engineering Academy** in:

- Bengaluru, India: 11<sup>th</sup> grade
- Johannesburg, South Africa: Grade 10
- Staffordshire, U.K.: Year 11
- U.S. Locations: Grade 10
- Warsaw: Starting in 2<sup>nd</sup> grade (general) or 3<sup>rd</sup> grade (technical) secondary school



**NEXT ENGINEERS**

**Engineering Camp was implemented for four years 2022-2025**

# Next Engineers Global Impact

[← Table of Contents](#)

[← Get Informed](#)



Click arrows above for more in this section.

By 2034, Next Engineers expects to reach over 60,000 young people. Check out our progress in the first four years below:

29,204

Youth participated in Engineering Discovery activities.

2,367

Youth attended Engineering Camp

618

Youth enrolled in Engineering Academy

Data pulled from October 1, 2021-December 31, 2025.  
Visit the [Next Engineers Global Dashboard](#) to see updated information.

# Next Engineers Locations

Click on each location to find location-specific profiles, partners and leadership structure, upcoming activities, and how to join.



## CINCINNATI, OHIO, USA

University of Cincinnati  
GE Aerospace



## GREENVILLE, SOUTH CAROLINA, USA

Clemson University  
GE Vernova



## NEW YORK CAPITAL REGION, NEW YORK, USA

University at Albany, NY CREATES,  
Museum of Innovation and Science  
GE Aerospace



## BENGALURU, INDIA

United Way Bengaluru  
GE Aerospace



## JOHANNESBURG, SOUTH AFRICA

PROTEC  
University of Witwatersrand  
Kutitiva Foundation  
GE Vernova



## STAFFORDSHIRE, UNITED KINGDOM

The Inspirational Learning Group  
GE Vernova



## WARSAW, POLAND

Perspektywy Education Foundation  
GE Aerospace

[← Table of Contents](#)

[← Get Informed](#)



Click arrows above for more in this section.



Next Engineers is expanding to Grand Rapids, Michigan in 2026. the program will expand to three other cities in the future.

Several cities are organizing Engineering Discovery activities in their communities.  
For more information, see [Global Engineering Discovery](#).

# GE Aerospace & GE Vernova City Teams

Each global Next Engineers location has a local Community Partner, responsible for local program implementation, and a GE Aerospace or GE Vernova City Team responsible for mobilizing volunteers. Roles and responsibilities for the team members are listed below.

WHO?	GE Local (City) Lead	Communications Lead	Program Lead (Academy and Discovery)
<b>WHAT</b> is their role?	Encourage and support organization's employee engagement in Next Engineers.	Lead local Next Engineers communications to GE employees and company stakeholders.	Lead the employee engagement effort for designated program.
<b>WHAT</b> are their responsibilities?	Communicate Next Engineers' impact to senior management and advocate for Next Engineers volunteer time.	Lead internal communication to highlight Next Engineers' impact and support volunteer recruitment, mobilization, retention, and recognition.	Connect with Community Partner to determine volunteer role(s) and volunteer schedule. Recruit volunteers per volunteer schedule. Track volunteer sign ups and relay volunteer information to Community Partner. Send volunteers activity logistics and supporting resources (either sent by program leads or Community Partner).
	Address any questions or concerns regarding employee engagement from program leads.	Collaborate with Community Partner to amplify Next Engineers opportunities through local GE Aerospace and GE Vernova channels.	Check in with volunteers prior to activity to ensure they received logistics information and are prepared to volunteer. Following activity, thank volunteers for their support and remind them to complete volunteer feedback form.
	Support City Team program leads with volunteer recruitment and engagement activities.	Collaborate with Community Partner to amplify Next Engineers' impact to the local community and other stakeholders via social media, press releases, and other external communications.	Coordinate volunteer recruitment, training, and recognition activities.
	Participate in monthly check-in meetings with program partners (Community Partner and FHI 360) and quarterly strategy meetings with global Next Engineers teams.	Participate in monthly check-in meetings with program partners (Community Partner and FHI 360) and quarterly strategy meetings with global Next Engineers teams.	Participate in monthly check-in meetings with program partners (Community Partner and FHI 360) and quarterly strategy meetings with global Next Engineers teams.
	Help to coordinate, and participate in, annual Next Engineers work planning, led by FHI 360.	Participate in annual Next Engineers work planning, led by FHI 360.	Participate in annual Next Engineers work planning, led by FHI 360.
	Collect management team hours each quarter and report to FHI 360.		At least monthly, verify volunteer data with Community Partner.

# Volunteer Policies & Procedures

## LOCAL VOLUNTEER POLICIES

Most GE Aerospace and GE Vernova locations have specific volunteer policies. Many are specific to the location and/or country. Volunteers must adhere to all local laws, student protection policies, and regulations by which they are governed.

## VOLUNTEER CODE OF CONDUCT

Beyond policies, volunteers should demonstrate the following key behaviors while volunteering.

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### Lead by Example

- Seeing adults model behaviors and roles can powerfully impact young people's development.
- It is important to remember that during your time — even minimal amounts — spent with young people, you serve as a role model. Exposure to female role models has been shown to improve an engineering mindset.

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### Be Professional

- Exhibit professionalism at all times.
- Dress modestly and appropriately; wear business appropriate (or company/Next Engineers) attire, unless otherwise advised.
- Create a learning environment where young people can do their best work and be proud of the work they accomplished.

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### Be Respectful

- Respect and treat young people fairly and kindly. Emphasize the value of others. Honor their integrity without prejudice to their economic status, abilities, race and customs, or cultural and religious needs.
- Avoid criticizing, rejecting wrong answers, or disciplining students.

## PROTECTION OF MINORS

When interacting with students, volunteers should be aware of safeguarding procedures, which are designed to protect all involved.

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### Be Mindful

- Be mindful of:
  - Your intentions when communicating and working with a young person (< 18 years old).
  - How your interactions might be perceived or could create a pattern.
  - Treating all youth equitably (e.g., expressive participants vs. quiet participants).
- Our good intentions can put adults and young people in situations that could be misinterpreted.
  - Refrain from providing individual coffee, snacks, gifts, etc. Do not give favors or special treatment to one student (if there are incentives for participation, all participants and adults should be aware).
  - Do not be alone with a student (this extends to email/digital communication: copy adults from the local community partner organization, GE Aerospace or GE Vernova, Next Engineers Team members, teachers, or parents, as applicable).
  - Do not take photographs of anyone unless you have the express written consent from the individual(s) and the program.
  - Do not socialize with any of the students outside official Next Engineers activities.
- Report any suspected or known harm towards Next Engineers participants directly to FHI 360, using one of the two options: 1) Next Engineers Staff : [NextEngineers@fhi360.org](mailto:NextEngineers@fhi360.org) or 2) FHI 360 Office of Compliance & Internal Audit (OCIA): [Compliance@fhi360.org](mailto:Compliance@fhi360.org), [FHI 360 Ethics and Compliance Reporting Form](#) or Confidential Ethics and Compliance Phone Line: +1 833 745 8886 (local airtime charges may apply)

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**Volunteers should take the 15–20-minute [Safeguarding](#) provided by FHI 360 prior to volunteering.**

# GET INVOLVED

## Ready to get started?

Find the right volunteer opportunity for you and understand what to expect from your volunteer experience.

### ASK YOURSELF

- **WHAT** activity or event would match your interests and skills?
- **WHEN** are you available? How much time can you commit)?
- **WHERE** are you willing to travel? How far?
- **WHO** do you want to work with? What age group?
- **HOW** many young people do you want to work with?

### TYPES OF VOLUNTEER OPPORTUNITIES

There are many ways to engage with Next Engineers and each volunteer opportunity is unique. Here are some examples:

- Support and encourage students at a **DISCOVERY ACTIVITY** at a local school.
- Help a team of students complete a **DESIGN CHALLENGE**.
- Serve as a **PANELIST** or design challenge **REVIEWER**.
- Give a **COMPANY TOUR**.

### CONNECT WITH YOUR CITY TEAM

Click on your location below to find your Next Engineers contacts to learn more about volunteering opportunities in your city.

- [Bengaluru, India](#)
- [Cincinnati, Ohio, United States](#)
- [Greenville, South Carolina, United States](#)
- [Johannesburg, South Africa](#)
- [New York Capital Region, New York United States](#)
- [Staffordshire, United Kingdom](#)
- [Warsaw, Poland](#)



# GET STARTED

## Next Steps

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### 1. Get Ready!

- Review all correspondence and information provided by the local Community Partner and/or your GE Aerospace or GE Vernova City Team. It will include the agenda, logistics, event-specific resources or preparation (if required), and dress code. They will also be available to answer all your questions prior to and during the event.
- Block the event on your calendar. Note the date, time, and location. Notify your supervisor/People Leader if volunteering during work hours; this is permitted under personal training and development opportunities.
- Secure transportation to the event and be prepared to cover any transportation costs.
- Adhere to [Volunteer Policies and Procedures](#), including location-specific policies, the Volunteer Code of Conduct, and safeguarding procedures.
- Complete all required paperwork to become a volunteer, such as a background check and/or photo-release forms. More information will be provided by your GE Aerospace or GE Vernova City Team or local Community Partner.
- Prepare to volunteer:
  - ✓ Participate in a volunteer training session; you will receive communications from the team lead if a training is required.
  - ✓ See the [Volunteer Resources](#) highlighted in this kit for more information, tips, and materials.
  - ✓ Register and complete the self-paced [eModules](#) to learn tips, best practices, and strategies for engaging with young people.



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## 2. Get Set!

- Practice and Prepare!
  - ✓ Familiarize yourself with the selected activity to be used at the event. Make sure you understand the general activity structure, concepts, and themes. Review key student discoveries and skills.
  - ✓ Do a trial run. Complete the calculations, experiment, etc.
  - ✓ Be ready to discuss engineering careers and how they connect to the described activity.
  - ✓ Customize the activity and tailor your remarks, if desired, to reflect your background and experiences, as well as the culture and language of the young people in your community.
- Plan how you will [Share Your Story](#) in a relevant and personal way with the young people; practice as needed.

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## 3. Go!

- Show up for the event at least 15 minutes early.
- Remember to:
  - ✓ Be yourself.
  - ✓ Be present. Focus on the young people. Ask open-ended questions. Listen actively.
  - ✓ Engage all young people equally; pay attention to the quiet ones.
  - ✓ Give clear and logical instructions. Use language, examples, and analogies that connect with young people.
  - ✓ Be conscience of time. Follow the schedule and the role description provided for your position.
  - ✓ Be flexible. Change activities/set up if unforeseen things arise.
  - ✓ Help young people who are struggling. Avoid criticizing, placing value, or rejecting wrong answers.
  - ✓ Take photos and collect quotes that best showcase the event – *only if Photo Consent Forms have been completed.*
- [Provide feedback.](#) After every event, complete a rapid follow-up survey and tell us about your experience!
- [Spread the word.](#) Share the success of the event, your work, and its impact on the local community.
- Have fun!



# Share Your Story

## Inspire local students

Volunteers can greatly enrich their time with young people by drawing on and sharing their own experiences and accomplishments. You can share your story and inspire future engineers!

### HERE'S HOW

- Use the **Share My Story Form**, which helps volunteers prepare to talk about engineering interests, education, and career path. Available forms include:
  - ✓ [I'm an Engineer! Storytelling Worksheet](#)
  - ✓ [I Work with Great Engineers! Storytelling Worksheet](#)

### GET INSPIRED

- Find out what drives a variety of engineering professionals, each with a unique story to tell. Hear the stories of GE Aerospace and GE Vernova engineers, what sparked their interest in engineering, and what inspires them to build a better world.
  - ✓ [Engineering At Work Videos](#)
  - ✓ [Engineer Stories](#)
  - ✓ [Career Profiles](#)



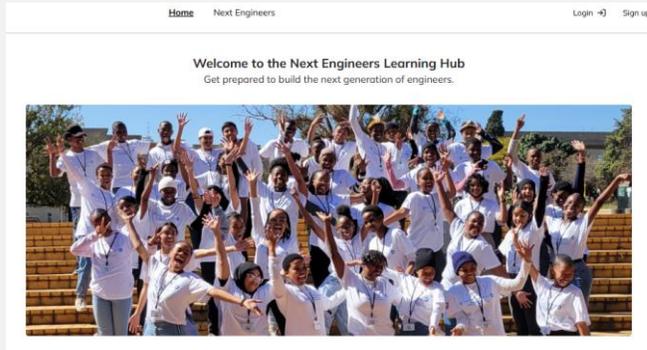
# Next Engineers eModules

## Additional volunteer training opportunities

In addition to the live training sessions, we offer additional training modules you can complete on your own time. Click on the link below for instructions on how to access the eModules.

### EMODULES AVAILABLE

- Safeguarding Program Participants
- Engineering Academy Overview
- Facilitation 2.0: Enhancing Your Skills
- Cultivating Authentic Relationships
- Positive Youth Development



### TO ENROLL

1. Go to our [Learning Management System \(LMS\)](#)
2. Create an account
3. Log in and “Join Group”
4. Enter Group Key: NextEng
5. Enjoy!

The [LMS Self Registration Guide](#) provides more detailed step-by-step instructions.

# Provide Feedback

## Tell us about your experience!

Next Engineers wants to make a meaningful impact. Data collection is an important metric for assessing our impact, measuring our reach, and for making improvements. After every event, volunteers are asked to complete a rapid follow-up survey. It should take less than 2 minutes to complete! Community Partner staff may have paper copies of this form on-site, or you can **click on the QR code below to access the form.**



### Next Engineers: Volunteer Feedback Form



**Feedback**

This form is for reporting experience and any hours to be reported should go to GE Employee hours form. [Click here to go to the form](#)

\*What day did the event take place?



\*What Next Engineers location did this event take place in?

\*How would you rate this volunteer experience?

○ Very positive   ○ Somewhat positive   ○ Somewhat negative   ○ Very negative

\*How likely are you to recommend this volunteer opportunity to a colleague?

○ Yes, definitely   ○ Somewhat likely   ○ Unlikely   ○ Definitely not

**Optional: Any other feedback or information that should be noted for this event?**

This data will only be shared with the FHI 360 team.

# Spread the Word

## Share your success

Tell others about your volunteer work with Next Engineers through internal communications channels and other social media, such as LinkedIn, Facebook, YouTube, Instagram, etc. On Instagram, make sure to follow and tag [@NextEngineersGlobal](#). You can also follow and tag us on LinkedIn: <https://www.linkedin.com/company/next-engineers>. Consult your business communications team prior to creating social media posts to ensure compliance with company policies. Want to share your message more broadly? E-mail our [COMMUNICATIONS SPECIALIST](#).

### HERE'S HOW

- Highlight your Next Engineers experiences, activities, events, and participant successes on your personal social media accounts.
- Write an article or blog for LinkedIn.
- Tweet about the event.
- Share a photo on Facebook or Instagram.
- Include Next Engineers under volunteer experiences on LinkedIn.

### HASHTAGS

- #NextEngineers
- #GEAerospaceFoundation and/or #GEVernovaFoundation

### BE SURE TO INCLUDE

- **Event Summary:** Title of the event, location of event, who participated, what happened.
- **Photos:** Add a photo of you and other volunteers at the event; tag your colleagues. If students or other individuals are in the photo, be sure the community partner obtained signed consent forms.

### REMEMBER

- All online media must comply with company policies.
- If using photos of students, talk with your program lead; a [CONSENT AND PHOTO RELEASE](#) form is required to ensure that there is no legal restriction to posting event photos and videos. For minors, **parents** must sign the release form.



# Volunteer Resources

**NEXT ENGINEERS WEBSITE** ([NextEngineers.org](http://NextEngineers.org)) provides valuable information and resources for volunteers. Volunteers must create an account to access all resources.

**STUDENT ACTIVITIES.** More than 50 interactive and fun, hands-on activities to use with Next Engineers students. Each activity includes a step-by-step guide with a list of the materials and estimated cost, facilitator checklist, and questions for how to engage youth with the topic discussed. Available activities include:

- [Engineering Discovery Demonstrations](#)
- [Engineering Discovery Hands-On Activities](#)
- [Engineering Camp / Experience Activities](#)
- [Engineering Academy Engineering Design Challenges](#)
- [Engineering Academy College & Career Readiness Activities](#)

**VOLUNTEER eMODULES** can be taken on your own time to review tips, best practices, and strategies for engaging with young people.

**VOLUNTEER TIPS** provide practical advice for first-time volunteers, as well as those who would like a refresher. Based on research and written by experts, these resources help volunteers prepare to engage and communicate effectively with young people. Volunteer Tips include:

- [The Engineering Design Process](#)
- [Frequently Asked Student Questions](#)
- [Ten Guidelines for Building New Engineers](#)
- [What is engineering?](#)
- [Working With Youth: Facilitation Tips](#)

← Table of Contents

← Get Started

End of the "Get Started" section.



# Acknowledgements

The Next Engineers Volunteer Activation Kit was developed by FHI 360 with support from the GE Aerospace Foundation and GE Vernova Foundation to provide volunteers with the information needed to successfully plan and implement events to excite and ignite young people about engineering.

## [GE Aerospace Foundation](#)

The GE Aerospace Foundation, an independent charitable organization funded by GE Aerospace, complements the company’s purpose to “lift people up” in communities where employees live and work around the world. The Foundation’s philanthropic strategy and programs focus on engineering education, workforce development, and disaster relief. The Foundation also supports GE Aerospace employees through programs such as Matching Gifts and STAR Awards. When GE Aerospace launched as an independent company in 2024, the GE Foundation was relaunched as the GE Aerospace Foundation, commencing a new chapter that builds on the successful, 100+ year legacy of the previous GE Foundation.

## [GE Vernova Foundation](#)

Building on the 100+ year legacy of the GE Foundation, the GE Vernova Foundation was launched on Earth Day 2024, shortly after GE Vernova spun-off from GE as a standalone company. The newly created GE Vernova Foundation, a charitable organization funded by GE Vernova, is committed to putting our purpose – The Energy to Change the World – into practice across the global communities where we live and work. GE Vernova Foundation was launched with a focus on building the skilled workforce needed to drive the energy transition forward, while supporting stronger and more resilient global communities.

## [FHI 360](#)

FHI 360 is a nonprofit organization that mobilizes research, resources and relationships so people everywhere have access to the opportunities they need to lead full and healthy lives. We have spent more than 50 years developing bold solutions to global challenges and creating measurable results through research and application of scientific breakthroughs. We listen to, learn from and work with communities to expand social and economic equity, improve health and well-being, and strengthen resilience. By bringing together deep expertise and diverse perspectives, we collaborate with partner communities and peer organizations to build enduring networks and expand our collective impact.

FHI 360 staff members provide management support for Next Engineers and develop and disseminate essential resources. A separate team of FHI 360 researchers conducts the ongoing evaluation of Next Engineers activities.

**Contact**

**[NextEngineers@fhi360.org](mailto:NextEngineers@fhi360.org)**