ISSUE 12 | 2024

INSIGHT

Catch up with the team and more:

- **Charity Updates**
- **Project Case Studies**
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MORSON GROUP ANNOUNCE 2024 CHOSEN CHARITIES

Morson Projects, Waldeck and Ematics are delighted to have announced our fundraising efforts for 2024, with two chosen charities set to benefit from the generosity of employee fundraising.

Each year, Morson Group employees vote to select two charitable organisations to raise vital funds. The nomination of a charity often stems from the personal experience of an employee, which we are proud to support.

This year, the spotlight is on Dementia UK and Crohn's & Colitis UK – two organisations dedicated to making a significant difference in the lives of those affected by dementia and inflammatory bowel diseases.

Morson Group's commitment to social responsibility shines through in its 2024 fundraising initiative. Formed in 2007, our charity committee continues to lead our fundraising efforts as we pledge each year's support to multiple worthy causes. In the last 10 years, we've raised over £2 million for worthy causes throughout the UK, such as Brain Tumour Research, British Heart Foundation, Salford University, the Seashell Trust, Destination Florida, Alzheimer's Society and many more.

Ged Mason, CEO of the Morson Group, commented: "At Morson Group, care is not just a word; it's a core value that guides our actions. As we embark on our 2024 fundraising journey, Morson Group is honoured to stand alongside our dedicated employees in supporting two remarkable organisations: Dementia UK and Crohn's & Colitis UK.

"These charities, symbolise our commitment to making a meaningful impact on the lives of those facing the challenges of dementia and inflammatory bowel diseases. We wish all our colleagues good luck on their fundraising endeavours, remembering that every £1 raised by them, is matched by Morson."

By supporting Dementia UK and Crohn's & Colitis UK, the company is not only making financial contributions but also raising awareness about these important causes. It's a testament to the power of positive change that can be achieved when a community comes together for a common cause. Our business is defined not by what we gain but by what we give back.

[Images] For 2023 we saw colleagues from across the business take on runs, rides, abseils and fire walks.

DementiaUK
Helping families face dementia

With a mission to provide much-needed support to families impacted by dementia, Dementia UK plays a crucial role in improving care and services for those facing the challenges of this debilitating condition. The funds raised by Morson Group will contribute to the training and deployment of specialist dementia nurses, ensuring that families receive the expert care and assistance they need during these difficult times.

CROHN'S & COLITIS UK

Inflammatory bowel diseases affect an estimated 500,000 people in the UK, causing physical and emotional challenges for those living with them. Morson Group's commitment to raising funds for Crohn's and Colitis UK will help provide high-quality information and support services through helplines and advocate for improved health services for those in need. The funds raised will also contribute to vital research to develop new treatments for Crohn's and Colitis.

CREATING A PROFESSIONAL COMMUNITY WITH OUR EARLY CAREERS ANNUAL CONFERENCE

We recently welcomed 150 early careers and mentors to Manchester as we hosted our second ever Early Careers Development Programme event.

What do you get if you fill a room with a hundred or so high-achieving professionals, sit them next to colleagues they have never met before and ask them to problem-solve, whilst blind-folded, with the aid of just a single question?

In case you're wondering, the permitted question was 'what colour is this?', the challenge was to work as a team to identify which shapes were missing from a set, and the event was the Morson Projects Early Careers Development Programme (ECDP) annual conference, held in Manchester last week.

It was just one of the challenges set out to encourage the wealth of future talent in our business to collaborate and communicate, during a day of peer learning, inspiration and fun.

What is the Morson Projects ECDP?

The narrative about skills gaps and talent pipelines gets plenty of discussion in engineering sectors, but Morson Projects has been taking steps to develop the next generation of talent since our earliest days. The company's very first Apprentice, Steve Seddon, now Client Services Director at Morson, was in the room for the ECDP conference, as was Jordan Knapp, former Morson Projects Apprentice, now our Engineering Delivery Manager, as well as the Founder of the structured ECDP we offer our team today.

With the ECDP, we have taken a legacy of nurturing talent at the outset of an employee's career and developed it into an industry-leading Early Careers Development Programme with clearly defined competencies and goals. And to help our early careers cohort reach their goals, we have put in place mentoring, training, help with chartership, and support from a peer community; all of whom are also taking steps to pursue an exciting career path with Morson Projects.

Our ECDP is 'Early Careers 2.0'. The informal mentoring that had been the mainstay of our approach to developing and supporting talent prior to the pandemic proved challenging when everyone was suddenly forced to work from home after Covid hit. But that obstacle became the springboard for a new, stronger approach, built around core competencies and a mentoring model that includes training the mentors, who are always distinct from each early career employee's line manager. For our early careers engineers, the competencies have been built around the Engineering Council's model, setting individuals on course for chartership. But the programme is wider than engineering alone; it encompasses all technical and enabling roles in the business, incorporating competencies that will support these professionals as they assume project delivery, line management and leadership responsibilities.

What it means for those who join us on an early careers pathway – and there are now 100 of them, with another 100 in our sights – is defined goals, which are reviewed as part of our appraisal and training plan processes. What it means for our company, is a consistent framework that empowers every early careers employee to take ownership of

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their own professional goals and development, enabling them to contribute to our business and our clients' projects in a much more meaningful way.

Why do we need an ECDP conference?

Given that our industry-leading ECDP is now so structured and our early careers employees are so well supported, why do we need an ECDP conference?

There are a few reasons. Firstly, we have numerous teams spread across a variety of locations, departments and disciplines. There is huge potential for peer learning, collaboration and support but we need to facilitate opportunities for our people to connect.

Secondly, we want to invest in our early careers teams, because they matter to us, our clients and our industry. When it comes to skills gaps and securing future talent, giving someone a job is not enough – we need to engage and inspire people to love their job and see where their career could take them.

And, of course, there's also the work-hard-play-hard philosophy shared across the Morson Group. Engineering can mean high pressure, high intensity, mission critical projects, so a little fun with colleagues who understand your work environment, and a little encouragement from inspirational outsiders has immense value.

Getting inspired

Alongside the networking opportunities, ice breaker challenges and final project – which involved a two hour challenge to create two mini robots from scratch! – delegates at our ECDP conference had the opportunity to hear from Morson's Group's Brand Ambassador, Andy Reid MBE. A triple amputee who, following his life-changing injuries in Afghanistan has gone on to raise more than £300,000 for charity and establish a mental health foundation, Andy talked to the conference about his 'bad day at work'.

While Andy's story is very different from the work environment our early careers employees can expect at Morson Projects, much of what he learned, as a solider and since his injuries, resonates with all who want to succeed and become leaders. His talk touched on themes of respecting people, setting the standard you want to see in others, having empathy, prioritising tasks, and accepting responsibility for your decisions. His resilience really inspired our delegates and gave them food for thought as they look forward to future career steps.

Getting informed

Delegates also had the opportunity to look ahead to what the ECDP will mean for them at Morson Projects, thanks to a Q&A session with our ECDP Committee. These experienced members of our team are in place to support ECDP employees as they achieve their competency goals and the conference provided an ideal opportunity to ask questions, both in the Q&A session and informally during breaks and the evening's entertainment.

As a company that has set its sights on attracting another 100 early career recruits to the business over the year ahead, we're keen to make sure our ECDP provides a positive experience now, and that it will also embed values that will guide these individuals throughout their careers.

As new talent joins us, this cohort will inform development of our ECDP with their feedback, they will be our advocates and they will be our future mentors. We hope last week's event gave them a day to remember.

WHAT INSPIRED OUR EARLY CAREERS DEVELOPMENT PROGRAMME AS WE KNOW IT TODAY?

The engineering industry must innovate today to get the most from tomorrow.

As our industry booms and businesses continue to seek out the very best 'next generation' of engineers, Morson Projects continue to lead the way with growing the UK's top engineering talent of the future with our Early Careers Development Programme.

"Using our loaf to prove the right approach to early careers"

Career potential is like dough. Given the right mix of ingredients, flour, salt, yeast and water will become bread. But the quality of those ingredients and how they are combined, proved, shaped and baked makes all the difference to the loaf you'll end up with.

As such, this National Apprenticeship Week, we caught up with the Chair of our Early Careers Development Programme Committee, Jordan Knapp, as he shares his own career journey from Apprentice to Engineering Delivery Manager, and how Morson Projects came to develop the programme, which is at the heart of so many of our team's career journeys...

"I first joined Morson Projects at nineteen, fresh from sitting my A-levels, when I was appointed as the first Apprentice for our Hull office. I attended college on day release to study Mechanical Engineering, while working on live projects alongside colleagues who mentored and supported me the rest of the week. At the time, I was the only apprentice amongst 33 experienced engineers, and I was empowered by them to step up and make my voice heard during design reviews – a hugely important part of learning to contribute, take ownership of my role on the project, and prepare for leadership.

"Through my own ambition and hard work I later gained a Mechanical Engineering degree while working in those first years of my career. But achieving that while becoming an experienced professional who could bring ideas to the table and add value to client relationships was also thanks to the knowledge and encouragement I received from my colleagues.

"Those principles lie at the heart of Morson's Early Careers Development Programme (ECDP). As Chair of the ECDP Committee and the Founder of the programme as we know it today, I have combined my own early careers experience with an understanding of what we need from the next generation of professionals, and an insight into our clients' requirements to ensure that every early careers employee is both supported and challenged. Why? Because like the bread dough analogy, the ingredients they bring to Morson need to be both shaped and nurtured to get the best results."

"Coaching has always been part of who I am and how I interact with others.

Outside of my career I have coached tennis and rugby. Having furthered my coaching skills as part of a management course, and become a certified trainer, I knew that upskilling the experienced engineers and managers in our teams to support early careers colleagues was just as important as challenging our early careers recruits to achieve."

"When Covid struck, and our teams, like so many others, were mandated to work from home, the potential for organic knowledge sharing and mentoring became one of the perks of office life we had to relinquish. It became clear that a more formalised approach was needed; not only for the strange times we were living through during lockdown, but also to enable us to develop the next generation of talent aligned to both our predicted growth and team development.

"The ECDP Committee and I didn't want the programme to be a one-size-fits all, tick box exercise. It had to be people-focused, enabling individuals to reach core competency milestones at their own pace and in their own way, supported and challenged by individuals equipped for that responsibility. That's why we have trained 84 mentors across the business, why we have put ECDP co-ordinators in place to advise and support, and why we have a structure that is clear, goal-oriented, and achievable.

"Attracting and retaining talent is critical for delivering our current client commitments and growing our capabilities sustainably in the years ahead. Embracing that future talent means empowering people, and we have developed a proven ECDP methodology so successful that it has been rolled out beyond our engineers to all departments. We're even advising clients on their own ECDPs!

"When an individual begins a new career, they don't want a job; they want a future. Here at Morson Projects, our ECDP provides a tangible picture of what that future can look like, and the steps needed to reach their career destination, along with the guidance of those who have plotted the same journey to success."

MORSON PROJECTS & EMATICS UPDATE

Morson Projects and Ematics are two multi-disciplinary engineering consultancies with over 40 years' experience across the UK.

Our highly qualified engineering teams deliver capability and experience across numerous engineering disciplines, enabling the provision of complete end-to-end project management, design and delivery services to our valued long-term client partnerships.

We support our clients across five key sectors: Aerospace & Defence; Nuclear; Power & Renewable Energy; Industrial & Process and Infrastructure & Transportation.

Find out more about our latest news throughout this 12th issue of our INSIGHT magazine.

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MORSON PROJECTS HELP TACKLE UNEMPLOYMENT & DIGITAL EXCLUSION

Morson Projects are delighted to have sparked up a relationship with Community Computers, a not-for-profit initiative run by the registered charity Renewal North West.

COMMUNITY COMPUTERS

We recently took the first step in this collaboration by donating three cages filled with hardware. These devices will be recycled or upgraded, all in an effort to bridge the 'digital divide.'

By choosing to recycle our IT equipment through Community Computers, we are supporting their mission of providing equipment as well as employment, work skills, and training to long-term unemployed individuals.

We believe in their cause, and together, we are taking steps to tackle digital exclusion and make low-cost computers available to the community.

Tony Wyatt, Morson Projects' IT Manager shared: "As soon as we met up with Community Computers and began to understand what they did, it was clear to see how Morson Projects could get involved and donate our old hardware to them.

"It's fantastic to know that the IT equipment we donate is given a second life, providing low-cost computers to the community, whilst also reducing the amount of e-waste going to landfill and ensuring all hazardous materials are disposed of properly.

"For us, this is just the start, our first collection was a huge success in the summer and Community Computers have visited again to take a second collection as we roll this initiative out across the rest of the Morson Group."

We're excited to be a part of this meaningful partnership and look forward to making a positive impact on the lives of those in our community, working together to create a more inclusive and digitally connected world!

MORSON PROJECTS' HULL OFFICE CELEBRATES IT'S 20 YEAR ANNIVERSARY

Autumn 2023 marked the 20th anniversary since the opening of Morson Projects' Hull office.

Opening on the 1st of October 2003, after the acquisition of the original Mayflower office, the team spent 17 years based out of Hessle, on Priory Tech Park. The team then made the move over to the Humber Enterprise Park, at Brough (Hull), in October 2019, where the team currently resides and continues to grow.

The Hull team currently provide a wide range of expert engineering services for Aerospace & Defence clients, supporting with everything from concept design to design for manufacture, along with build line and in-service support.

The team celebrated with an office party, welcoming team members past and present to celebrate and reminisce on the past two decades.

Whilst they were celebrating, we caught up with Brian and Vince who have been core members of the Morson Projects Hull team since its launch.

Brian Moore, Assistant Chief Designer, shared: "The office has seen the delivery of some amazing projects over the years for clients such as BAE Systems, Leonardo, Raytheon, Bombardier, GKN, Icon Polymer, Magellan & O&H Vehicles, to name but a few, with many great engineers joining us for the journey at varying points in their careers.

"Predominantly delivering a broad scope of Structural Design work at present, we have delivered many multi-disciplined projects over the years, welcoming many colleagues in various engineering fields such as Planning, NC Programming, Tooling Design and Technical Publications to the team for various projects. We are also excited to be expanding our Hull portfolio beyond Aerospace & Defence, as we begin to support clients within the Marine sector, namely submarines.

"It has been more than a privilege to work with so many wonderful highly skilled and dedicated people over the years, and is fantastic to see the office still thriving 20 years on. It is also heartening, and inspiring, to see the office being lifted by the energy from a new generation of younger engineers, joining the team, full of new ideas and enthusiasm.

"I look forward to working with the team to help drive the office forward, supporting all of the exciting future projects we have in the pipeline, for the next 20 years and beyond...!"

Vince Knapp, Product Lead, added: "It has been great to be able to mark the 20 year anniversary by inviting all of our Hull staff and contractors past and present to join us for this celebration.

"For Brian and I as well, to have our sons as part of the team continuing the legacy of what we have all built together through a lot of hard work and dedication, is something special.

"Having worked for Morson Projects for over 20 years as a contractor and more recently a staff member I have been fortunate to work on some of the most exciting aerospace and marine projects there have been, long may it continue!"

We also caught up with Gary Kipling, Senior Design Engineer, who first joined Morson Projects in 2000 amid his varied career in the industry: "My career started at British Aerospace, Brough (Hull) in 1979 as a Technical Apprentice. After doing a four-year apprenticeship, I came out of my time in the Drawing Office as a Draughtsman. The initial work was on a drawing board working on Phantom and Buccaneer aircraft then moving onto the Anvil CAD system working on Hawk and T-45A.

"In 1989 I decided to leave Brough and headed over to Seattle as a contract Design Engineer, spending many years contracting either in the UK or various countries abroad which included Wichita, Montreal, Switzerland, Spain and Holland.

"I first worked for Morson Projects as a contractor in 2000 working on Nimrod then many times after that on various projects including Hawk, Harrier, T-45A, Typhoon, F35, F16 and Leonard helicopters.

"In April 2021, I decided that I would finally hang up my contracting boots and take a permanent position with Morson Projects. I am now based back in the Hull office, working on one of our top Aerospace & Defence programmes."

MEET THE TEAM:

MATT THOMPSON HEAD OF ENGINEERING DELIVERY FOR LEONARDO PROGRAMME

Following on from the recent news of Morson Projects signing a long-term Strategic Partnering Agreement (SPA) with Leonardo, we caught up with our Head of Engineering Delivery on the programme, Matt Thompson.

Hi Matt! Tell us a bit more about the new SPA?
Our Prime Supplier status award is the culmination of over 20 years of Leonardo and Morson Projects working collaboratively.

Our teams will be managing engineering work at Leonardo's UK helicopter facility through sub-contractors and the management of fixed-price packages across our UK design offices.

We're delighted to be entering our third decade working with Leonardo's industry leading products, operating at the forefront of capability enhancement.

What has been your involvement with Leonard so far?
Leonardo has been a big part of both my personal and professional life, I grew up in Yeovil and Leonardo has always been an important part of the local community. My grandparents, father and extended family have all worked at Leonardo (Westlands as it once was) at some point during their careers, so I do feel connected in some way. Walking around some of the older buildings on site at Leonardo has been quite sobering, to think that both of my Grandad's may very well have stood in the same spot.

I have worked with Leonardo since 2007 and I have been responsible for the end-to-end recruitment process, team growth, retention and programme management for a large number of projects.

Since joining Morson Projects the main focus of my role has been securing and maintaining the Product Support Engineering contract at Leonardo. This contract focuses on the Through-Life Support of Leonardo's products, to ensure fleet airworthiness and availability, this includes technical publications, obsolescence management and reliability centred maintenance.

We have recently launched our own Technical Author training academy which has proved a massive success, which is testament to the strength and skills of our people and couldn't have been achieved without some key individuals.

In addition to the above, I have been responsible for the management and development of the recent engineering contract award. This new strategic relationship is an evolution of Morson Projects' relationship with Leonardo, it has taken a number of years to build the trust required to facilitate this transition, I am particularly proud that we have been able to engage all areas and offices within our internal Marine Aerospace & Defence Engineering (MADE) division to help contribute to this success.

What do you enjoy most about working on the programme?
Working with Leonardo provides a lot of variety on a daily basis and exposure to complete end to end product development, which you don't see with other clients. The work is intriguing, fulfilling and allows me to think of creative solutions to solve a host of engineering challenges on a daily basis.

Everyone brings a complementary skill set that has allowed us to shape and grow the business.

How did you get into a career in engineering?
I studied Business Studies at University, my early career was focused on HR, recruitment and training. I joined an engineering consultancy in 2007, called Milsom Industrial designs, whom had a recruitment function and since this time my career has developed from recruitment consultancy, then management through to project management roles and now Head of Engineering Delivery.

I have successfully applied the skills and experience that I have to compliment the technical engineers that I work with, providing different perspectives and alternative solutions that I hope consider the bigger picture and not just the task in hand, you'll have to ask them to confirm that though!

What's next for the team?
The engineering industry is going through one of the biggest resource challenges that I have witnessed during my career, from that comes real opportunity for all of the team to evolve their careers and play an active role in the development of the next generation.

We have the opportunity to significantly grow the business over the next few years and I'd like to see external growth being complemented by new training initiatives, where we look to re-skill people so that they can apply their knowledge in other disciplines and other clients.

MORSON PROJECTS CELEBRATE YEOVIL'S RECOGNITION AS THE HOME OF BRITISH HELICOPTERS – HOUSES OF PARLIAMENT RECEPTION

Morson Projects Operations Director, Gareth Beck, Associate Director, Becky Veal and and Head of Engineering Delivery, Matthew Thompson were delighted to be invited by Chris Loder MP, Marcus Fysh MP, and Simon Jupp MP, on behalf of Leonardo UK to an event in the Houses of Parliament this week, where Yeovil was proudly recognised as the Home of British Helicopters.

Gareth Beck shared: "It was an absolute honor for Morson Projects to be invited to the Houses of Parliament by Leonardo, to celebrate Yeovil's official recognition as the Home of British Helicopters.

"We're a proud strategic partner and delighted to be part of such an innovative and collaborative supply chain.

"The event highlighted the rich aviation heritage that Leonardo holds and the invaluable contributions it has made to the development and progression of the British helicopter industry.

"The day showcased how continued investment in Leonardo's UK helicopter manufacturing is creating jobs, boosting social mobility, and building world-beating military hardware."

Matt Thompson added: "I was very humbled to be invited by Leonardo to the Houses of Parliament to celebrate their status as the home of British Helicopters. Leonardo Helicopters' commitment to engineering excellence, skills development, social mobility and creating a legacy for future generations makes this accolade very much deserved.

"I am the third generation of my family to work with / for Leonardo Helicopters and can speak first hand of their positive influence on my family and my career.

"As part of the strategic supply chain Morson Projects are equally committed to social mobility and skills development across the UK and can proudly state that we have teams in Belfast, Hull, Isle of White and Cornwall (to name a few) all supporting Leonardo' future capability development. Well done Leonardo Helicopters."

Leonardo shared on their social channels post-event: "It was our pleasure to invite Parliamentarians to join Leonardo colleagues – from senior leaders to apprentices and graduates – in Westminster to celebrate Yeovil's official recognition as the Home of British Helicopters.

"We were also delighted to welcome leaders from across the breadth of our UK supply chain, demonstrating the industrial resilience they provide across their regions.

"Thank you everyone who joined us to discuss the benefits of our Yeovil facility's vital onshore industrial role, and to highlight the South West's position at the heart of our national aerospace and defence sector."

MORSON STEM FOUNDATION WINS PRESTIGIOUS REC AWARD FOR COMMUNITY INITIATIVE OF THE YEAR

Morson Group have been announced as ‘Community Initiative of the Year’ winners at the annual Recruitment & Employment Confederation (REC) Awards 2023.

The REC Awards celebrate accomplishment, expertise and excellence from across the industry and are renowned for providing the most prestigious recognition across the UK’s recruitment landscape.

The Community Initiative of the Year category winner was awarded to Morson Group for the Morson STEM Foundation.

The Morson STEM Foundation

Bringing together Morson Projects, Morson Talent and all of the Morson Group businesses, the Morson STEM Foundation’s purpose is to positively impact lives every day by fueling innovation, empowering industry and enabling opportunities for people.

The Morson STEM Foundation aims to increase the talent pipeline and appetite for STEM careers by widening participation and creating pathways into education and training. By collaborating with businesses to understand their skills needs and aligning them with a strategy for creating career opportunities – the Morson STEM Foundation is developing skills, delivering social value, and creating brighter futures.

The Foundation is delivered through the long-standing partnership with The University of Salford and the Morson Maker Space who bring together a programme of activity in collaboration with regional skill providers, local employers, and industry stakeholders to raise the profile of STEM nationally.

Alongside Group-wide initiatives such as our Gerry Mason Engineering Scholarships and The Morson Maker Space, some of the STEM Foundations most powerful activity comes from our Morson Projects STEM Ambassadors.

60+ of our Morson Projects employees have trained to become STEM Ambassadors and will be working with schools local to our UK offices to support their curriculum with STEM workshops and activities.

To engage children in critical thinking, to boost curiosity and introduce them to a world of STEM opportunities. Our STEM Ambassadors have been registered through STEM Learning, carrying out their induction and checks in addition to our own in-house training.

Our people are our most powerful advocates and they truly demonstrate our belief that Morson exists to make a positive difference to people’s lives, our clients, candidates, contractors, colleagues and the communities in which we work.

One REC Awards judge commented: “I couldn’t have been more impressed with your entry. Please do pass on my genuine commendation to the wonderful people putting the work in at the STEM Foundation.”

The Morson STEM Foundation aims to support people from all backgrounds to explore, and pursue, pathways into engineering-related careers.

MORSON PROJECTS & PRIMARY ENGINEER JOIN FORCES TO ENGAGE YOUNG STUDENTS IN THE WORLD OF ENGINEERING

Funding from Morson Projects will provide teachers at ten primary schools in the Greater Manchester area with the tools, teaching resources and professional development to deliver a practical rail engineering project for their pupils.

Morson Projects have announced our partnership with Primary Engineer, an educational not-for-profit organisation that engages primary and secondary school pupils and teachers with engineering and technology.

The partnership has seen the teachers receive training on how to build two model vehicles, one for Key Stage 1 pupils and another for Key Stage 2 pupils, as part of a STEM-based rail project, which culminates in a celebration event where schools come together and test their models.

Ten engineers from Morson Projects will be supporting teachers during the training day, in-class build and celebration event, providing students with a real-life example of an engineer while facilitating discussion and answering questions.

Andy Hassall, Associate Director at Morson Projects, commented: "We're thrilled to be involved in this Primary Engineer programme. The rail industry is facing a skills shortage and proactive, educational interventions like this are part of the solution! Creative, hands-on challenges are a great way of capturing young people's imaginations and breaking down barriers to participation, especially for pupils who may never have pictured themselves as engineers before."

Chris Rochester, UK Director of Primary Engineer, said: "We're proud of this partnership with Morson Projects, which will establish a meaningful link between engineering and education in the classrooms of ten schools and will help learners to apply cognitive and practical skills in maths, science, design, technology and literacy, all through an engineering theme. Furthermore, it introduces them to a whole world of opportunities in STEM."

Morson Projects' partnership with Primary Engineer is indicative of the Morson Group's wider commitment to the rail industry, following its launch, in collaboration with Network Rail, of the first ever national rail training and assessment academy earlier this year.

It also represents the latest in a series of investments made by the Morson Group in support of STEM learning opportunities.

"We're thrilled to be involved in this Primary Engineer programme. The rail industry is facing a skills shortage and proactive, educational interventions like this are part of the solution!"

The Group is the main funding partner for the University of Salford's Maker Space, a fully-equipped STEM facility designed to provide students with hands-on experience, and the local Into University centre in Salford, which encourages learning and aspiration for 7–18-year-olds from underprivileged backgrounds.

JESSICA GAGEN

The Aerospace Engineer using her Miss England platform to inspire the future of STEM

Jessica Gagen made history in 2022 when she became the first redhead woman in history to be crowned Miss England in the annual beauty contest.

Aside from her exploits in the fashion and modelling world, Jess has the distinction of having a passion for STEM, receiving a BEng in Aerospace Engineering at the University of Liverpool in 2023.

Encouraged into STEM from an early age by her toolmaker father, Jess was initially reluctant to pursue this route due to the perception of it being a male-dominated world, something that she's keen to use her newfound platform to dispel.

In September 2023, Morson hosted its inaugural STEM Changemakers Summit at the Morson Maker Space at the University of Salford. A keynote speaker at the event, Jess sat down with us to discuss the story of her life, her career, her aspirations for the future, how she's using her platform during the Miss World contest in December to inspire and encourage girls into STEM, and much more.

"I was very much into my STEM subjects at school and I picked STEM A-levels as well, but I was very conflicted as to what I wanted to do. I wanted to be a little bit of everything and potentially I could say I still fit within that category now. But my interest in engineering only really came to surface when I left school.

"So when I was 19 or 20 I thought about different pathways and opportunities and my background before that had been in fashion modelling.

"So I identified what I liked about that industry, being the variety and what subjects would encompass that and engineering was what I picked.

"I was told from a young age that I would be good in engineering by my dad. My dad was a tool maker by trade so he always used to say 'Jess you would be a good engineer'. It was years down the line until I was interested, I always had an interest in aerospace because he used to take me to airshows so every year I'd go to Southport airshow.

"It was later down the line when I decided I needed to do a subject which is going to give me a lot of different options. Which was going to be interesting, challenging, have a lot of variety and tick the same box as modelling, so, essentially working with different people every day on different projects, and so aerospace engineering was the subject to go for. "I was scouted for the Miss Lancashire competition. I was very apprehensive to begin with because I didn't really know what the contest stood for and there was a lot of stereotypes surrounding it, which I hadn't been educated about.

"And when I got to learn that the contest was all about empowering women and standing up for a cause that, you're genuinely passionate about.

"I realised I could use that platform for change and I could potentially take that regionally or nationally. Now luckily enough because I've now won the national contest, I can take this internationally. I've got a platform where I can speak about engineering to young girls and diminish stereotypes surrounding the idea that femininity and engineering are mutually exclusive.

"So that's why I went back to then win the Miss England competition. That's what it was about because I came second in my first year and I thought, I need to do this.

"I was picked on when I was at school for having red hair. So then to win a national contest, which historically was based on beauty – not so much anymore but everybody connects those

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two ideas – it really was a fantastic moment because I really felt it resonated within the redhead community.

"I had so many messages of support and so many messages from parents, and children who told me that they had been through the same things, which I'd gone through. So to be able to stand up and, represent us on a world stage. I mean, at the moment, unless they crown any new girls, I'm the only redhead that's going to be in the Miss World contest this year so I am so immensely proud to get to represent England.

"I think it's really important to encourage young people into STEM careers because STEM is the future. Engineering is the backbone, I believe, of the country, and typically it takes a village.

"A lot of people, assume for me an aerospace engineer, oh, she builds aircraft. Although that might be the case in some instances, typically it's an umbrella over a lot of different fields. So whether that's chemistry, biology, obviously different types of science being physics, then subsections of those subjects as well. I mean we're talking thermodynamics, fluid mechanics, material science. There are so many avenues to go down in engineering and I think it's really important, even not focusing on a job profile as such but focusing on the skills that our young people can gain through studying STEM because they can lead them into many different avenues in different industries as a whole as well.

"So my plan at the moment, is I'm going to put absolutely everything into my STEM campaign leading up to the Miss World final, which is going to be in December this year. I'll be competing to potentially be the first aerospace engineer to win Miss World, so that would be really cool.

"If was able to gain that platform because I think that would be fantastic for the world of STEM because it really would diminish stereotypes surrounding both STEM as an industry and also the beauty pageant industry. So I'm really hoping I can combine them both. But then aside from that, obviously there's every chance that I won't win that contest. And my passion is still within STEM.

"I still plan to carry on working with schools, going into schools, advertising opportunities in STEM and different careers. And then because of my career, I have a very potentially ambitious dream. I'd love to work in TV and educate young kids about engineering through TV.

"Aside from that, I'm interested in working in new technology, so we'll see where that leads."

Find out more about the Morson Changemakers STEM Summit:
www.morson-group.com/pathfinders-series/

"...Hussain truly embodies the drive necessary for success in any industry and we wish him all the best with the rest of his studies."

WORK EXPERIENCE INSIGHT

HUSSAIN ZADRAN

We welcomed University of Salford Aeronautical Engineering student Hussain Zadran to our Morson Projects Head Office in Irlam for work experience.

Having been exposed to Morson through our support and sponsorship of the Salford Racing team, we were delighted when Hussain asked us if he could visit our offices to get a feel for what it's like working in industry 'for real'.

Hussain shared on his social media about his work experience: "With heartfelt gratitude and growth! I wanted to take a moment to express my heartfelt thanks to Morson Projects for the incredible opportunity to complete my placement within the company. It has been an enriching and transformative experience.

"During my time at Morson Projects, I had the privilege of working alongside some of the most talented and dedicated professionals in the industry. I've learned valuable skills, gained insights into the inner workings of a dynamic organization, and had the chance to contribute to meaningful projects. Including first-hand experience how to create websites, look into Panarama Software, Auto CAD, C-shape, Patran and many other pieces of great software that I got to experience and create small projects on and learn from.

"I am deeply grateful for the support and mentorship I received from my colleagues and supervisors. To be specific Andy Hassall, Simon Plimbley, Jon Callahan, Chris Summers and many other great people there.

Your guidance and encouragement have been instrumental in my professional development within engineering over this short period of time. "This placement has not only provided me with valuable hands-on experience but has also reinforced my passion for Aeronautical Engineering. I am excited to carry forward the knowledge and skills I've acquired here into the next phase of this journey.

"Thank you, Morson Projects and Morson Group, for believing in me and giving me this opportunity. I am truly honoured to have been a part of your team, and I look forward to staying connected with this wonderful team and hope to be back one day!"

Andy Hassall, Associate Director, commented on Hussain's time at Morson Projects: "Hussain epitomises passion and versatility in the world of work. His recent week-long placement experience at Morson Projects displayed his outstanding ability to seamlessly adapt across diverse sectors, he spent time with IT, Power, Aerospace, and the Control Systems teams.

"With a remarkable work ethic and a hunger for knowledge, Hussain truly embodies the drive necessary for success in any industry and we wish him all the best with the rest of his studies."

MORSON PROJECTS SUPPORT UNIVERSITY OF SALFORD'S 'HACKCAMP' WITH INDUSTRY DRIVEN PROJECTS

Salford's HackCamp, led by Professor Julian Bass, enables second-year Computer Science and Software Engineer students to collaborate in teams on an intensive software development project.

The University of Salford's software engineering HackCamp programme returned earlier this year, seeing students work to industry briefs and deliver presentations to professionals from local organisations, including Morson Projects IT Director, Chris Hill and BD Director, Andy Hassall.

Over 150 students took part in the programme where they approached a range of challenges, including dynamic user experience, customer feedback aggregation and placement search, which is then assessed and judged by the industry experts and academics.

HackCamp is designed around giving students an industry level task, and this year saw the teams work towards a brief that required them to create solutions that could help us calculate, analyse, and report our cloud carbon footprint.

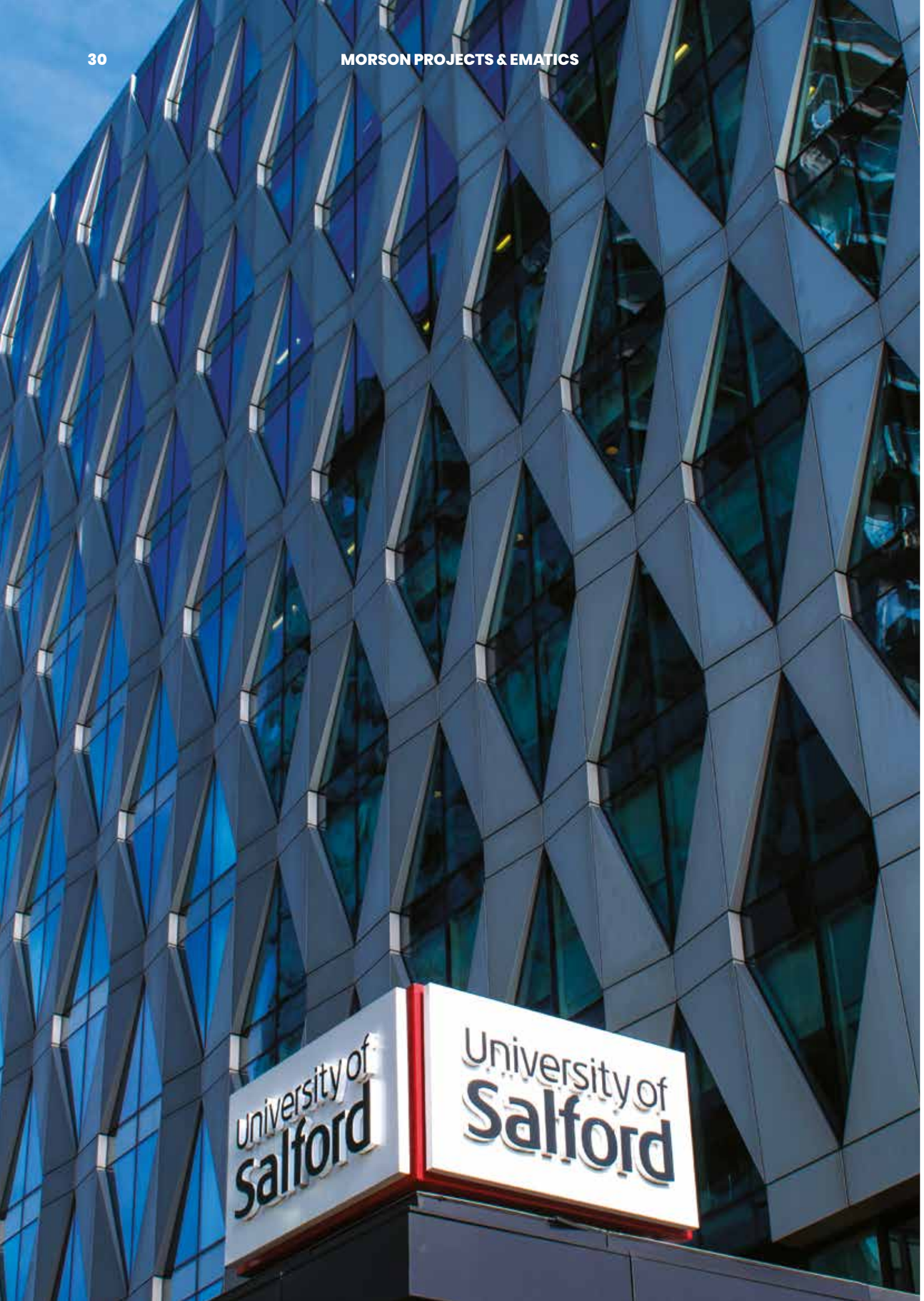
The program involves engaging with industry partners, including Morson Projects, Matillion, ABL, Competa, Red Ocelot, BCS Manchester, the Chartered Institute for IT, Chippy Digital and IRIS Software Group in a task set to challenge their abilities and give them a taste of industry work. The value of participating in HackCamp is immeasurable for students, providing them with practical industry experience and opportunities to network with employers to secure future careers.

Morson Projects IT Director, Chris Hill shared: "HackCamp at Salford University is a highlight event in our calendar. The University, Julian Bass and the team have yet again done a remarkable job in delivering an innovative and collaborative program for the students. The industry driven projects showcase the talent, passion, and potential of the next generation of software engineers. The students have impressed us with their ability to solve real-world problems using cutting-edge technologies. We look forward to returning next year!"

Business Development Director, Andy Hassall added: "It's the 2nd year that Morson Projects have supported HackCamp. It is not just a platform for fostering innovation and technological growth; it is a stepping stone towards nurturing our STEM future talent pool. By supporting this program, Morson Projects lay the foundation for a generation of skilled problem solvers and creators who will help shape the future."

Professor Julian Bass said: "Our HackCamp partners, play a vital role in helping students understand how software projects work in practice. The projects provide a fantastic opportunity to work with industrial partners and experienced practitioners, applying the agile software development methods they learn about in class."

One of the HackCamp participants, Sheikh Atif, a Second Year Software Engineering Student said: "HackCamp is a great opportunity to challenge yourself. Not everything will go to plan when you're working in the industry, HackCamp will introduce realistic challenges and difficulties for the team to develop their skills collectively as well as individually."



"This achievement underscores the strength of our partnership with the Morson Group and highlights our joint commitment to nurturing talent pipelines and forging employment pathways for the next generation of women in engineering."

MORSON PROJECTS SUPPORT THE UNIVERSITY OF SALFORD'S GO BEYOND 2024 MENTORING PROGRAMME

Following its success over the past three years, we are pleased to announce that three experts from across the business have volunteered to join the Morson Maker Space's 'Go Beyond' Mentoring Programme as mentors for their 2024 cohort.

Morson Projects Operations Director, Gareth Beck, Associate Director, Becky Veal and and Head of Engineering Delivery, Matthew Thompson were delighted to be invited by Chris Loder MP, Marcus Fysh MP, and Simon Jupp MP, on behalf of Leonardo UK to an event in the Houses of Parliament this week, where Yeovil was proudly recognised as the Home of British Helicopters.

The programme, which is powered by our Morson Group STEM Foundation, is a mentoring initiative to cater for female students in their last year of study in engineering subjects within the School of Science, Engineering and Environment (SSEE) at the University of Salford.

The programme will run from February 2024 to May 2024 and aims to connect the University's final year female students with industry professionals during mentoring sessions, to:

- **Gain greater insights of the industries of their chosen subjects**
- **Obtain greater knowledge about their career prospects and have focus on the future**
- **Acquire broader skills for personal and/or career development**
- **Build understanding for communication and a range of interpersonal skills**
- **Discover good practices how to prepare for future interviews**

Continued >

We hear from this year's mentors about why they chose to support the programme:

Anna Davanzo
Engineering Delivery Manager Morson Projects

"The unknown of leaving university and starting work can be really daunting for some – I know it was for me! I would have benefitted greatly from having a mentor from industry when I was about to leave university and start in the workplace. To be able to ask questions and receive honest answers from someone who had been through all of the things I was about to face would have made that transition a lot more exciting and a lot less daunting.

"I have been a mentor with Go Beyond for 4 years and through that time I have met some inspirational young women who have gone on to start exciting careers in STEM subjects, which is hugely satisfying for me. I love being a mentor, both at work and for Go Beyond, and I'm really looking forward to mentoring another student this year."

Hannah Cook
Head of Marketing & Communications Morson Projects

"Helping to inspire young people and in particular young women to pursue careers in STEM based disciplines is so important for the future of our industry.

"I've seen first hand the life-changing impact that mentoring can have and I'm really excited to be a part of this programme for a second year. I look forward to being able to share some of my knowledge and experiences with women starting out in the industry, helping them to enter the workplace with the right skills and confidence to pursue their passions."

Nicola Hunt
Technical Co-ordinator Morson Projects

"I have been a mentor in previous roles for nearly 20 years and for 2 years in my current role. It is wonderful knowing that you are able to make a difference, supporting and empowering somebody on their own personal journey.

"Lucky enough to benefit from mentors myself in the past, it was a great support knowing that I had somebody to turn to, to ask for advice and help and know that I would get honest, constructive feedback to work with.

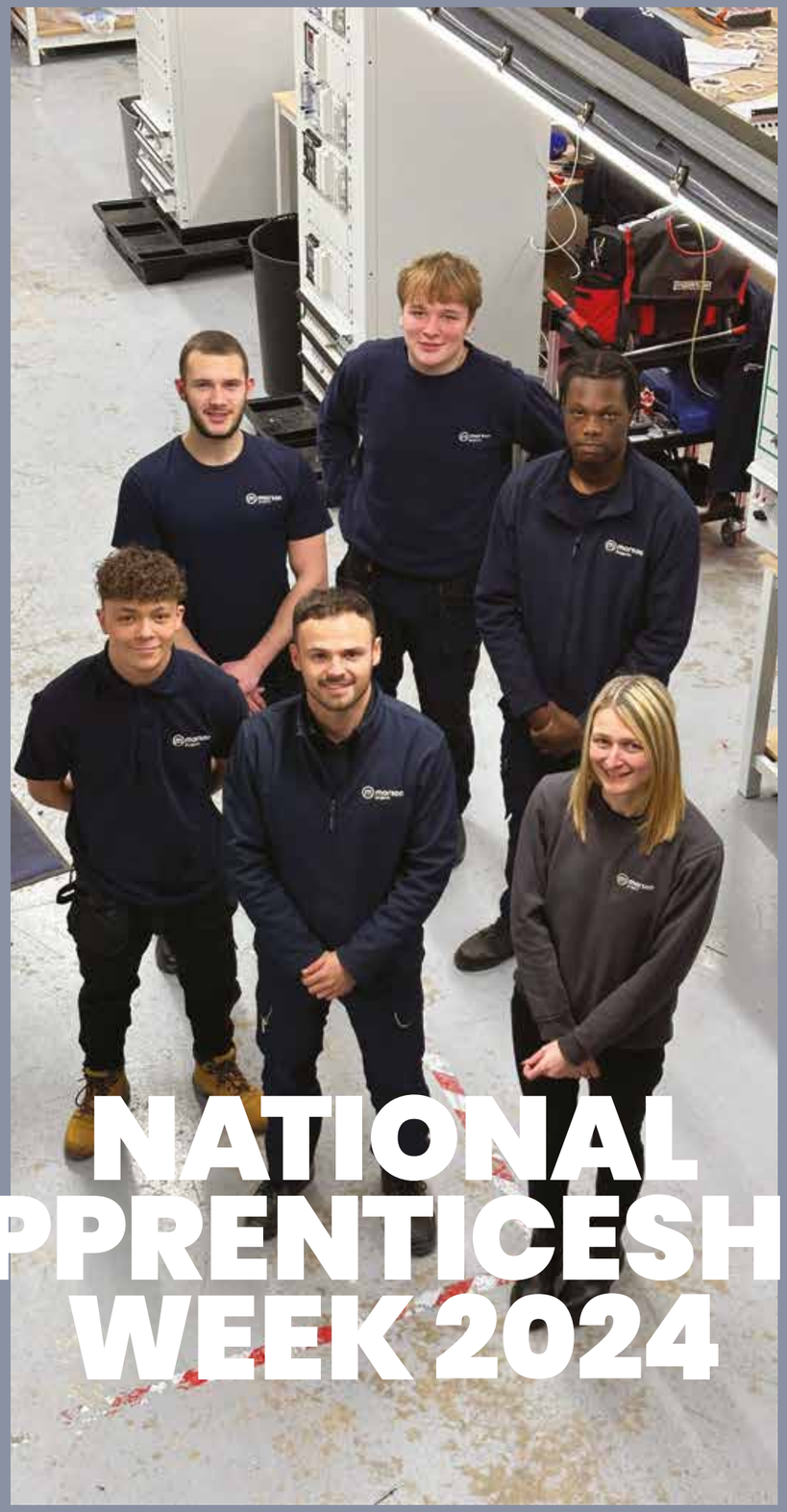
"For the mentee it is an opportunity for them to develop their self-confidence and identify gaps in skills and knowledge, having access to role models and being able to enhance their personal development. From a personal point of view it is rewarding and fulfilling to see the mentee listening, working with feedback and developing themselves, its gives me a sense of achievement watching them progress and I'm looking forward to mentoring again this year."

"Helping to inspire young people and in particular young women to pursue careers in STEM based disciplines is so important for the future of our industry."

Dr. Maria Stukoff, who is Maker Space Director within the School of Science, Engineering and Environment at the University of Salford, shared: "The overarching goal of 'Go Beyond' is to empower our female students to envision their futures and acquire broader skills for personal and career development. Through the guidance and influence of our mentors, students will be supported to clarify career objectives and gain valuable insights into navigating the industry with confidence. Our focus lies in fostering the professional development of mentees, instilling them with the confidence and readiness to extend beyond university and secure positions within the industry.

"Over the past three years, we've been privileged to welcome an outstanding number of industry mentors who have generously contributed their time and expertise to inspire and upskill more women for engineering roles. One notable success story is that of Chloe Hughes, a student who secured a full-time position at Morson Projects following mentorship from Lead Design Engineer Maria Williamson.

"This achievement underscores the strength of our partnership with the Morson Group and highlights our joint commitment to nurturing talent pipelines and forging employment pathways for the next generation of women in engineering. We are grateful for their ongoing support and look forward to another year of collaboration."



NATIONAL APPRENTICESHIP WEEK 2024

Unbelievably, National Apprenticeship Week 2024 was the 17th annual celebration of apprenticeships.

The theme for National Apprenticeship Week 2024 was "Skills for Life", encouraging everyone to consider how apprenticeships can help individuals to develop the skills and knowledge required for a rewarding career, and employers to develop a workforce with future ready skills.

Our Morson Projects Power division is a prime example of this, with a proven track record of developing their internal talent through from Apprentices to Senior Engineers and Project Managers.

We caught up with Hayley Jones, Senior Training Co-Ordinator / Document Controller, who explains more: "Our Power division have been taking on Apprentices for over thirty years now. We have a fantastic success rate of recruiting both school and college leavers and training them to become valued members of our team, so much so, that 60% of our current Power team began their career with us as an apprentice.

Some of our Apprentices also choose to continue their studies after completing their HND's at college, by going on to study for a company-funded degree alongside their role."

"Our apprenticeship training sees employees gain a broad range of experience across Power, Electrical and Instrumentation disciplines, working on a range of projects for clients such as National Grid, ENWL, Morrisons Energy Services, GE, Scottish Power, Hitachi and most recently J Murphy's."

"I have worked for Morson Projects' Power division for 22 years and have seen it grow from providing Protection & Control design to expanding into Primary Design, Installation and Panel Building. The department has also tripled in size in that time and is expected to expand significantly again over the coming months. Apprenticeships are just some of the exciting opportunities available in the present expansion. It is an exciting time to join a fast paced, busy and friendly team with fantastic routes to develop your career and become the future of our Power division."

As the team continues to expand, we are delighted to be recruiting four new apprentices to join the team, based from our Irlam Head Office.

Available Roles

Apprentice Project Manager

As an Apprentice Project Manager, you will play a crucial role in supporting project development and execution, this role will include coordinating project tasks, managing timelines, and collaborating with team members to ensure successful project delivery.

Apprentice Document Controller & Technical Administrator

As an Apprentice Document Controller/Technical Administrator, you will be working to support engineers in the day-to-day management of project documentation and drawings, to ensure organisation and compliance to the relevant procedures.

Apprentice Primary Power Layout Engineer – Substations

As an Apprentice Layout Engineer, you will use CAD, as well as your maths and design skills for primary engineering design for our clients. Your role will be office-based but working on designing engineering projects across the UK for clients such as National Grid, Electricity Northwest, Morrisons Energy Services and many more.

Apprentice Protection & Control Engineer – Power

As an Apprentice Protection and Control Engineer, you will use CAD, as well as your maths and design skills to configure secondary protection systems. Your role will be office-based but working on designing engineering projects across the UK for clients such as National Grid, Electricity Northwest, Morrisons Energy Services and many more.

Visit out Early Careers web pages for more information:
www.morson-projects.co.uk/early-careers/

NATIONAL APPRENTICESHIP WEEK 2024

HANNAH LEE, APPRENTICE DESIGN ENGINEER

A huge congratulations to Hannah Lee who was nominated for 'Apprentice of the Year' at Hull College's Apprenticeship Awards.

We caught up with Hannah, who is an Apprentice Design Engineer based in our Hull Office, to find out more about her career journey so far.

For National Apprenticeship Week, we spoke to Hannah about her career journey so far and why she would recommend others starting in industry to consider an apprenticeship: "At school I studied in A-Level maths, chemistry and 3D design. And at GCSE, the core subjects, design & technology, art, Latin and geography. On from A-Levels, I chose to do a law degree and this wasn't my first choice. I'd applied for various other universities for design subjects and product design and civil engineering. I had an unconditional offer, but my maths result wasn't quite what I expected. So, I went through clearing to do law as a backup option."

Despite making this decision, Hannah very quickly realised that this wasn't what was meant for her and soon decided to make a big career change.

"When I told everyone I was doing law they were a bit like, are you joking me, that's not what you're interested in. It's not what you're good at. We know what we always thought you'd go towards and that is something in engineering, specifically aerospace.

"I did a year of that and it wasn't really my cup of tea. Through school design technology was my strongest subject by far. I got a nine at GCSE and 3D design I got an A* at A-Level, so it's definitely one of my strongest subjects. And one that I enjoy the most. However, my physics at GCSE, again I just very much base it off my grades, but it was a bit of a confidence knock, which is why I didn't go for the aerospace and I went more towards civil and structural.

"I was looking for another job or another course to do, and I found this job at Morson Projects where I've landed on my feet, really. I've always been interested in engineering and how things work."

Hannah found herself joining the Morson Projects Early Careers Development Programme. This programme was created by engineers, for engineers, designed to empower early careers employees to develop their skills and knowledge by utilising the existing pool of experience within the business. This includes tailored training plans, mentors, and collaboration with other engineers on the programme.

"I went on the Early Careers Development Programme Day very early on into my career at Morson Projects. I'd only been here a month before I went on the Early Careers Day, the annual event, and that was really good because I got to meet loads of older graduates, people in the same position as me, and it just opened up the whole business really."

A day in the life of an apprentice

Working with client Leonardo, Hannah's day starts early: "I come in for about seven and on Leonardo's I work on build line CRs, as part of a team. We've got people in Bristol, here and Yeovil, it's build line CRs so I impact and implement CRs. So it's looking at a change that is needed on the build line, looking at the best solution, whether their solution suggested is good enough and then making the changes to go forward with."

Hannah demonstrates that even if you initially go down a different route with your education, it's still possible to get to where you want to be thanks to the ability to 'earn while you learn' through an apprenticeship.

"You've got to go with your interests. If you're not interested, I don't think it's for you. And if you are interested and you're not confident that you can do it, I'd still go for it. For me, it was very much my confidence. I didn't think I'd be capable of it, but if you enjoy it, I think you can do anything as long as you enjoy it and you can put your mind to it. I think if it's something you are really interested in and you're excited about it and you can see yourself doing it every day, then just go for it. Don't go for something that you would not want to sit and do it for hours. It's not worth it!"

Jordan Knapp, Chair of the Early Careers Development Programme, shared: "Our Early Careers Development Programme has been created for engineers, by engineers. It has been designed to attract, develop and retain the best future talent in our industries to allow Morson Projects to continue to deliver market leading engineering consultancy solutions to our clients.

"We do this by empowering our early careers employees to take ownership of their own continual professional development with a structured career path framework.

"We're absolutely delighted to have Hannah onboard, she is already proving to be a valuable member of the team, and I look forward to seeing her journey progress, aided by a wealth of knowledge and support around her, here in Hull and across the wider business.

ACCOUNTS APPRENTICE JODIE GROOMS' AAT SUCCESS

Please join us in congratulating Accounts Assistant, Jodie Groom, on passing her final exam in her AAT Professional Diploma in Accounting – Level 4 course, to become a fully qualified Accounting Technician. This now means Jodie has gained the designatory letters, MAAT, after her name.

The Association of Accounting Technicians (AAT) is the world's leading professional body for Accounting Technicians and has equipped Jodie with the skills to competently carry out and assist with more senior level tasks within her role, such as budgeting, decision and control making and producing financial statements.

Throughout her studies, Jodie has gained the knowledge to maintain that she is adhering to all accounting standards whilst carrying out her role, including the skills and capability to support with tasks such as recommending accounting system strategies and constructing / presenting complex management accounting reports within the business.

We caught up with Jodie to find out more about how she went from Media Makeup student, to pursuing a successful career in a STEM subject.

Hi Jodie, tell us a bit about your journey into an accounting role at Morson Projects?

I joined Morson Projects back in 2017 as an Accounts Apprentice straight out of College, where I studied Media Makeup, which was totally not related to what I'm doing now, as I was unsure at the time of what I wanted to do in life. Morson Projects have helped me massively and guided me on the right path, the team have supported me in developing my skills, which included offering me to start an AAT course at entry Level 2 to see how I liked it.

I loved it as I was achieving something and bettering myself whilst also enjoying the course and gaining hands on experience. I then moved onto Level 3 and Level 4 which I have now completed... 16 exams later! I have also now taken on several new job roles as I have progressed, taking on responsibility for more complex tasks, thanks to my continued learning.

How have you found doing the course?

I have really enjoyed doing my AAT courses (Level 2, 3 & 4) over the last few years, as it pushed me to work harder to achieve what I want to become, which is a Chartered Accountant. I have completed these courses alongside my full-time hours, in my own time, which has also helped me to discipline myself and ensure I give my career the best shot possible. The courses have also taught me a wide range of skills which I have been able to apply day-to-day within my role.

I can't thank my Manager Lynsey Hunt enough as she has supported me throughout my courses; helping with revision during lunch-times and outside of work, as well as showing me on-the-jobs skills which I was then able to put into practice in my exams as I had seen how it was done in real life and therefore had a better understanding.

What's next for you?

I am going to enjoy a relaxed year of no studying, whilst carry on applying my skills within my job role and learning from the experienced team around me.

I am looking forward to spending more quality time with friends and family, I would also like to do a bit of travelling, with plans to visit New York and the South of France. Then, sit down with my Manager Lynsey Hunt and our Finance Director, Marie Wright, to discuss the next stages of my career path as I'm considering completing my CIMA to become a Chartered Accountant.

Marie Wright, Finance Director at Morson Projects shared: "Jodie joined Morson Projects in 2017 as an Accounts Apprentice and has been a vital member of the accounts team ever since, winning awards and praise for her work, which have included taking on responsibility for both Morson Projects and our sister company, Waldeck's, purchase processing and payments and progressing on to produce profit and loss accounts for parts of the wider business.

"Jodie's success in achieving this qualification is a testament to her determination and diligent study and is very well deserved. Congratulations Jodie!"

"I loved it as I was achieving something and bettering myself whilst also enjoying the course and gaining hands on experience. I then moved onto Level 3 and Level 4 which I have now completed..."

UNLOCKING THE MAGIC OF LEARNING: THE BEST STEM PRESENTS FOR KIDS

Whilst not all of us are Scientists, Technologists, Engineers or Mathematicians, we are all able to encourage and open the young minds around us into the world of STEM.

Throughout the year ahead, many parents and gift-givers will be on the hunt for the perfect present for the children in their lives.

While traditional toys and games are always a safe choice, how about considering STEM (Science, Technology, Engineering, and Mathematics) toys too? These gifts offer not only entertainment but also a world of educational opportunities... Ideal for any budding scientists, engineers or mathematicians.

We asked our team what they considered to be the top STEM presents for kids, to foster their curiosity and love for all things problem-solving.

Take a look at their top fifteen suggestions below:

LEGO Sets
LEGO has been a longtime favorite, and for good reason. The sets, like LEGO Boost or LEGO Mindstorms, allow kids to build and program their robots, encouraging creativity and engineering skills.
Coding Kits
Coding is an essential skill for the future. Toys like the Osmo Coding Starter Kit or Sphero Mini provide a playful introduction to programming, teaching kids to code through interactive games and activities.
Microscopes
A high-quality microscope can spark a fascination with the microscopic world. Look for kid-friendly models with prepared slides, like the National Geographic Microscope, to make science come alive.
Science Kits
Chemistry and biology sets, like the Thames & Kosmos Chem C3000 or SmartLab Toys All-Natural Spa Day, offer hands-on experiments that inspire a love for science and exploration.
Robotics Kits
Robots are a perfect way to introduce engineering and technology. Consider the Anki Cozmo or the littleBits Star Wars Droid Inventor Kit for a creative robotic experience.
3D Printing Pens
These pens, such as the 3Doodler Start, enable kids to bring their designs to life in 3D, promoting creativity and spatial thinking.
Telescopes
Astronomy is a field that can captivate young minds. Telescopes like the Celestron 70mm Travel Scope provide an introduction to stargazing.
Math Games
Games like ThinkFun Math Dice or Prime Climb make learning math fun and engaging.
Electronic Building Kits
Kits like Snap Circuits or littleBits make it easy for kids to explore electronics and create their gadgets.
Educational Apps & Software
Invest in educational apps and software such as Tinkercad, Scratch, or educational games that make learning interactive and fun.
STEM Books
Books are fantastic resources for young learners. Consider titles like "The Everything Kids' Science Experiments Book" or "Ada Twist, Scientist" for a delightful combination of learning and storytelling.
DIY Science Experiments
Many kits provide the materials and instructions for hands-on experiments. Brands like KiwiCo offer subscription boxes tailored to different age groups, with a focus on STEM.
Augmented Reality (AR) Toys
AR-enhanced toys like Merge Cube or AR puzzles can provide a unique learning experience, merging the physical and digital worlds.
Educational Board Games
Board games like "Cytosis: A Cell Biology Game" or "Gravity Maze" combine entertainment with scientific learning.
Build-Your-Own Computer Kits
Kits like the Piper Computer Kit or Kano Computer Kit let kids build and code their computers, fostering technology skills.

THINGS TO CONSIDER...
We believe these toys and games would make fantastic gifts for children who love to understand, build, learn, and solve problems.

The best STEM presents for kids are those that both challenge and inspire, opening doors to the world of science, technology, engineering, and mathematics. When selecting a STEM gift, it's key to also consider the child's interests and skill levels. By ensuring you buy age-appropriate gifts you won't put your child off STEM with toys they'll find too challenging.

These toys are brilliant for individuals but can also be enjoyed by siblings and friends too. Create a STEM bundle for your science or maths mad child, they'll be jumping for joy when they open them.

Let's embrace the spirit of curiosity, exploration, and innovation by choosing gifts that nurture young minds and inspire the next generation of scientists, engineers, mathematicians, and technology whizzes... Happy shopping!

WALDECK UPDATE

Waldeck are an award-winning multi-disciplinary consultancy with almost 30 years' experience across the engineering, construction and asset management landscape.

We work collaboratively with clients to deliver sustainable and innovative solutions across the built environment and major infrastructure.

Our team offer a range of solutions throughout our six key disciplines: Architecture; BIM Consultancy; Civil and Structural Engineering; Commercial and Risk Management; Digital Capture; Mechanical, Electrical and Building Services Design.

We support our clients across seven key sectors: Buildings and Development; Defence, Security and Aerospace; Energy; Logistics and Transportation; Nuclear; Manufacturing and Technology; Rail; Waste and Utilities.

Find out more about our latest news throughout this 12th issue of our INSIGHT magazine.

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WALDECK ANNOUNCED AS ENGINEERING CONSULTANCY OF THE YEAR

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CASE STUDY: WEST MIDLANDS INTERCHANGE

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CELEBRATING 9 YEARS ON-SITE AT HINKLEY POINT C

WALDECK ANNOUNCED AS WINNERS

ANNUAL GREATER LINCOLNSHIRE CONSTRUCTION & PROPERTY AWARDS 2024

Waldeck, Lincolnshire County Council and Longhurst Group were just some of this year's winners at the seventh annual Greater Lincolnshire Construction & Property Awards.

The Waldeck team recently joined 300 others who gathered to celebrate the Construction and Property sector in Lincolnshire, with the prestigious awards ceremony taking place at the Doubletree by Hilton in Lincoln.

Guests arrived at the black-tie event, sponsored by Willmott Dixon, and were welcomed by the Lincolnshire Chamber of Commerce team and popular comedian Lloyd Griffith.

Lloyd had the audience on the edge of their seats as he entertained everyone with some impressive jokes, comedy and singing, alongside a game of Steep Hill (the Chambers own version of Heads or Tails) raising money for the Chamber's Charity of the Year, Lincs & Notts Air Ambulance.

Waldeck were delighted to be amongst this year's winners, taking home two awards.

Continued >

Winner: **Apprentice & Young Achiever of the Year, Connor Penlington**

Connor and his role have been pivotal to the success of Waldeck's Digital Capture & Architecture team over the past 18 months. Connor is a team player and has already proved himself as a valuable asset to the Waldeck team.

By taking each opportunity to say 'yes' to getting involved in projects, Connor has contributed to the team's success and turbo-charged his own learning.

Connor shared: "My journey started with Waldeck in February 2022, and I have gained a whole wealth of experience in a short period of time. This has been demonstrated in the projects I have worked on and the quality of work that has been produced.

"I have gone from having no experience to being able to work as a member of the project delivery team. I have fully immersed myself into the environment I am in and embraced the opportunity I have been given. The role I find myself in, I feel, has been quite a rare opportunity, given the quality of colleagues I am working with and the technology I am also working with, is not something which is lost on me, and I feel as if I have really 'taken the bull by the horns' so to speak. I have a strong desire to succeed in my career and this award would just be the beginning, and prove that the hard work does pay off!"

Connor has set himself up well to build a successful career at Waldeck and within the construction industry.

Well done Connor!

Winner: **Engineering Consultancy of the Year**

Waldeck have had an office in Lincolnshire for almost 28 years, which began with a very small Civil & Structural Engineering team in Sleaford, since, growing into a multi-million-pound multi-disciplinary consultancy.

Tim Leach, Director of Civil & Structural Engineering shared: "I was absolutely honored to step onto the stage and accept this award on behalf of the whole team at the recent awards dinner. Waldeck's engineering capability has evolved considerably over the past 28 years, and this award is a testament to the continued hard work and commitment of everyone in the business.

"We have a really successful engineering team functioning in the heart of Lincoln and deliver projects all over the UK but we are always keen to do more project work locally on 'home-turf'; sharing our learnings and experiences from working with clients such as EDF Energy, Network Rail and Jaguar Land Rover. Winning this award is a great opportunity for us to showcase what we can do to the local supply chain and potential clients, in the hope that we can collaborate with them on more projects in the future.

"Thank you and well done to the whole team!"

Finalist: **Architecture Consultancy of the Year category**

Waldeck's Architecture practice has developed over the past few years from an 'add-on' service as part of our multi-disciplinary engineering business to a fully functional and significantly successful, reputable and profitable business unit in its own right.

With only four members in 2017 the team has grown organically to a team of 10, from the continued delivery of successful projects which has allowed the recruitment and investment in local people.

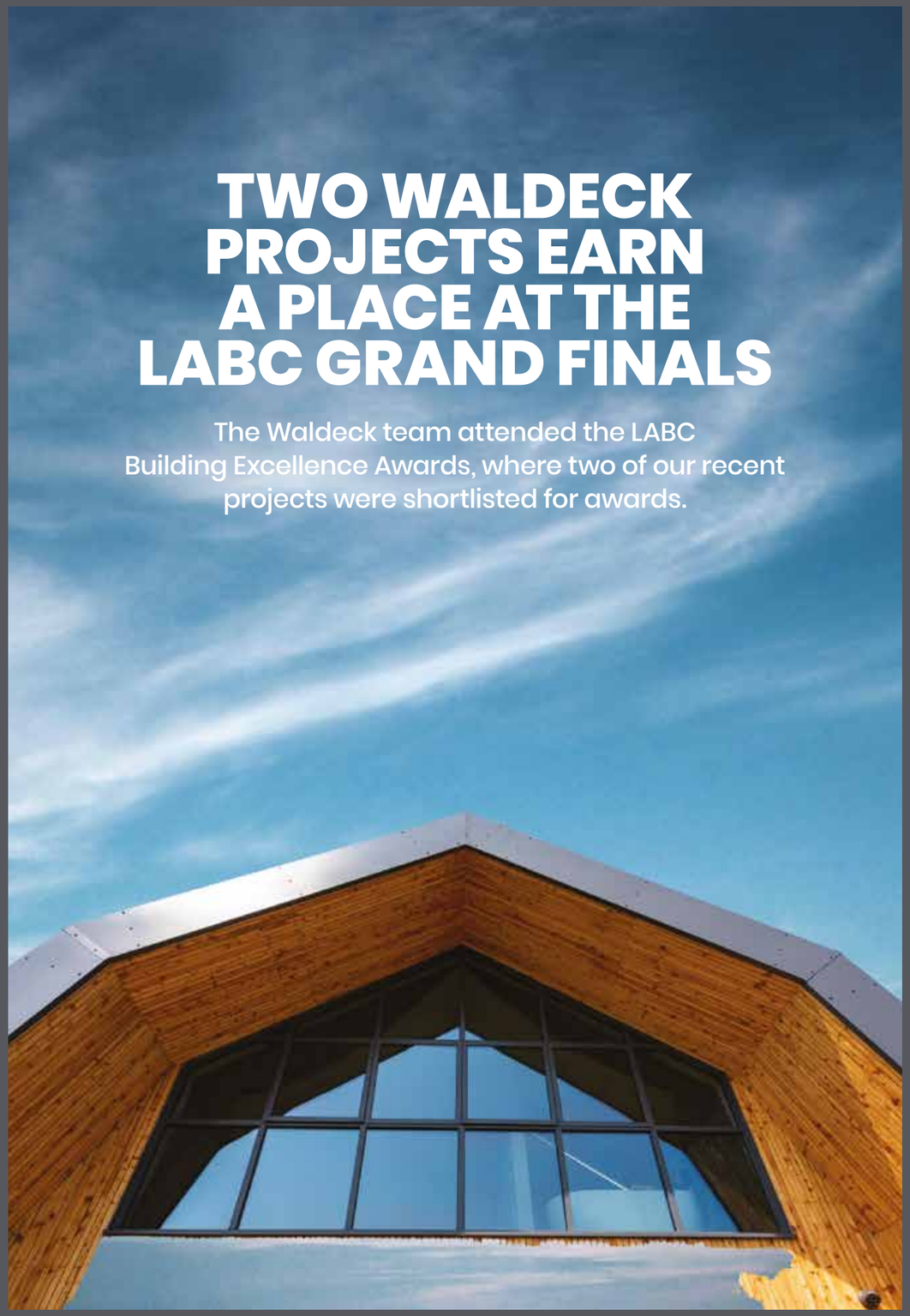
Stuart Denniss, Director of our Architecture team shared: "We would like to hope that we gave the judges a good insight into our business and some unique reasons as to why Waldeck made it as a finalist this year. "As a team, we genuinely believe we are working hard to support and grow the best people, in order to deliver the best projects and add value to our community, economy, clients and partners.

"Waldeck operate on four core values which we believe differentiate us from our competitors and drive us forward as a business – Courage, Care, Curiosity and Collaboration. These values are embedded throughout our business, and I think the judges will have seen some great examples of how we have put these into practice over the past 12 months through:

- **Investing in our people and the future talent**
- **Proving ourselves as a good employer and a great place to work**
- **Delivery best-practise solutions to clients**
- **Using the latest technology to go above and beyond**

TWO WALDECK PROJECTS EARN A PLACE AT THE LABC GRAND FINALS

The Waldeck team attended the LABC Building Excellence Awards, where two of our recent projects were shortlisted for awards.



Following their success at their respective 2023 Regional Awards, the projects qualified for the Grand Finals which took place at Grosvenor House in London.

Best Individual Home Finalist

East Midlands Regional Awards Winner

PROJECT
Weston Hills Road, Low Fulney
PROJECT TEAM
Studio 11 Architecture
Mr N Marshall
Waldeck Consulting
LOCAL AUTHORITY
South Holland District Council

Appointed by Studio 11 Architecture, our Civil & Structural Engineering team worked with Studio 11 to create the foundation and super-structure engineering design for the giant cathedral-like new home which was featured on Channel 4's Grand Designs back in 2021.

The building was modelled on the Dutch-barn style houses of the area – but with a sleek contemporary twist and a rather striking 5,000 tile 'armadillo' roof.

Best Purpose-Built Accommodation

West Midlands Regional Awards Winner

PROJECT
Stanton Road, Shropshire
PROJECT TEAM
MORRO Partnerships
S.P. Faizey
Wrekin Housing Group
Waldeck Consulting
LOCAL AUTHORITY
Shropshire Council

Waldeck were part of the team that introduced the scheme to Wrekin Housing Group and supported the team in the land purchase, we were then appointed to carry out further duties for the on-going scheme. The scheme included 70 extra care units and 60 residential units. Waldeck's scope of services included CDM Services, Civil and Structural Engineering, Employer's Agent, Principal Designer and Quantity Surveying.

WALDECK TEAM ENDURE FIRE WALK FOR CHARITY FUNDRAISER

Colleagues from Waldeck headed to Manchester to take part in a Charity Fire Walk fundraiser.

Hannah Cook, Linzi Ross, Sam Young and Stuart Denniss joined colleagues from across Morson Group as they bravely participated in a Charity Fire Walk to raise money for our two 2023 chosen charities Brain Tumour Research and the British Heart Foundation.

A huge well done to everyone who took part for smashing the original target and raising an impressive **£6,947!**

British Heart Foundation

British Heart Foundation funds around £100 million of research each year into heart and circulatory diseases and causes. This includes heart disease, stroke, vascular dementia and diabetes. Their vision is a world free from the fear of such diseases with an estimated 7 million people in the UK living with them, accounting for a quarter of all deaths.

Their research has helped improve and save the lives of many people who suffer from circulatory-related diseases, from developing 3D printed hearts and internal defibrillators to regenerative medicines.
www.bhf.org.uk

Brain Tumour Research

Brain Tumour Research
Brain tumours kill more children and adults under the age of 40 than any other cancer, yet historically just 1% of the national spend on cancer research has been allocated to this disease. Brain Tumour Research is a charity that is determined to change that. They are the only charity in the UK focused on finding a cure for all types of brain tumours through campaigning to increase the national investment in brain tumour research to £35 million per year, while fundraising to create a network of seven sustainable research Centres of Excellence across the UK.
braintumourresearch.org

WORK BEGINS ON £1BN WEST MIDLANDS INTERCHANGE RAIL FREIGHT HUB

Construction work has started on the £1bn West Midlands Interchange near Birmingham, comprising a strategic rail freight interchange and logistics park.

The first phase of the project comprises major infrastructure works including earthworks, highways construction, water installation and the creation of two new country parks.

As the West Midlands Interchange project celebrates breaking ground, we caught up with the Waldeck team to find out more about our involvement in the programme so far.

Waldeck have been working on the project since early 2015, and are now delighted to be supporting the joint venture between Oxford Properties and Logistics Capital Partners (LCP) as the construction work begins on-site.

Project Overview

West Midlands Interchange (WMI), is one of the UK's most significant rail served logistics developments offering up to 8 million sq ft of prime logistics facilities.

West Midlands Interchange will be the one of the largest logistic developments in the UK, designed to meet the demands of today's modern occupier, but also to support jobs, skills and training for the local community.

The Development

West Midlands Interchange is a DCO approved development site, with consent to deliver up to 8 million sq ft of Class A Logistics warehousing, including a key strategic rail freight interchange in the West Midlands. Units can be built from 200,000 – 1.2 million sq ft.

In 2023 main works for Phase 1 of the West Midlands Interchange project are starting. These include:

- **Building the first warehouses south of Vicarage Road**
- **Developing Calf Heath Community Park, with new footways and cycleways**
- **Building a new roundabout into the site and first section of spine road through the site to access warehouses**
- **Delivering the initial green infrastructure, including landscaped bunding**

Continued >

Our Engineering Services
Waldeck have been supporting the project since early 2015, originally providing a range of Civil & Structural Engineering and Design Management services.

This initially included the earthworks and drainage strategy for the project as well as new infrastructure designs. The team are now leading the design of the rail freight terminal and adoptable bridges that will provide essential infrastructure for the scheme.

Our in-house BIM Consultants have also delivered site-wide BIM Management and Coordination for the project, helping ensure an efficient and sustainable approach to the development.

Tim Leach, Director of Civil & Structural Engineering at Waldeck shared: "This has been a great project to be involved with over the past few years and for the project to reach the start of its construction phase is a testament to the hard work of the top class team and the commitment to the project vision by its sponsors.

"The Government's policy is to encourage the shift of goods from road to rail to help reduce carbon emissions and provide economic benefits. It is clear that this projet, as part of a network of SRFIs across the UK, will help realise this aim."

James Boadle, Head of Logistics & European Strategy at Oxford Properties, commented: "Demand for best-in-class logistics space that's sustainable and well connected continues to significantly outstrip supply; especially in the UK's 'Golden Triangle'. With spades now in the ground, we are at the first step in the construction of this major project that we are undertaking alongside LCP."

LCP Managing Director, James Markby, added: "We look forward to delivery what will be a world leading logistics hub, with a new Strategic Rail Freight Interchange, while delivering significant economic benefit to the region and nationally, and creating a milestone example for private investment that materially contributes towards a carbon net zero future."

WALDECK & NOTTINGHAM TRENT UNIVERSITY SECURE NEW INNOVATE UK FUNDING FOR KNOWLEDGE TRANSFER PARTNERSHIP

For the second time, Waldeck are delighted to receive Innovate UK funding to enhance the continued Research & Development of our in-house asset viewing and examination solution for industry.

The Research & Development is part of an ongoing collaborative partnership between Waldeck, Nottingham Trent University, Birmingham City University and Network Rail.

In collaboration with Nottingham Trent University, the proposed Knowledge Transfer Partnership (KTP) facilitates the development of the IDSES, an Intelligent Digital Structure Examination System, that integrates machine learning, deep learning, and state of the art visualisation technologies to automate and enhance examination of infrastructures, including bridges, highways and road structures.

Following a successful bid to win £120k of Innovate UK funding back in 2017, we are delighted to share that we have been successful in securing further Innovate UK funding for the value of £106k, to secure the employment of a Knowledge Transfer Partnership (KTP) Associate to join our existing team. Spread over a two-year programme of work, the award will support the employment of a KTP Associate, who will be embedded into Waldeck's team to support and undertake research, enabling the further enhancement of the company's existing asset viewing and examination solution into the IDSES.

The KTP Associate will be crucial in both embedding this knowledge within the company and educating our existing and potential new clients, maximising the potential reach of IDSES.

Veronica Ruby-Lewis, Associate Director and Waldeck's Lead for the Programme added: "The solution has gone from strength to strength over recent years and as we continue to finesse and expand the best solution for Network Rail, this funding allows the team to explore more avenues, expanding our capabilities and enable us to tap into the growing market for smart infrastructure solutions."

Dr Song Wu, Professor of Construction Management – School of Architecture, Design and the Built Environment, at Nottingham Trent University, said:

"It's truly exciting to receive this award. It allows us to further our collaborative efforts with Waldeck and, through the KTP project, we hope to offer an innovate product to the infrastructure management industry."

Knowledge Transfer Partnerships (KTPs) aim to help businesses to improve their competitiveness and productivity through the better use of knowledge, technology and skills within the UK knowledge base. This KTP project was funded by UKRI through Innovate UK.

WALDECK ANNOUNCED AS PROCON PATRON FOR 2024

As the business continues to expand across the East Midlands, with our Head Office close by in Lincoln, Waldeck are excited to have joined Nottingham's ProCon community as one of their long-term partners.

Linzi Ross, Business Development Executive shared: "ProCon Nottinghamshire is a vibrant community of architects, engineers, surveyors, contractors, planners, lawyers, designers, bankers, investors, developers, and accountants.

"Having been a ProCon member myself, attending several events throughout 2023 it seemed a perfect opportunity when ProCon representatives approached Waldeck, inviting us to become a part of the ProCon community. We are delighted to have been announced as a Patron and look forward to being part of the continued collaboration we see within the local construction and property industry.

"We look forward to engaging with fellow ProCon members, sharing insights, and contributing to the continued growth and success of the industry across the region."

Here's to a year filled with new connections, collaborations, and achievements.

www.procon-nottinghamshire.co.uk/patrons

ProCon Nottinghamshire PROPERTY AND CONSTRUCTION PATRON 2024

NATIONAL APPRENTICESHIP WEEK 2024

NICK MURDOCH, TRAINEE TECHNICIAN AT WALDECK

In September 2022 we saw Trainee Technician, Nick Murdoch, join our Mechanical & Electrical Building Services Design team in Sheffield as he began his Degree Apprenticeship with us.

Fast forward almost 18 months and, we thought it was time to catch up with Nick to find out more about his career journey so far, and why he would recommend an apprenticeship to others starting out in industry.

Hi Nick! Please can you tell us a bit more about why you have chosen an Apprenticeship to further your education?
"I decided to do a Degree Apprenticeship because of the balance they create between work and education. Splitting my time between Waldeck's Sheffield office and studying at Sheffield Hallam University has allowed me to gain hands on experience in the electrical and building services field, at the same time as learning the theory to support the real-word application.

"Experience in this trade is valuable and so the more exciting projects that I undertake at Waldeck, the more experience and knowledge I can obtain. This can then pass through into my further education because of the number of real-life scenarios that I have already encountered at Waldeck.

"I'm finding that all the modules that I am studying at Sheffield Hallam University can be applied to the jobs here at Waldeck, meaning that I can apply the knowledge to help better understand specific parts of my course and help out more significantly and become a real asset to the team. A degree in Electrical & Electronic Engineering is a springboard into industry, and with the work experience it allows me to expand my knowledge in this sector."

Would you recommend starting an Apprenticeship and why?
"Absolutely! You learn at an astonishing rate. I have learnt so much and already feel part of the team, which is something that can be quite daunting when starting out. Apprenticeships are definitely the way to get more relevant hands-on experience as well as qualifications.

"On a personal level, I feel that I have been exposed to more engineering problems and scenarios than I would have never encountered being a full-time University student. This means that after 3 years, I will have a degree with 3 years of relevant work experience, compared to a University student who would perhaps just have a degree.

"I would highly recommend starting an Apprenticeship so that you are obtaining great qualifications and building up experience to be a valuable member of your team."

What do you enjoy most about your role?
"I am most enjoying being part of a highly skilled team that uses its engineering expertise to help design some of the most exciting projects in the UK.

"There are so many things to learn about in this sector and this gives me something to look forward to everyday. The challenging aspects of the job also excite me because I feel you learn so much more when pushed into difficult sectors because you are so focussed on doing a successful job.

"Expanding my knowledge and understanding the levels of responsibility that are required at Waldeck is an area that I constantly enjoy because of the amount of care and pride that Waldeck employees take into every job. All in all, there are a few areas that I really enjoy, it is hard to narrow it down to just one."

What role would you like to have in 5 years' time?
"In 5 year's time, I will have completed my 3 year degree course and had 5 year's experience working at Waldeck. Consequently, I am hoping to be a Senior Engineer or very close to achieving this role, as well as being close to IEng (Incorporated Engineer) or EngTech status.

"I am hoping to also be working towards a Master's degree in my field, because this would add great benefit to Waldeck and allow me to contribute more to the engineering team. 5 years is a long time, and there is so much to learn here at Waldeck. I am embracing the challenge and look forward to seeing where this Apprenticeship will take me."

In the face of a Skills gap and lack of people choosing a career in STEM subjects, how would you inspire someone, to take a similar route into the workplace?
"For someone who is debating whether to do an Apprenticeship or not, I would inspire them by showcasing the different projects that are being worked on and try to have students have a hands-on approach to the job in hand. It is something that they will not have come across before and it is something that is totally different to the learning that is undertaken at school.

"I would also say that there are endless possibilities with STEM and the fact that no project has ever

Continued ›

been the same no matter on how similar it may look. I also think the inspiration can spark early on at home or school by being exposed to STEM subjects at home. It would also be fantastic to see schools have a STEM day where they are tasked to create something and have the students think about how this could be achieved.

"I have recently signed up to become a STEM Ambassador and have plans to speak at some local schools over the coming months, where I look forward to being able to share my insight and experiences with school students to inspire them into a similar career path!"

Adam Machan, Director of Waldeck's Mechanical & Electrical Building Services Design team shared about Nick: "Since joining us, Nick has thrown himself every opportunity and what has really impressed us is the initiative he has shown.

"The team's belief in Nick as a future leader has helped him really gain further confidence during his time at Waldeck so far. He has shown himself to be a 'safe pair of hands' when being handed a task, being able to understand technical requirements quickly and deliver consistently high quality work."

"Expanding my knowledge and understanding the levels of responsibility that are required at Waldeck is an area that I constantly enjoy because of the amount of care and pride that Waldeck employees take into every job."

NATIONAL APPRENTICESHIP WEEK 2024

FINLEY NOTTINGHAM, TRAINEE TECHNICIAN AT WALDECK

In September 2022 we saw Trainee Technician, Finley Nottingham, join our Civil & Structural Engineering team as he began his Degree Apprenticeship journey with us.

Fast forward almost 18 months and, we thought it was time to catch up with Finley to find out more about his career journey so far, and why he would recommend an apprenticeship to others starting out in industry.

Hi Finley! Tell us a little bit about your career so far?

"During my career at Waldeck, I have been able to be a part of a variety of projects including residential developments, car parks, warehouses, rail works and racing tracks. This has allowed me to keep on expanding my knowledge of engineering and continue to learn on the job alongside experienced engineers."

"At the moment, I am currently working on the development and design of the drainage network for West Midlands Interchange which is a large project that is always changing and evolving. This involves lots of communication between a large team of project managers, architects, structural and civil engineers."

"Alongside my work, I have also been attending Nottingham Trent University every week working towards a degree in Civil Engineering. This is a great way to learn about the calculations and processes behind the standards and software that I have been using since my start at Waldeck."

"Everything I have been doing at work and university has been contributing to the Institution of Civil Engineers (ICE) attributes allowing me to progress towards an IEng status. This is important to me as I will have an end point assessment at the end of my course at Nottingham Trent University where all the attributes need to be completed.

Continued >

With the wide variety of projects I am working on and the huge amount of support available from mentors/engineers within the business, I am confident that I can keep on progressing towards my goals with my career and education at Waldeck."

Why did you choose a Degree Apprenticeship to further your education?
"I have chosen to do a Degree Apprenticeship in Civil Engineering at Nottingham Trent University as it is a great way to gain experience whilst also working towards a qualification. It can also set you up for great opportunities in the future as the IEng status is a globally recognised achievement."

"I've been working at Waldeck four days a week being involved in a variety of projects learning more each day, then I am at Nottingham Trent University once a week."

"It is my second year at University and I am currently being taught Further Engineering Maths & Fluid Mechanics, Engineering Surveying, Structural Analysis and Sustainability in Practice. This is not only progressing my knowledge of civil and structural engineering but also allowing me to get a better understanding of different sectors within construction which I am not involved in directly but work alongside."

What have you enjoyed most over the past 18 months?
"Over the last 18 months, I have enjoyed being able to gradually take more and more responsibility within projects and produce high quality designs for our clients. Looking back at each project is a great way for me to see how I am progressing and ensures me that this is a great route to be on for my career development."

And finally... What are your aspirations for 5 years' time?
"In 5 years' time I'd like to have successfully completed my Degree Apprenticeship and be working on my end point assessment to become an Incorporated Engineer."

Finley has been involved in a variety of projects, playing a valued part on all, from small housing developments to large factories and railway intersections, increasing his contribution and responsibility each time. And consistently exceeding expectations from the team.

Tom Peden, one of the Civil Engineers Finley has been working with, shared: "Finley has seamlessly integrated with the team, consistently demonstrating that he's a good listener and fast learner.

"His technical understanding has developed very quickly, and he's already been heavily involved in the drafting/modelling design works on a variety of schemes.

"Finley is intelligent and polite, receiving praise for his hard work from several project managers. It's evident that he's on track to a very successful career."

Will Green, Associate Director within our Civil & Structural Engineering team shared: "It was clear when I first met Finley that he had the potential and drive to be successful at Civil Engineering, it's really encouraging to see him making a superb start to his career.

"One of the best ways to align individuals' skills to client projects is through on-the-job training. Finley collaborates and communicates extremely well within the team and has proven to be a very capable, dependable team member."

WALDECK SHORTLISTED FOR THE 'WORKFORCE DEVELOPER – COMMITMENT TO PEOPLE AWARD'

We are delighted to share that Waldeck have been announced as finalists for the Lincolnshire Business Awards 2024, in the 'Workforce Developer – Commitment to People Award' category.

The awards gives companies of all sizes, from pioneering start-ups to the powerhouses which drive the region's economy – a chance to be recognised and proud of the work they do.

We caught up with Becky Hicks, Group HR Business Partner, as she explains more about Waldeck's commitment to our people: "I believe that Waldeck stand out as a committed workforce developer due to the consistent investment in nurturing and enhancing the professional growth of our team.

"We prioritise a culture of continuous learning, offering comprehensive in-house and external training, mentorship opportunities, and skill-building initiatives that empower our employees to thrive in their respective roles.

"Our commitment to workforce development will continue to be a business priority through our recognition of the ever-evolving demands of the market, which requires us to keep our team at the forefront of industry trends.

"Additionally, our emphasis on creating a supportive and collaborative work environment fosters a culture of innovation, where employees are encouraged to contribute ideas, further enriching their skill sets. As a result, our business not only invests in the professional development of individuals but also cultivates a dynamic and skilled workforce poised for long-term success."

Feedback from our people
Each year, Waldeck take part in the independent b-Heard survey. The b-Heard survey allows our business to gain honest and insightful feedback by asking our employees to submit their responses both confidentially and securely.

The survey invites employees to respond to statements about their professional development, wellbeing, pay and benefits and much more. A few statistics from the survey that we are extremely proud of include:

- **88% – This job is good for my own personal growth**
- **76% – The training in this job is a great benefit to me personally**
- **86% – I feel proud to work for this organisation**
- **87% – I believe I can make a valuable contribution to the success of this organisation**
- **82% – I love working for this organisation**

JOHN IROH SUPPORTS AFBE-UK EVENT AT UNIVERSITY OF ABERDEEN

The AFBE-UK promotes higher achievements in education and engineering particularly among people from black and minority ethnicity (BME) backgrounds.

One of our EDF HPC Civil Engineers, John Iroh, who is based in Scotland helped co-ordinate an event for students on behalf of the Association For Black and Minority Ethnic Engineers (AFBE-UK) in collaboration with the University of Aberdeen.

The AFBE-UK promotes higher achievements in education and engineering particularly among people from black and minority ethnicity (BME) backgrounds.

Their mission is to increase the number of BME Engineers who succeed professionally and support young people to explore a career in engineering.

The University of Aberdeen event had over 100 students in attendance, with companies such as BP, Dron and Dickson, Subsea 7, Mott MacDonald, Harbour Energy, Offshore Energy UK, Elemental Energies exhibiting on the day. The day included presentations on 'Energy Transition' and 'Networking' as well as two panel discussions, aiming to help the students on their career journeys:

"I am delighted that I played a key role in organising the career fair that brought together several employing companies to exhibit their products and also provided networking opportunity for students who would soon be transiting from school environment into the world of 'work'. Every aspect of the event was tailored towards preparing the students for their post-school career. The feedback from the event has been very positive."

Thank you to John and all involved in organising.

WALDECK RETURN TO UNIVERSITY OF LINCOLN FOR 'LINCOLN AWARD' EMPLOYER PROJECT

The University of Lincoln welcomed back Director of Architecture, Stuart Denniss, and Head of Marketing, Hannah Cook, as part of the University's 'Lincoln Award' Employer Project.

Continued >

The Lincoln Award is an employability framework designed to support University of Lincoln students in preparing for their future careers, supports students to develop and learn how to demonstrate their employability skills.

The Employer Projects in particular offer students the opportunity to work on a real project brief set by an employer. Working in a group of 6-8 students from a variety of courses they are able to gain valuable work experience and evidence to future employers their ability to work in a 'real-world' multi-disciplinary environment.

Waldeck provided two Employer Briefs to two different student groups.

GROUP 1
Focussing on the company's Marketing Strategy for Lincolnshire

GROUP 2
Focussing on the Design of Sustainable Pods for the Traveller Community

Hannah Cook commented: "Having graduated myself from an MSc in Marketing at the University in 2015, it's been great to spend some time back on campus and be able to support the next generation of marketers as they find their feed in industry!

"The students on my Project Brief came from a range of academic backgrounds (Digital Marketing, International Business, Project Management & Creative Writing) and did a fantastic job of presenting their research and findings for the Marketing Strategy project I set them back in October.

"I was genuinely so impressed with their enthusiasm, thorough research, insightful perspectives and the Marketing Strategy they created as a result. Well done to the project group and a big thank you to the University of Lincoln Careers & Employability team for inviting Waldeck to be involved in the programme!

"I look forward to returning to campus soon to brief the next cohort of students on another Marketing project."

Digital Marketing student, Ngoc Diem Le shared of her experience: "I've just wrapped up an incredible journey with my University Employer Project, working on a case study from Waldeck for a 6-month Marketing Strategy. My main contributions were in competitor research, marketing action plan, website optimisation, report generation, and design. It's been a rewarding experience contributing to a project with real-world impact.

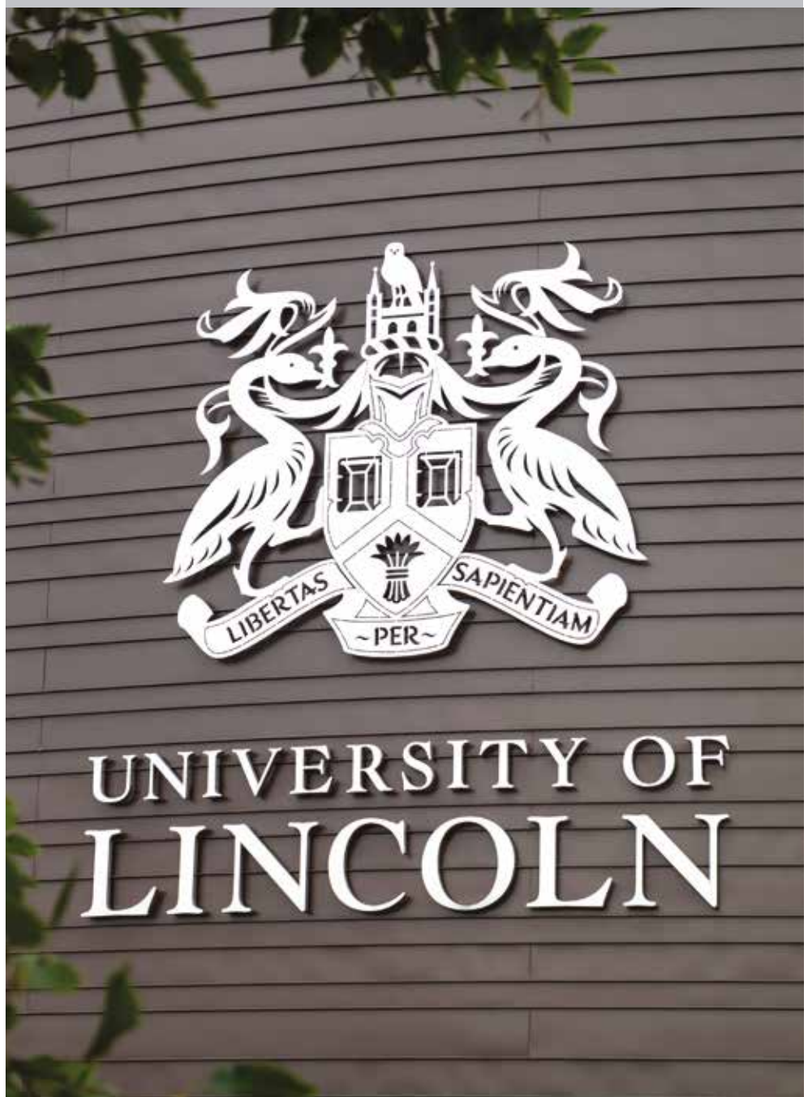
"A huge shoutout to my amazing teammates, who brought their A-game, with fantastic ideas and an unbeatable attitude throughout. Special thanks to Emma Parker at the University who co-ordinated the project, for the unwavering support and to Hannah Cook for bringing this wonderful project to us. It has been such an honour to connect and learn from a senior in the industry."

"I'm looking forward to the next chapter and more opportunities to turn classroom learnings into real-world successes!"

Stuart Denniss commented: "The students showed a real engagement with the Architectural Project Brief, embracing the opportunity to come up with some really inventive ideas for their final design.

"The group demonstrated a clear understanding of the brief and combined supplied information with their own research to undertake and present a great piece of work.

"I was very impressed with the students attitude towards the project and I can't wait to take their work into the next project group, for them to further develop."



"I was very impressed with their attitude towards the project and I can't wait to take their work into the next project group, for them to further develop."

Project Management student, Grace Cobbina, shared of her experience: "The key objectives for our team were to investigate into the lifestyle of the end-user, select sustainable materials and design a pod to suit their lifestyle.

"The team highlighted some design principles of sustainable buildings and utilised passive and active design systems to ensure the thermal comfort of the end-user. We also looked into how to use the "thermal flywheel effect" principle in the concrete slab and trombe wall to improve the energy performance of the pod.

"Following the presentations, discussions were sparked by the thoughtful questions and constructive criticisms from Stuart and Emma, encouraging us to further explain our choices for the final design. "Thank you to Waldeck and University of Lincoln Careers & Employability team for giving us the opportunity to transfer academic knowledge into real life projects."

WALDECK SHARE BUILDING SERVICES INSIGHTS AT LINCOLN UTC

Our Mechanical & Electrical (M&E) Building Services team recently had the fantastic opportunity to visit Lincoln University Technical College (UTC) and engage with some of their students who are passionate about careers in engineering.

Lincoln University Technical College (UTC) opened in 2014 and is Lincoln's specialist science, technology, engineering and mathematics school for 14-19 year olds. The school is sponsored by the Baker Dearing Educational Trust.

Mechanical & Electrical (M&E) Building Services Director, Adam Machan and Graduate Mechanical Engineer, Aaron Wakeling visited the College to share an insight into the Building Services aspect of engineering with a group of 25 Year 10 – Year 13 students, who had given up their lunch break to join the session in the College's auditorium.

During their visit, Adam and Aaron were also given a tour of the facilities available to the students on the engineering floor.

Adam Machan shared: "We were delighted to be welcomed to Lincoln UTC to share some of our experiences and insights into industry with the students, the enthusiasm and curiosity of the group was extremely impressive, as was the complexity of some of the machinery we saw on our tour!

"It was great to be able share with the students more about what Waldeck do, particularly within or M&E and Digital Capture teams, hopefully also demonstrating how many of their skills are transferable into industry on completing their studies.

"We're pleased to be in talks with Paul James (HoD Business & Industry Links Lead) and the Lincoln UTC team about returning to deliver additional sessions with students, aiming to talk more in depth about the different software's used in industry and showcase how these are used on real projects."

Aaron Wakeling, who made the introductions between Lincoln UTC and Waldeck, is previous student of the College, having completed his Triple Engineering at BTEC Level 3. Aaron shared:

"It was a great experience to be back at Lincoln UTC, seeing all the staff and how much the school had progressed and evolved since my time there was just amazing! It was great to share with the students why studying engineering at their age can play such a huge role in their career further down the line and show them some of the major projects Waldeck have been working on.

"The students showed a real passion for this side of engineering so I look forward to returning the to College to showcase to them the capabilities of the software we use and some more of the current projects we are working on as a team."

A big thank you to Lincoln UTC for having us, and we look forward to continuing our collaboration in the future.

CREATING GREENER BUILDINGS AND INFRASTRUCTURE THAT IS "FUTURE READY"

As our world faces the escalating challenges of climate change, the construction and infrastructure industries are increasingly turning to sustainable practices and innovative technologies to create buildings that not only meet current needs but are also "future ready."

This transformative shift toward greener structures not only benefits the environment but also establishes a resilient foundation for the challenges that lie ahead.

We caught up with our multi-disciplined experts to hear what they feel are the three key points highlighting the essential aspects of creating greener buildings and infrastructure that are prepared for the future.

1. Sustainable Design and Construction Materials

At the forefront of the movement toward greener buildings is the adoption of sustainable design principles and environmentally friendly construction materials. Architects and engineers are now integrating eco-conscious features into their designs, such as passive heating and cooling systems, energy-efficient lighting, and green roofs that promote biodiversity. Additionally, the use of recycled and locally sourced materials reduces the carbon footprint associated with transportation and minimises the impact on natural resources.

Innovative materials like hemp, cross-laminated timber (CLT) and engineered wood products are gaining popularity for their lower environmental impact compared to traditional construction materials like concrete and steel. These alternatives not only sequester carbon but also contribute to a more sustainable and resilient built environment. By prioritising sustainable design and construction materials, we are laying the groundwork for structures that can withstand the challenges of the future while minimising their impact on the planet.

2. Integration of Smart Technologies

Creating buildings and infrastructure that are "future ready" goes hand in hand with the integration of smart technologies. The use of Building Information Modelling (BIM) allows for more efficient planning, design, and construction processes, optimising resource use and minimising waste. Smart sensors and monitoring systems enable real-time data collection on energy consumption, water usage, and air quality, providing valuable insights for ongoing efficiency improvements and maintenance.

Furthermore, the Internet of Things (IoT) is revolutionising building management systems, allowing for predictive maintenance and the optimisation of energy usage. Smart infrastructure, such as connected transportation systems and energy grids, enhances overall urban sustainability. By embracing these technologies, we not only increase the operational efficiency of our buildings but also pave the way for a future where our infrastructure is adaptable, responsive, and resource-efficient.

3. Circular Economy Practices

A crucial element in creating future-ready buildings is the adoption of circular economy practices. This involves designing structures with the end in mind, focusing on materials that can be reused, repurposed, or recycled at the end of their life cycle. The concept of a circular economy challenges the traditional linear approach of 'take, make, and dispose' by promoting a closed-loop system that minimises waste and maximises resource efficiency.

Designing for disassembly and incorporating easily recyclable materials ensures that the environmental impact of a building extends beyond its operational life. The implementation of circular economy principles not only reduces construction waste but also contributes to a more sustainable and regenerative approach to the built environment. Waldeck Director, Neale Stephens, concluded: "Creating greener buildings and infrastructure that are "future ready" is a multifaceted endeavor that encompasses sustainable design, smart technologies, and circular economy practices.

"By prioritising these key aspects, we can construct a built environment that not only meets the needs of the present but also anticipates and adapts to the challenges of the future, fostering a more sustainable and resilient world."

SUSTAINABLE BUILDINGS AND DATA CENTRES: PAVING THE WAY FOR A GREENER FUTURE

As the world faces increasing concerns about environmental sustainability, engineers are playing a pivotal role in driving the adoption of sustainable practices in the construction and technology industries.

Sustainable buildings and data centres are becoming the new standard, with a focus on energy efficiency, water conservation, occupant health and well-being, as well as waste reduction.

In the construction of sustainable buildings, engineers are increasingly implementing energy-efficient design principles, integrating renewable energy sources, and utilising advanced building automation and control systems.

Water conservation strategies, such as rainwater harvesting and low-flow fixtures, are also being incorporated as standard to minimise water usage. Furthermore, occupant health and well-being are prioritised through daylighting, ventilation, and the use of low VOC materials, among other strategies.

Data centres, which are crucial for the digital infrastructure, are also adopting sustainable measures. Engineers are designing data centres with energy-efficient technologies and renewable energy sources, while also focusing on waste reduction and water conservation. These efforts are aimed at minimising the environmental impact of data centres, which are known to consume significant amounts of energy and generate electronic waste.

Making an impact

The adoption of sustainable buildings and data centres has the potential to make a significant impact on the future of the built environment and the role of data centres in supporting a greener future.

By reducing energy consumption, conserving water, promoting occupant health and well-being, and minimising waste generation, sustainable buildings and data centres can contribute to mitigating climate change, conserving natural resources, and improving the overall sustainability of the built environment.

Challenges

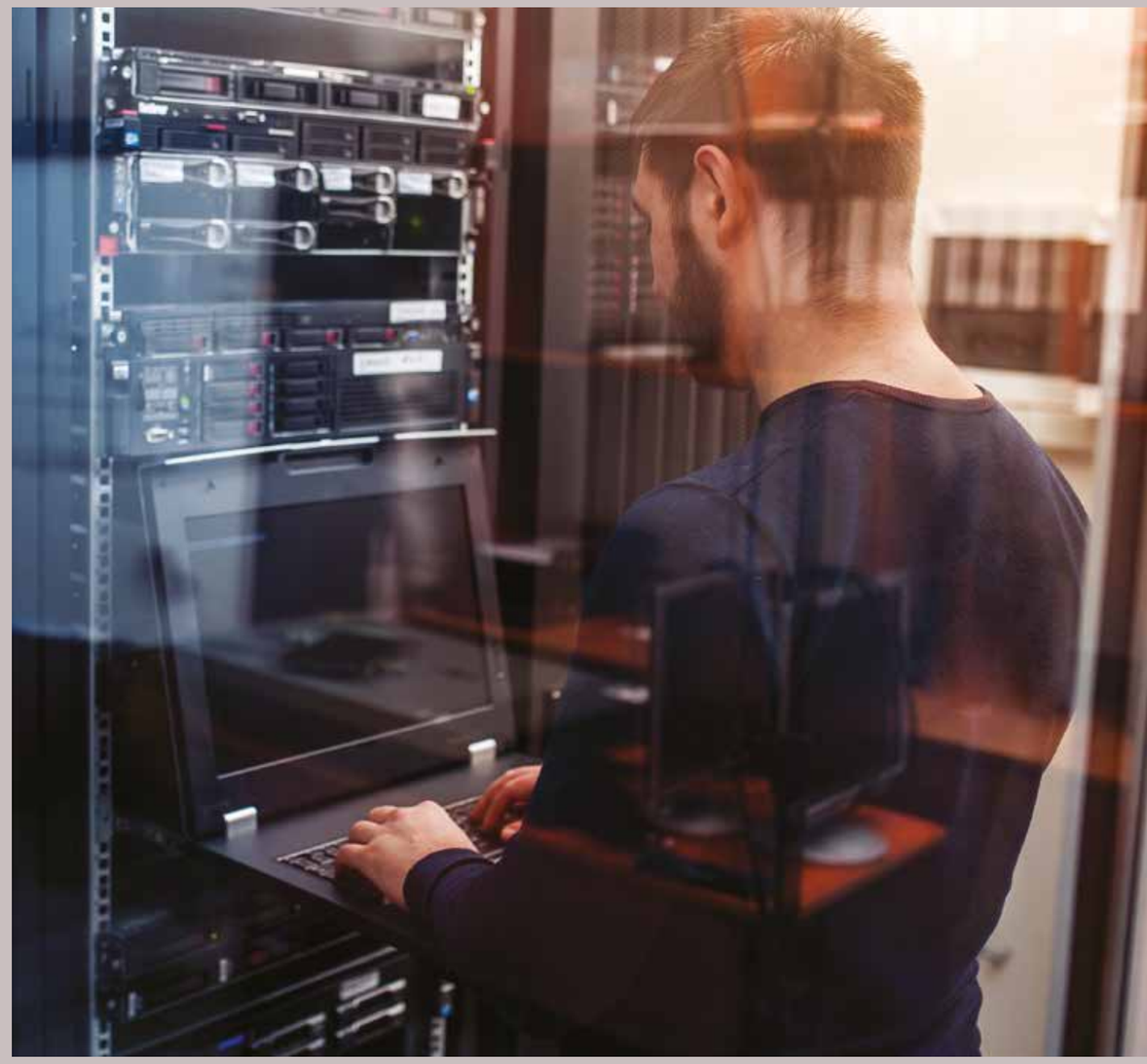
There are still challenges to overcome in the widespread adoption of sustainable practices in the construction and operation of buildings and data centres.

These challenges may include higher upfront costs, limited availability of renewable energy sources in certain regions, and resistance to change in traditional construction and operational practices. Nevertheless, engineers continue to drive innovation and push for sustainable solutions, recognising the urgent need to address environmental concerns.

Sanjay Dhanani, Associate Director for Waldeck's Civil & Structural Engineering team commented: "Sustainable buildings and data centres are emerging as crucial solutions for addressing environmental sustainability in the construction and technology industries.

"Our engineers are at the forefront of designing and implementing sustainable practices, focusing on energy efficiency, water conservation, occupant health and well-being, and waste reduction. As the world moves towards a greener future, sustainable buildings and data centres will play a pivotal role in mitigating the environmental impact of the built environment and supporting a more sustainable and resilient future for generations to come.

"It is imperative for engineers and other stakeholders to continue advocating for and implementing sustainable practices in the construction and operation of buildings and data centres, driving the transition to a more sustainable and eco-friendly built environment."



Case Study
Dagenham Data Centre

Built with sustainability and security in mind, Dagenham Data Centre forms an integral part of the new campus known as The UK London 1 Data Centre. The construction programme consisted of a new build 24,000m2 data centre shell building and an accompanying gatehouse on a site of 55,000m2.

CELEBRATING 9 YEARS ON-SITE AT HINKLEY POINT C

As EDF Energy marks seven years since construction for Hinkley Point C was given the green light, Waldeck celebrates our ninth year on-site as one of the project's framework engineering firms.

A Brief History

Following Waldeck's successful involvement in the delivery of EDF Energy's West Burton CCGT project from 2008-2013, Waldeck were appointed on EDF Energy's engineering framework for Hinkley Point C in 2014, functioning as a technical specialist and management consultancy.

A team of our engineers have been working alongside EDF Energy on the project ever since, delivering engineering support for site enabling works, management and co-ordination of works packages, BIM and, most recently, acting as Intelligent Customer in the management of engineering and construction issues during the Main Civils phase.

On completion, the Hinkley Point C site will host two new nuclear reactors, the first in a new generation of nuclear power stations in Britain providing zero-carbon electricity for around six million homes.

The £19.6bn project is expected to have created 22,000 job opportunities during the 10 years of construction and provide huge opportunities for local, national and international businesses throughout its 60-year lifecycle.

Celebrating 9 years

As part of celebrations for another year on-site, Richard Sargent, Waldeck's Nuclear New Build Director (pictured below second from the left), who heads up Waldeck's Hinkley Point C team welcomed colleagues from Waldeck and Morson Group to the site to catch up with the team and see how the project is progressing.

Richard shared of the occasion: "After another busy year it was great to get our Waldeck Hinkley Point C team together from their respective areas of the project and celebrate together.

"The social was a fantastic opportunity to celebrate the continued growth and success of the team. Prior to the evening's celebrations, I was also delighted to host a site visit for some of the wider Waldeck and Morson team. They were in awe of the scale of the project and the enormity of the site. As usual, Big Carl (the world's largest crane) was the star of the show and the definitely a highlight of their visit!

"Showing them around the site served as a really nice reminder of just how far the project has come since the early days when the huge excavations were being formed for the buildings. It's so rewarding to know that Waldeck have been a part of the site engineering capability since that time and we continue to be through these more complex phases of Main Civils Construction and the MEH Programme."

Tim Leach, Waldeck's Civil & Structural Engineering Director who joined the site visit, added: "It's been 8 years since I finished my secondment to the project and it was amazing to see just how much has progressed during this time, as the project continues to hit key milestones in its construction.

"Speaking to the team, it is clear to see that Waldeck, supported by Morson Group are in a unique position to attract, upskill and deploy the right people to help deliver the UK's nuclear ambitions; supporting the demands and needs of our supply chain partners whilst securing rewarding careers for our engineers.

"During its 60 years of operation, Hinkley Point C will play a vital part in the UK's fight against climate change and it was fascinating to see up-close how Waldeck are playing their part in EDF Energy's mission to deliver clean, affordable, and sustainable energy for all."

WALDECK TEAM NOMINATED FOR HPC EXCELLENCE AWARDS 2023

Well done to the Waldeck team for being nominated for last year's HPC Excellence Awards 2023!

As the anticipated annual EDF (UK) HPC Excellence Awards draw ever-near, we are delighted to congratulate colleagues from across the Hinkley Point C team who have received a nomination from their peers and/or managers.

A special congratulations to those who received an individual nomination:

Excellence in Quality:
Vitalijus Kovas
Outstanding Leader:
Daniel Parkin
Outstanding Individual Performance:
Rozana Zyka, Shaun Karolinski, Sanija George and Imed Mhamdi

But also a huge congratulations to our Waldeck team as a whole, who have been nominated for 'Best Collaborative Team'!

Further to the above, congratulations to the U2 HR Building Civil Works team who have been shortlisted for the 'Excellence in Quality' award, well done to Gilbert Kebaletswe, Jeremy Pugh, Zhenping Wu and Thiago Freitas da Silva who are part of that team.

More about our involvement at **Hinkley Point C:**

A team of our engineers have been working alongside EDF Energy on the project for nine years now, delivering engineering support for site enabling works, management and co-ordination of works packages, BIM and, most recently, acting as Intelligent Customer.

WALDECK'S LATEST CHARTERED ENGINEER

STEFANO BIANCHINI

A huge congratulations to one of our Civil & Structural Engineers, Stefano Bianchini, on recently becoming a Chartered Engineer!

Having begun his engineering career in his home-country of Italy, Stefano moved to the UK in 2020 to join our embedded Review and Acceptance Team within the Joint Design Office (JDO) at Hinkley Point C.

We caught up with Stefano to find out more about his journey to Chartership and what his role working within Waldeck's Hinkley Point C team entails.

Congratulations on becoming a Chartered Engineer, Stefano! How have you found the journey to getting chartered?
Thank you very much! This has indeed has been a journey, which looking back started a long time ago when I began my career as a Civil Engineer. It is incredible thinking back to all of the professional experiences I have had throughout my career and how over time they have evolved my approach in dealing with the day-to-day challenges of my role.

Have your team been supportive?
The team have been great, I'm so grateful to everyone who has helped and contributed to me being able to achieve Chartership, guiding me step by step through the application process and above all, making me able to express in words what I have learnt throughout my professional experience which sometimes, has not been that easy.

I am especially thankful to Malcolm Curtis and Daniel Parkin from Waldeck who have been my Chartership Sponsors and to the ICE Membership Manager for supporting me through the process.

Please can you tell us a bit about your career so far?
My engineering career began back in my home-country of Italy, where I gained several years of experience in the design and calculation of reinforced concrete and steel works.

For several years I worked in the Telecoms industry which was an incredibly intense and challenging environment. This was because of the tight project deliveries, high number of projects running at the same time and above all, the level of detail necessary due to the highly specialised designs which were all defined on a case-by-case basis. In this role I was in charge of design and construction of Telecoms structures, also carrying out surveys and construction surveillance.

After this, I moved into working for much larger companies, firstly working in the Inspection & Expediter

Continued ›

"Being an engineer is a great career for me as it aligns to my way of thinking; I like to understand how things work and how to improve them when necessary."

Department of one of the main EPC (Engineering, Procurement and Construction) companies in Italy. In this role, I was dealing with issues coming from the manufacturing phase of a large amount of steel works, which was being produced in China and then being installed in Russia. Here, I started to learn about international business and the inner-workings of larger EPC companies.

Following this role, I moved into the Industrial Soundproofing industry. Here, I worked as a Project Engineer / Structural Engineer. This role gave me the opportunity to develop my skills in management, making sure that everything agreed in the contracts was actually achieved. I also dealt with Contractors and Clients arranging everything necessary to make sure the planned milestones were reached in time and the contract conditions satisfied.

Following these roles, it was then in October 2020 when I moved to the UK to pursue a new opportunity at Waldeck, starting working as a Principal Designer and Client Representative in the Nuclear Industry for EDF's Hinkley Point C project.

What is the most rewarding part of your current role?
As a Civil Engineer there are many different roles which have significant impact on our society and the environment.

When I was working as a designer, I enjoyed defining the structural details and defining them through calculations, however my current role is now different and instead I find gratification being part of a such big project, working everyday with people who have come from all around the world to work on Hinkley Point C, bringing their own knowledge, experiences and different points of view which together, create the best outcomes for the project.

What are your future career aspirations?
Learning, awareness and continuing to develop the ability to really make a difference in what I / we as a society believe is important.

I hope to participate in building a just world where people and nature are the overriding priorities. For anyone who would like to find out more or refresh their memories, the Engineering Council's Code of Conduct is a great summary of this, and is worth a read regardless of your career profession!

Would you recommend a career in engineering to others, if so – why?
Being an engineer is a great career for me as it aligns to my way of thinking; I like to understand how things work and how to improve them when necessary.

I understand that we can't all be engineers, but my advice to others who are starting out in their careers, would be to follow what they are truly passionate about, and perhaps, spend some energy to find out what that profession is really like in the real world and that it will align with their values and expectations.

WALDECK'S YULEI TIAN EARNS A PLACE AT THE EDF GROUP ENERGY GAMES IN PARIS

EDF Group are the premium partner and official electricity and gas supplier of the Paris 2024 Olympic and Paralympic Games.

As part of their involvement in the international event, EDF Group have organised their own internal 'Energy Games'.

As part of their involvement in the Group-wide programme, EDF UK recently organised their own Energy Games events to select a team to attend the EDF Group Energy Games final in Paris on 17 May 2024.

We are delighted to share that Waldeck's Yulei Tian, along with his playing partner, Cedric Isoardi, came second in the Regional Badminton Doubles competition, which qualifies them to compete in the final in Paris!

Yulei is one of Waldeck's Principal Civil Engineers embedded within our EDF Energy team, working on-site at Hinkley Point C. He shared of his recent success: "The Energy Games, organised by our client, EDF UK, was a splendid occasion for participants, their families, and friends.

"Along with other competitions, the badminton drew in 36 teams, illustrating not only the popularity of the game but also the active, health-conscious nature of our organisation's people.

"Battling into the final was an immense honour for me. Even though my partner and I didn't clinch the victory (kudos to the formidable pair of newly qualified mums!), it was rewarding and satisfying after years of my own personal passion for the sport. Now, the excitement builds as we look forward to attending the EDF Group Energy Games Final in Paris – what an occasion it promises to be!"

Please join us in wishing Yulei, Cedric and all of their colleagues across EDF Group the best of luck for May.

PHENIX SUITES OPEN THEIR SECOND UK SITE IN BIRMINGHAM

Phenix Salon Suites, who offer an alternative option for stylists beyond renting a chair or salon ownership, have opened a space in Birmingham city centre after the success of their first UK venue in Manchester. The brand already has over 350 locations in the United States.

Having been involved in the Manchester site, Waldeck's Architecture & Digital Capture teams have been working closely with Phenix Salon Suites and their UK franchisee to deliver the new Birmingham space, providing services for the internal design, layout and delivery.

The space, which opened earlier this month, consists of 33 units located at 2 Snowhill. Tenants will be given the option to decorate or brand their unit as they wish, with no long-term contracts or hidden costs. There will be a custom-built mezzanine floor, exclusive colour bar, air conditioning in each suite, and high-spec finishes throughout.

We were delighted to be invited to join Phenix Salon Suites at their opening event: Within the new development, hairdressers and barbers will be provided with a backwash, styling chair and hair trolley, while nail artists, beauty therapists and aestheticians will be offered sink units, storage trolleys, and a treatment bed.

All tennants have the access to a break room/kitchen space, an on-site laundry room with free use of commercial equipment for fast washing and drying, and 24/7 access via an intercom system.

Stuart Denniss, Director of Architecture at Waldeck, shares: "Phenix Salon Suites are bringing a unique offering to the UK and we are excited to be part of their journey, having supported their first site in Manchester, and now the new site in Birmingham.

"The Waldeck team were chosen because of our past client experience and the team's proven delivery of A3 food and retail units for household names across the industry.

"It's great to see the second of hopefully many salons open its doors."

John Gillespie, Managing Director Phenix Salon Suites UK/ Europe, said: "Birmingham has a renowned reputation for its vibrant mix of hair, beauty and wellness professionals and we're thrilled to be building on the phenomenal success of our Manchester site and offering something exceptional within this incredible city.

"We understand the challenges hair and beauty professionals face in today's market and the new site will offer more than 30 individuals with a unique opportunity to own and design their space in a professional setting."

"We understand the challenges hair and beauty professionals face in today's market and the new site will offer more than 30 individuals with a unique opportunity to own and design their space in a professional setting."

CONSTRUCTION COMMENCES ON NEW BCHG HOMES FOR AFFORDABLE RENT IN COSELY

We are delighted to be working with Black Country Housing Group (BCHG) to deliver thirteen brand new homes for affordable rent located on Darkhouse Lane, Coseley in the West Midlands.

The development has started on site and is supported by grant funding from Homes England.

We're pleased to be working with main contractor, Morro Partnerships again too, with Waldeck providing:

Employer's Agent, Clerk of Works Principal Designer,BCHG's Chief Executive, Amanda Tomlinson commented: "BCHG is excited to be developing new affordable homes on this site in Coseley with our partners Morro Partnerships and Waldeck Consulting, supported by grant funding from Homes England.

"The properties are designed to be highly energy efficient, minimising their environmental impact, reducing running costs for our customers, and will provide high quality much needed affordable accommodation for local residents in Dudley."

Our Commercial Director, Graham Wright added: "After a lengthy planning period it is great to be on-site with this project, which will provide some much-needed affordable housing for the area." The development comprises of 6 three bedroom houses, 3 two bedroom houses and 6 one bedroom apartments, creating a close-knit neighbourhood.

BCHG's environmental goals are also embedded in the development via:

- **Heating and hot water being provided by electricity via an electric boiler with solar panels and battery backup – this is designed to minimise running costs for future residents and transition away from using gas.**
- **Secure cycle storage to encourage the use of alternative modes of transport.**
- **Electrical vehicle charging points for each property.**
- **Sourcing materials and labour locally, where possible including joists and trusses.**

Waldeck

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