

ISSUE 13 | 2024

INSIGHT

Catch up with the team and more:

- **Charity Updates**
- **Project Case Studies**
- **Award Announcements**
- **Team Interviews**
- **Industry Insights**



www.morson-projects.co.uk



www.waldeckconsulting.com



www.ematics.co.uk



SUMMER CONFERENCE 2024
**HIGHLIGHT
GALLERY**

We welcomed 300 colleagues from across our Morson Projects, Waldeck and Ematics teams to the heart of Manchester for our third annual Summer Conference.



The event took place at Diecast and focussed around 'Forming the Future', with a mix of company updates, team activities and networking sessions in the day, followed by dinner and entertainment in the evening.

We've collated some of our favourite photos from the event to share in our 'Highlights Gallery' below, as we relive the day.

The event began with a friendly welcome from our guest compere and magician, Ben Hanlin, who was welcomed back after doing a great job at last year's event. Ben is best known for his ITV2 Show Tricked and appearing on The Tonight Show with Jimmy Fallon, plus he's even been a semi-finalist on ITV's Dancing on Ice.

Ben certainly gave the problem solvers in the room something to think about with his tricks and kept the room energised throughout the day.

We were then fortunate to hear from colleagues from across the business to share project updates from some of our most unique client projects, as well as insights from across the business, covering everything from finance and business development, to IT, marketing and HR.

Inline with this year's theme of 'Forming the Future', the presenters focussed on three key sessions across the day – perFORM, inFORM and reFORM.





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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HIGHLIGHT GALLERY: ROYAL BATH & WEST SHOW

MORSON PROJECTS' BRISTOL OFFICE EXPANSION

DOUBLING IN SIZE & ACCELERATING GROWTH IN THE SOUTH WEST

As the UK engineering industry continues to boom, there really has been no better time to have a successful career in engineering, and no better time to be part of the Morson Projects team.



Whilst delivering complex projects for Aerospace & Defence clients across the UK, and engaging as trusted partners on key national programmes, our South West team has continued to expand over the past 12 months, with the team now totalling almost 50 experts.

As such, the team have expanded into a new modern office space on the ground floor of Building 330 at the Bristol Business Park, in Bristol.

We caught up with Associate Director, Becky Veal to find out more: Hi Becky, tell us a bit more about the Bristol office team?

"The Bristol office work collaboratively with Morson Projects engineering teams across the UK, including Manchester, Hull, Belfast and Yeovil."

"Our Bristol office is a diverse and dynamic team of engineers and technical staff, who predominantly support clients across the Aerospace & Defence industry, including delivering programmes of work for Leonardo Helicopters, BAE Systems and Adient. We've also recently been engaged on the government-backed ADCoSCA programme.

"During the past 12 months we have welcomed several new starters into the Bristol office, to support the demand of our projects, with no plans for our recruitment to slow down any time soon."

What services do your team typically provide?

"The team provide support on everything from structural design concept through to manufacturing detail, including the integration of systems, stress analysis, tooling

design and production support. "Each day and each project come with a different set of challenges and unique solutions.

Typical services we provide clients with include:

- Certification & Technical Reports
- Check & Final Stress Analysis
- Detailed Design & DFM
- Dynamic Analysis of Mechanisms
- Fatigue & Damage Tolerance
- FEM Analysis Including Pre & Post Processing
- Initial Conceptual Design Studies
- Product Development
- Project Planning & Programme Management
- Prototype & Production Design
- Stress Conceptual Design
- Evaluation
- Stress Sizing

What makes your team different from competitors?

"I believe that our biggest USP is our willingness and capability to work collaboratively with clients using the multitude of experience and methods that we have gained from working across a variety of different projects for a range of different clients.

"Our collaborative approach enables the team to be adaptable and reactive to any task, resulting in the 'right people working on the job'. By offering an alternative view point and sharing best practices, we are able to challenge the conventional ways of working. This allows the wider team, the client and ourselves to work in partnership, achieving the best solution to any given challenge."

"We've also got some exciting events in the pipeline, including several local careers fair, client workshops, an AeroWomen Celebration Event"

What's next for the team?

"As we continue to grow our team organically and are looking to invest in the future, we are engaging more and more with local Universities to tap into the next generation of engineering talent.

"We're currently actively recruiting for roles of all experience levels, and with the support of our Early Careers Development Programme look forward to being able to bring more graduates into our team to support the senior team members. Passing on our knowledge and experience is something we're really passionate about, so it really is an exciting time to be part of our team.

"We've also got some exciting events in the pipeline, including several local careers fair, client workshops, an AeroWomen Celebration Event where I will be joining the panel to talk about the diverse array of roles and career opportunities the aerospace industry has to offer. As well as exhibiting at the Royal Bath & West Show this summer within their STEM area. We hope to see plenty of familiar faces there!"



"The team are very capable and it's been great to get stuck in and involved in delivering quality design solutions for a range of interesting and complex projects."



MORSON PROJECTS EXPAND IN-HOUSE AEROSPACE INTERIORS CAPABILITY

Morson Projects recently welcomed Lead Design Engineer, Lee Neale to our Aerospace engineering team in Bristol, following continuous growth across our Aerospace Interiors delivery programme.

With many years' experience delivering First Class and Business Class interiors projects for clients such as Safran Seats and Thompson Seats, Lee has joined the team and stepped in as Design Lead for our interiors offload packages of work, including for our new client, Adient Aerospace.

We caught up with Lead Design Engineer, Lee Neale, to find out more.

Hi Lee, welcome to the team! Tell us a bit about your career history so far?

My career journey began with an engineering apprenticeship designing ticket issuing machines for British Rail – after some time working on special purpose machines and then DERA (Defence Evaluation & Research Agency), I later joined Airbus on their Concorde crash investigation team.

As a Mechanical Design Engineer by trade my career has primarily focused on the design of aerospace structures using metallic (ferrous and non-ferrous) and composite materials.

Over the years I have developed my structures design experience working on projects such as the A380, A400M, A350 and BLADE. During this time, I was also fortunate enough to work with Safran Seats, Thompson Seats,

Renault F1 team and Leonardo Helicopters – as well as 2 years in Australia on the F35 JSF program and 3 months in South Korea with KAI.

Some other key projects for me have been Airbus Breakthrough Laminar Airflow, Singapore Airways Skyroom, Air New Zealand Fantail and most recently Vertical Aerospace VX4.

Morson Projects are currently delivering an interiors project for Adient Aerospace, what does this involve?

Morson Projects are currently working with Adient Aerospace to deliver a range of aircraft interior solutions. Our team can offer a wide range of design and analysis activities focusing on passenger comfort, styling, quality, weight efficiency and safety.

To deliver the right solutions to our clients such as Adient, our teamwork with varied materials and manufacturing methods such as; vacuum and press formings, complex composite designs, sheet metal and machined structure to name a few.

How can your team support other companies with their interior offload requirements?

Morson Projects have an experienced team of design and analysis engineers that can adapt and solve design challenges for

many different types of interiors requirements. Since working at Morson Projects I have been impressed with the team's excellent CAD and stress package execution, as well as their project management skills in order to provide a complete engineering solution for our clients.

What have you found most enjoyable about working for Morson Projects so far?

The Bristol office has been totally refurbished, offering a superb working environment. The friendly team have been welcoming and quickly made to feel part of the Morson family.

The team are very capable and it's been great to get stuck in and involved in delivering quality design solutions for a range of interesting and complex projects.

What's next?

We're looking forward to continuing to develop the excellent working relationship we have with Adient Aerospace, as well as our other aerospace clients, with a view to increasing the team supporting more of their up-and-coming projects.

BUILDING SUCCESS

LEONARDO & MORSON PROJECTS' STRATEGIC PARTNERSHIP THRIVES ONE YEAR ON

Having worked together for more than 20 years, last year Morson Projects signed a long-term Strategic Partnering Agreement (SPA) with Leonardo which is enabling the UK's only onshore helicopter manufacturer to offload engineering work to augment the company's existing highly skilled engineering capacity.

Following the contract signing in March 2023 Morson Projects have been managing engineering work at Leonardo's UK helicopter facility through sub-contractors and the management of fixed-price packages across our UK design offices including Yeovil, Bristol, Belfast, Manchester, and Hull.

We caught up with Matt Thompson, Head of Engineering Delivery for the Leonardo Programme at Morson Projects, to find out how the past 12 months have gone:

"Where did that year go...."

"Reflecting on the last 12 months, I think I am safe in saying that the Strategic Partnership with Leonardo Helicopters UK has proven to be an exemplary model of successful collaboration and mutual growth. Working together over the initial 12-month period our partnership has helped solve challenging programme requirements, industry skill shortages and given us a greater appreciation of one another's businesses.

"Key to working in true partnership has been our culture of openness and shared expertise, where industry best practices and process improvements have been exchanged freely between Leonardo Helicopters UK and Morson Projects. Working together we have introduced regular feedback forums, where all stakeholders have been able to openly address challenges and act on opportunities, leading to continuous improvement and innovation.

"Central to the success of the agreement has been the growth in mutual trust between both of our engineering organisations. This trust has allowed for seamless integration of teams, transcending organisational boundaries and fostering a cohesive "one team" ethos.

"As a result, the combined efforts have propelled the partnership towards significant growth during 2023, across multiple engineering disciplines, marked by achievements that surpass what the individual entities could have accomplished alone.

"You can really feel the momentum that the Strategic Partnership has built, and I am really looking forwards to the next 12 months. I believe that both organisations have a shared vision for the future and are poised for even greater success as the partnership evolves.

"Whilst it's easy to focus on the business improvements and benefits that the partnership has brought, it is perhaps more important for me to fairly recognise and extend my thanks to the Morson Projects and Leonardo teams that have contributed to the successful implementation and management of the contract over the last year. The tenacity and drive of key individuals in both organisations has been great to witness and even better to be part of.

"We are passionate about solving our clients and partners engineering challenges, whilst not always easy it is always very rewarding. Morson Projects are privileged to be working so closely with Leonardo Helicopters UK, the Home of British Helicopters."

Sean Cook, Engineering Capacity Solutions Manager at Leonardo Helicopters UK, shared of the Strategic Partnership:

"The success of a Strategic Partnership relationship is through behaviours, transparency, and honesty.

"I am very proud to say that it is testament to the whole team across both organisations that have got us to where we are today in terms of embracing and portraying the behaviours and attitudes required to make what really does look and feel like a strategic partnership that is dynamically developing and growing.

"I look forward to exciting days ahead as we seek jointly to understand what we will need in the Aerospace Engineers of tomorrow and where they are all going to come from."

"The success of a Strategic Partnership relationship is through behaviours, transparency, and honesty."



MORSON PROJECTS SELLAFIELD OPERATIONS TEAM EARN 12TH CONSECUTIVE GLOBAL HEALTH & SAFETY AWARD FROM ROSPA

Morson Projects' Sellafield Operations team, based at the Westlakes Science Park, Moor Row, are celebrating after landing an internationally-recognised award for demonstrating high health and safety standards.

Morson Projects' Sellafield Operations team, based at the Westlakes Science Park, Moor Row, are celebrating after landing an internationally-recognised award for demonstrating high health and safety standards.

Morson Projects are delighted to be awarded The Royal Society for the Prevention of Accidents (RoSPA) President's Award, demonstrating our continued commitment to health and safety excellence for the 12th consecutive year, ensuring staff and contractors get home safely at the end of every working day.

The esteemed RoSPA Awards program now celebrates its 68th year as the UK's largest and most impactful health and safety programme. With almost 2,000 entries annually from over 50 countries, impacting over seven million employees, they offer a platform to spotlight an unwavering commitment to continuous improvement and excellence in health and safety.

Ian Ross, Associate Director at Morson Projects, said: "We are delighted to announce that we have been awarded our 12th consecutive RoSPA Gold Award and to receive a President's Award in recognition

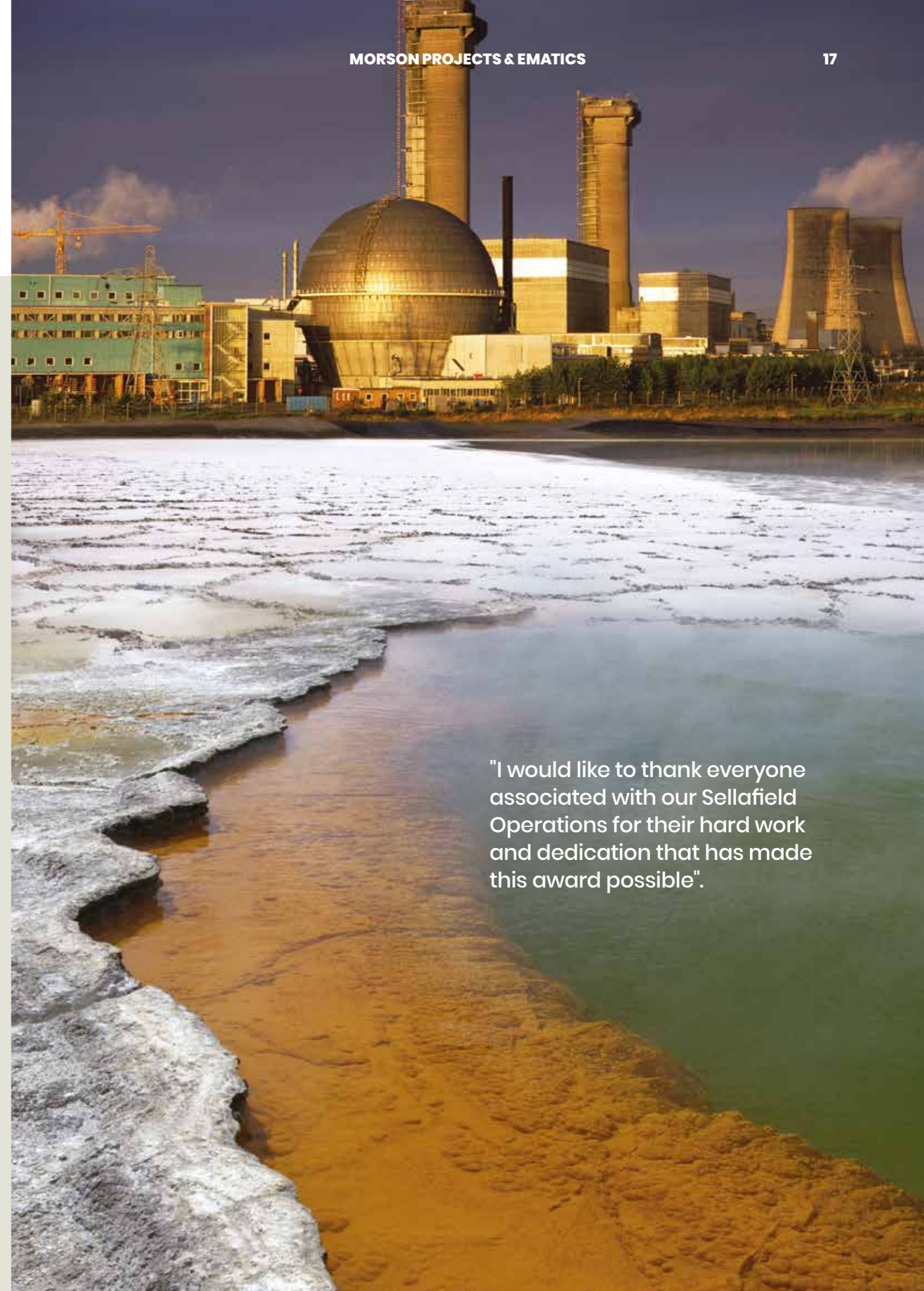
for consistently delivering a high level of performance in health and safety. It's a fantastic achievement and reflects Morson Projects' commitment to ensuring a safe and healthy environment.

"I would like to thank everyone associated with our Sellafield Operations for their hard work and dedication that has made this award possible".

Julia Small, RoSPA's Achievements Director, said: "Workplace accidents don't just pose financial risks and operational disruptions; they significantly impact the quality of life for individuals. This is why acknowledging and rewarding excellent safety performance is vital.

"We congratulate Morson Projects for winning a prestigious RoSPA Award and showing an unwavering commitment to keeping employees, clients and customers safe from accidental harm and injury."

Sponsored by Croner-i, the RoSPA Awards scheme is the longest-running of its kind in the UK, and receives entries from organisations across the globe, making it one of the most sought-after achievement awards for the health and safety industry.



"I would like to thank everyone associated with our Sellafield Operations for their hard work and dedication that has made this award possible".





"The company is always growing into vast areas of engineering and the projects speaks for themselves..."

MEET THE TEAM

GRADUATE PROJECT ENGINEER BONI RAKESH

Meet our Graduate Project Engineer, Boni Rakesh, who is part of our Early Careers Development Programme.

The unique support and clear pathways of our Early Careers Development Programme enable our early careers employees to bolster their knowledge, giving them a chance to learn first-hand from our in-house experts.

Boni always feels confident and valued with an "open-door policy" at Morson Projects, the managers are always welcoming, especially when you go to a new team or when starting a new role."

We caught up with Boni to hear more about his Early Careers Development Programme journey so far. Some of Boni's interview answers are summarised below:

Hi Boni! What has your education journey been like so far?

I did my Foundation year at Teeside University, I did a foundation year because I didn't have the right A-levels to go to university. Then, after my foundation year I went to the University of Salford and moved back to Manchester and commuted. I did my degree in Mechanical Engineering, after that

I applied to lots of different jobs over summer but didn't have any luck. After that I decided to do a Master's and then I started to apply for jobs and suddenly came across Morson Projects.

What process did you take?

I took my interview and later got offered a role in the Type 26 project, headed by my manager Ben and Maria.

After that it has been a bit of a rollercoaster, I have been with Morson Projects for 2 years now and I'm learning new project management techniques and engineering techniques because it was a fixed price contract, I managed to learn quite a lot about project management techniques etc.

What is it like to work for Morson Projects?

I feel like there's an open-door policy at Morson Projects, the managers are always welcoming, especially when you go to a new team or when starting a new role. The managers are very proactive,

for example I have started a new PMQ qualification because my manager is pushing me to achieve that over the next two years.

I have recommended Morson Projects to many people, my mates and fellow graduates who have since joined the company and have really enjoyed the projects that they are working on in their current roles.

The company is always growing into vast areas of engineering and the projects speaks for themselves, in defense, aerospace, rail and medical.

Any top tips for students?

I feel like students should work hard and put aside a significant portion of their time on lectures and courses which will really help you during the interviews. Companies look for confident and articulate individuals and you only get a short amount of time to express this during an interview.



MEET OUR MENTOR TRAINER

ANNA DAVANZO

Meet Anna Davanzo, who is an Engineering Delivery Manager at Morson Projects, and also the Mentor Trainer for our Early Careers Development Programme.

We caught up with Anna to hear more about the journey that has led her into a successful career at Morson Projects and an additional role as our in-house Mentor Trainer. Some of Anna's interview answers are summarised below:

Why did you choose to become a mentor?

I chose to become a mentor because I think it's really important to support more junior engineers. I know that I would have benefited from having a mentor when I graduated. I just want to give someone the support that I wish I had myself.

Please can you tell us a bit about your mentoring experiences so far...

I have been a mentor since I was a graduate engineer, and I was mentoring apprentice engineers at my previous company. I really enjoy mentoring and it was something I started doing because I felt like it would've benefitted me.

Subsequently, I have had a mentor and I really see the benefit in it. That's why I'm really passionate about training our mentors and having this group of engineers with a wealth of knowledge within Morson Projects

to deliver mentoring to our early careers' development program.

What do you enjoy most about being a mentor?

I really love mentoring and I think the thing I enjoy the most is meeting new people, getting to know them, and being able to give that support to them.

I really enjoy mentoring people through chartership. I'd say the best thing about being a mentor is when someone becomes chartered, and you get that phone call from them saying that they've just become a chartered engineer.

Can you share a story about a mentee who made significant progress under your guidance...

Not just one but all mentees have made significant progress under my guidance because it's all down to their hard work and determination.

For example, it's very satisfying when I see previous mentees pop-up on LinkedIn with a post that they've been promoted, or they've progressed in their career or when they have changed companies. I think that it is very exciting to see.

What challenges do you often face in mentoring, and how do you suggest dealing with them?

There are a few challenges you might face in mentoring, one of them can be when you don't gel with your mentee or mentor, and that's fine.

At Morson when we mentor junior engineers and graduate engineers, if there's not that click then we can look to find another mentor for that person.

What advice would you give someone considering becoming a mentor?

I think it's important for us to support more junior engineers and to keep the industry moving.

What do you think makes a good mentor? How have you developed these traits over time?

I think there's a few traits which make a good mentor. I would say openness, honesty, and good communication – by that I don't mean talking but listening, being able to give good advice and confidentiality – so a mentor may come to you with some questions, and it should always be treated confidentially.



PATHFINDERS

MAX MENDLE, ELECTRICAL ENGINEER & WORLD CHAMPIONSHIPS KARATE CONTENDER

As part of our Pathfinders series, we caught up with Max Mendle, who is an Electrical Engineer based at Morson Projects Manchester office. Max also has a passion for Karate.

“This year is probably my biggest year in combat sports in full time in MMA. I’ve got the World Championships this year in Mexico in July, and I’ve got the European Championships in Poland which I hope to go to both and give my all at.”

We caught up with Max to hear more about his passion for combat sport and his journey that has led him to the World Championships later this month. Some of Max’s interview answers are summarised below:

How did your story as a combat kid start?

I first began with Brazilian Jiu Jitsu when I was about six years old. It all began at a gym 10 minutes away from me every Wednesday. Later that day I had a session in Little Hulton from 6:00pm till 7:00pm, after that I began a Muay Thai class from 7:00pm till 8:00pm. I loved every single minute of it. I carried this on for another two years and then I sadly moved away.

My dad found a new karate class online, which was just round the corner from my nana.

I began and ever since I’ve been there, I’ve started loving it again. Unfortunately, due to COVID, it had to close, and they couldn’t continue. After COVID, I found this new club, the people there are amazing. My coaches are amazing. I can’t thank them enough for everything they’ve done for me. So yeah, that’s where I am at the minute.

Who is your idol?

It’s always been GSP Georges St Pierre, I’ve always looked up to him as a Karate combat fighter. Poirier is a good boxer in MMA, he’s another one I’ve always looked up to, and you’ve got the big ones like Conor McGregor who I’ve loved McGregor for ages.

What have been your most recent fights and accomplishments?

Recently we did what’s called the Welsh League. They do six competitions over the year, and you get points for competing and medalling. I managed to get Silver and a Bronze. I got a Silver in international, and I’ve got a two-time gold medallist in nationals’ competition. I’m a first time black-belt and last year in the club

I got student of the year and the year before I got Student Choice. I managed to gain both in my first year with the club.

What has been a karate highlight for you?

In October 2021 I managed to graduate. It was obviously a great achievement for me in combat sport. It’s a new chapter for me in combat sports where obviously it comes through as a new beginning. You’ve done six years of training and then you’ve got to start all over again. No new colours, it’s just stripes. Them stripes mean years of dedication to the sport and the art and everything.

That’s probably the best achievement you can get, through my combat sport.

Who are your coaches?

My actual coach, William Pope, he’s a sixth fan. He’s been doing it since he was young. He’s achieved so much himself, and he’s helped me through some tough times, I couldn’t ask for any better.

The best three coaches Danny Cardwell, Stephen Surtees and William Pope. They’re all the best I could’ve ask for. I’ll come in on

Continued >

"My full-time goals, maybe a medal at the World Championships, European Championships, just fully building up the medal table."

Monday and show them all the videos, they'll all be happy to see what I've achieved, and they'll be congratulating me.

Coming in, new as an apprentice at Morson Projects. I never really mentioned what I did until I got comfortable telling them what I did and ever since they've always loved it, asking a lot of questions, what I do? They've always been supportive and always still supportive.

How do you balance everything?

Coming into Morson, obviously I'm working full time, college on a Monday, I'm training four times a week. It can be easily balanced out. I'm working full time, 8am-4pm four on a normal day and I've got training 5pm to 8pm.

Sometimes it can be a bit hard to balance everything, but most of the time it's okay balancing it out with training, with the gym and with work. But I'm enjoying how it is all going.

What are your goals for this year?

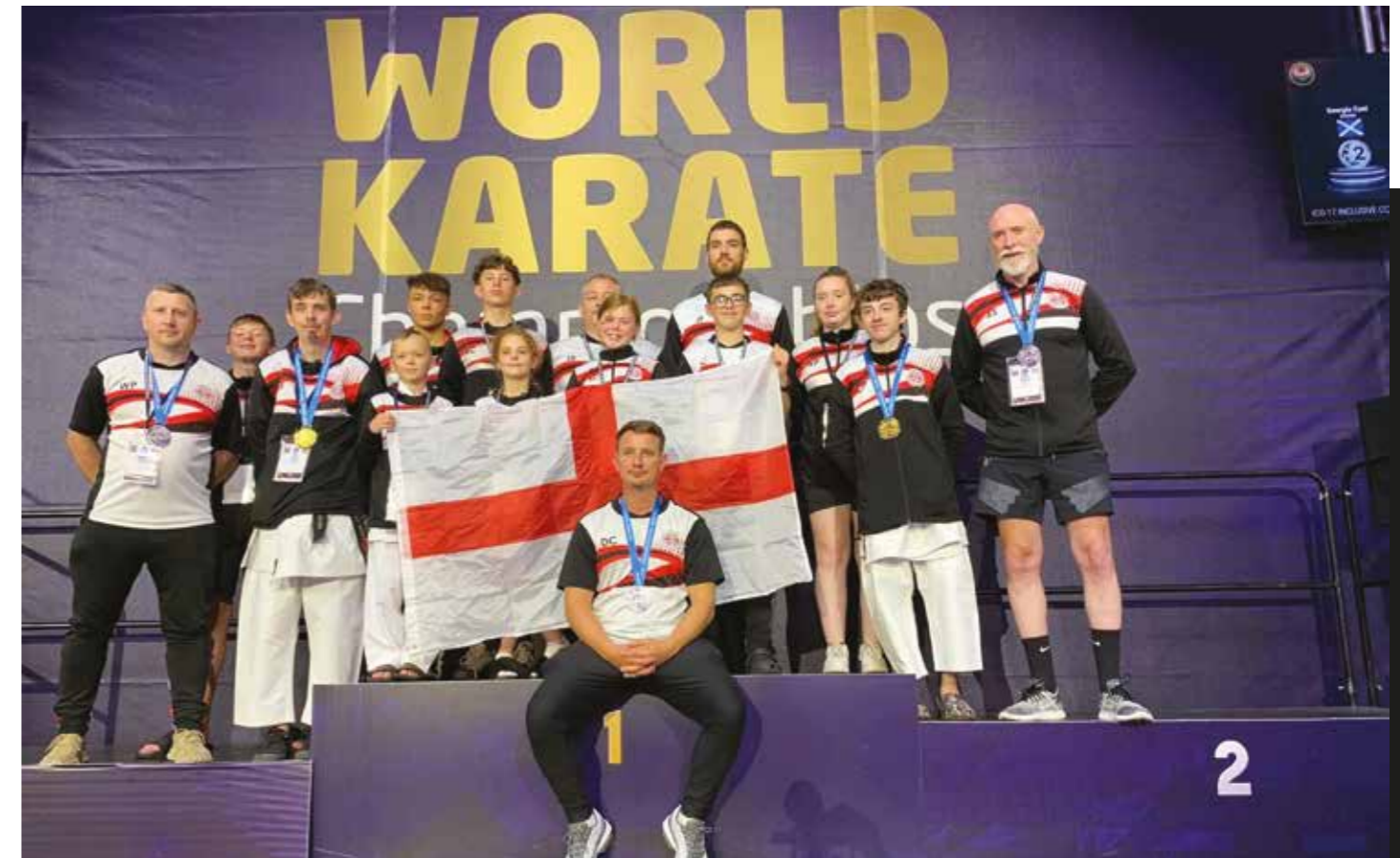
This year is probably my biggest year in combat sports in full time in MMA. I've got the World Championships this year in Mexico in July, and I've got the European Championships in Poland which I hope to go to both and give my all at.

I've been training this year extremely hard for both. My full-time goals, maybe a medal at the World Championships, European Championships, just fully building up the medal table. Potentially in a couple of years' time, I could maybe go back to a bit of MMA and see how it goes. But I'm loving how I'm doing it at the minute.

How does it affect you mentally and physically?

Not many people understand how much it can help you mentally, physically, but the boost it can give you is amazing, especially mentally, and how much it helps me mentally get through the day knowing I've got this to look forward to. I've got training which always helps me to clear my mind and have a positive outlook that I can achieve everything, going to competitions, going on the mat, fighting someone and then coming out with that winning the adrenaline, getting that gold medal around your neck. Best feeling I've ever had.

A huge thank you to Morson Projects. I can't thank them enough for supporting me, the club and me throughout work.





Control Engineering

Control engineering is the unsung hero of our modern world. It's the secret that keeps factories humming, power grids stable and robots dancing. Without it, we'd be stuck in the Stone Age, manually cranking gears and flipping switches.

What exactly is control engineering?

It's the art and science of making systems behave the way we want them to. Whether keeping a car cruising at a steady speed, control engineering is the puppet master pulling the strings.

Scan the QR code to read the full article.



Biomass Engineering

Imagine a world where energy comes from the earth itself – not from fossil fuels, but from organic matter all around us. That's the promise of biomass engineering. It's not just about reducing our carbon footprint; it's about harnessing the power of nature to fuel our lives in a sustainable way.

Biomass engineering transforms everything from leftover farm bits to energy plants into something super useful – heat, power and even fuel. The possibilities are endless, and the impact is profound.

Scan the QR code to read the full article.



Power System Protection

We took a deep dive into power system protection and our expert panel build services. Panel build plays a vital role in electrical systems and renewable energy solutions. It's essential for dependable power transmission and efficient operation in various sectors.

Power system protection and panel build services include, the core of panel build, design and engineering, specialized services for diverse applications.

Scan the QR code to read the full article.

"Biomass engineering transforms everything from leftover farm bits to energy plants into something super useful – heat, power and even fuel. The possibilities are endless, and the impact is profound."





JAMES ADSHEAD

TAKE ADVANTAGE OF ALL OPPORTUNITIES TO PROGRESS YOUR CAREER

From winning a 'Gold Award' in a school engineering competition to completing an Apprenticeship and earning a First-Class degree, James' engineering career has gone from strength to strength.

From winning a 'Gold Award' in a school engineering competition to completing an Apprenticeship and earning a First-Class degree, James' engineering career has gone from strength to strength.

As such, Primary Layout Engineer, James Adshead was invited by our industry partner, the IET, to share with them an insight into his journey so far, plus any advice he would give those looking for their first role in engineering. Read his full interview with the IET below...

Hi James! Tell us... What inspired you to become an engineer?

I had an interest in STEM subjects when I was in High School and wanted to develop my knowledge of these subjects as I progressed through my educational career.

During my time studying for A-Levels I participated in the Engineering Education Scheme,

partnering with Ansaldo to complete a project as a team, which included undertaking research into a field of engineering I had never seen before. As a team we obtained the Gold Award for our project. It was my experience participating in this project that inspired me to undertake a career in STEM.

On the completion of my A-Levels I started an Apprenticeship with my current employer, Morson Projects, as a Design & Draughting Apprentice.

I had completed a very basic overview of the power network during my studies at school, and this was an opportunity to become an expert in that field.

Can you describe your career in engineering so far?

I started my Apprenticeship in June 2017 with Morson Projects, initially within our Protection & Control

Department learning the basics of draughting and the basics of Protection & Control Design for Local District Network Operators in the Power Transmission & Distribution sector. Working within an Engineering Consultancy it meant I was exposed to a variety of projects as opposed to working on one specific problem.

Alongside my professional learning I also worked towards an HNC/D in Electrical & Electronic Engineering part time at Wigan & Leigh College.

During this period, I grew significantly as an engineer, from learning the basics of design and project process to transitioning into the Primary Design Team.

After continuing to work whilst completing my Bachelor of Engineering in Electrical and Electronics Engineering (Power) at University of Central Lancashire, I then progressed into my current

role of Primary Layout Engineer, and I am currently working on several major projects for a variety of clients.

What has been your biggest success in your career?

Completing my Engineering in Electrical and Electronics Engineering (Power) degree with a First whilst studying part-time alongside my training in the workplace was a massive success in my career.

Transitioning to a Primary Layout Engineer is also a big success, being supported to take on the challenges that this posed and being able to deal with them effectively.

What has been your biggest challenge in your career?

There was a challenging period where I was having to balance revision and educational studies with my professional studies. I was researching and creating mechanical forces calculation documents, whilst also ensuring I was maintaining an effective level of study to do well in my exams.

Are there any exciting projects you are currently working on?

I have worked on a variety of projects throughout my career so far. I have been to substations all over the country to complete anything from singular item plant replacements to full bay additions within substations.

A project of note was the recent replacement of an HVDC (High-Voltage, Direct Current) Converter Transformer at Sellindge 400kV Substation, supporting the operation of the HVDC Cross Channel interconnector between the UK and France.

How has your IET Membership helped you in your career so far?

I have been able to attend IET-organised courses such as the Distributed Generation technical course covering different aspects

of Distributed Generation from Windfarms to Solar Generation.

This course helped me familiarise myself with Grid Codes, regulatory compliance, and other relevant standards. This helped me expand my knowledge from industry experts and take it back into the workplace.

Do you have any advice for those looking for their first role in engineering and technology?

If someone is still in school, I would recommend in their school holidays to try and gain as much valuable work experience as possible, just a day or two at an engineering or technology business offers a critical insight into the industry and requirements for someone looking to obtain their first role in engineering. Reach out to local businesses, such as Morson Projects where I am employed, there are always opportunities to come in and see the operation of different roles across the industry.

If you are later in your educational career, take advantage of things such as the Engineering Education Scheme at your college or any placements your college/ university offer. These are invaluable experiences not just personally but also professionally.

What does the future look like for you?

I have recently started the first steps in the Chartership process with the IET, as I am now exposed to a higher responsibility role and would like to validate my existing skillset as an engineer.

I wish to continue to grow my capabilities alongside the expansion of the Primary Team to be able to deliver increasingly complex and larger scale projects.



FROM ASPIRING TEACHER TO SETTING UP AN ENGINEERING CONSULTANCY

BECKY VEAL

Becky joined Morson Projects in 2015 and has over 20 years industry experience.



Becky Veal is Associate Director for Engineering Delivery at Morson Projects. Despite aspiring to be a teacher, Becky initially felt the call of computer science, but when that avenue was closed to her she found herself working within engineering recruitment, starting a successful, if unexpected, career in the industry.

"When we went to see the careers lady, we literally were given a handful of potential careers that we could consider. None of those were what were deemed as male orientated careers. They were all focused around becoming a nurse, becoming a teacher. The options of becoming a mechanic, becoming an engineer, and getting into something a bit more industrial just, just weren't there for us."

As part of our PathFinders series, spoke to Becky about her career journey. Watch her video interview below:

What did you want to be when you were younger and what did you study at school?

When I was younger, I really wanted to be a teacher. I used to really enjoy bossing my brother around! I did my GCSEs, and I did my A-levels in English literature, computer science and history. I was fortunate enough to be one of the first people that got enrolled on computer science, and I thought, this is fantastic. I'm going to be able to have a fantastic career learning all about computers. And this is my career path for being a computer programmer. Unfortunately for me, the lady that taught the A-level broke her leg and we were left without a teacher. And so the grades that I anticipated to get, unfortunately, didn't happen for me. And the job offer that I had lined up post my A-level results as a result of that to become a trainee programmer didn't happen either.

The opportunities in engineering weren't really promoted when I was younger. It was a career which really wasn't

identified. I can remember going to my careers advice day through school and being told one of my options that would really suit me would be becoming a nurse. So engineering wasn't really a factor for a career for me.

So how did you actually get into engineering?

I started my career in engineering as a technical administrator, working for a recruitment and engineering consultancy company based in Bath. They were an organisation that were heavily involved in the aerospace and defence industry, and I looked at design consultancy work and technical publications supporting clients like Leonardo Helicopters and GKN Aerospace. I was quickly propelled into the engineering industry. I went from being a technical administrator straight into a recruitment manager. Within the period of three months and quickly found myself traveling across to the Isle of Wight to go and visit GKN Aerospace to deliver

Continued >



a design and technical review meeting, which was a massive learning curve for me, but it gave me a great exposure to the engineering industry and decided that I really wanted to take the challenge and further my career within this industry.

I worked for an organization whereby we recruited for offload packages of work in our offices and quickly grew that team to over 200 people. As a result of that, I became a programmes director to support the packages of work and quickly evolved that around supporting a lot of client reviews, developing new business then decided that it was really time for a new challenge.

Talk to us about that next challenge, setting up your own company

I made the decision that I was going to collaborate with some other professionals in the industry, and we decided that we were going to start up our own recruitment and consultancy business. That was a fantastic experience for me, gave me experience in terms of setting up a new business from scratch, looking at how we were going to market our business into the aerospace and defence industry and building up new clients from scratch. We grew that business successfully

and fortunately Morson Projects decided that we would make a fantastic acquisition and I joined them in 2015 as a business unit manager supporting the aerospace and defence sector.

What does your role at Morson Projects entail?

I'm currently working with Leonardo Helicopters, supporting their engineering division and also the product support division as well. We currently have over 150 contractors and permanent members of staff working on that activity. I have been working with Leonardo for over 20 years now, so it's a really well-established client relationship that has been cherished and developed over the years. We have collaborative teams across the whole of Morson Projects that supports both engineering, design and stress activity. We are about to enter into a massive phase of becoming a prime supplier at Leonardo Helicopters within the engineering division.

Who would you say has been your biggest mentor along the way?

I had a fantastic mentor, a gentleman called Richard Moore, who was a fantastic guy. He worked on Concorde in terms of doing all the loft designs, was very well respected within the

engineering industry, and he was an inspiration to me, a fantastic mentor. He coached me through how to deliver to the client, how to communicate with the client, and how to ensure that the chain of communication were well established to deliver successful packages of work. He was a fantastic mentor and somebody that I will always be thankful to for supporting me throughout my career.

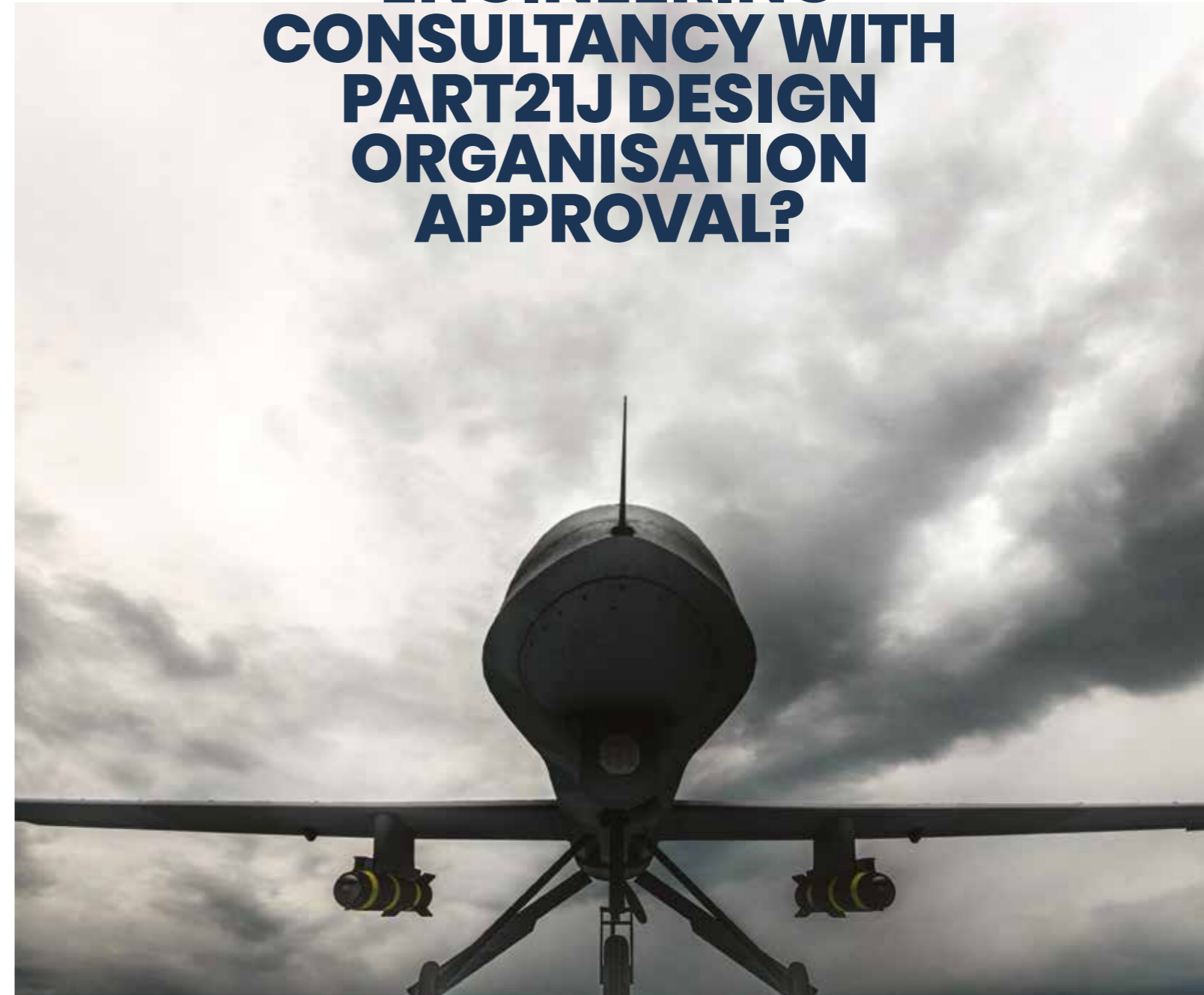
What advice would you give to your younger self?

I think if I could revisit and tell my younger self, be confident in your decision-making processes, be passionate and don't be frightened to go for it. It's okay to press the reset button and start again.

If you feel that this is a path that you're not happy with. Revisit your thoughts and your career aspirations and find out what you're really passionate about and just go for it!

"I made the decision that I was going to collaborate with some other professionals in the industry, and we decided that we were going to start up our own recruitment and consultancy business."

WHY CHOSE AN AEROSPACE ENGINEERING CONSULTANCY WITH PART21J DESIGN ORGANISATION APPROVAL?



With a string of high profile aviation safety cases over recent years, and the rapid pace of technological innovation, the issue of aviation regulation has rarely been under more scrutiny.

The design of aircraft systems and structures are governed by the set of regulations established by aviation authorities in Part 21. In the UK, the Civil Aviation Authority (CAA) Part 21 regulations are the comprehensive framework that governs the design, production, and maintenance of aviation products, parts, and appliances.

Every activity that exists in process of aircraft design and analysis, ultimately is traced back to a requirement in the regulations as they outline the procedural requirements and standards for obtaining and maintaining certification. As we have seen, this regulation is crucial for ensuring the safety, reliability, and performance of aviation parts and systems and understanding the regulations means that the design and analysis process can be as lean as possible while to ensure safety, airworthiness, and compliance.

Industry challenges

The scale of the challenges facing the aerospace industry today have not been seen since the 60's and 70's.

Environmental sustainability as the global push towards reducing carbon emissions drives the development of more fuel-efficient engines, alternative fuels, and electric propulsion systems. The ever increasing demand for better safety and reliability of aircraft. Economic factors such as airlines and countries alike strive for cost reduction and efficiency gains.

New technologies, processes and materials

As new technologies, processes and materials are developed to meet these challenges, they don't always neatly fit into the existing regulatory framework. Strict regulation, while essential for ensuring safety, quality, and compliance, can often act as a barrier to innovation by imposing rigid frameworks and lengthy



approval processes. These regulations can inadvertently stifle innovation and slow down the development of new technologies or methodologies, as companies get 'bogged down' by the need to navigate complex bureaucratic procedures. This environment adds risks to any project pushing the boundaries of technology. Cost increases and delays can end up negating the benefits and put companies off adopting new technologies and processes. As a result, regulations with the primary aim of protecting the public and maintaining industry standards, can slow the development and implementation of technologies which would help tackle wider global issues such as climate change.

Today there are more new technologies trying to break through into the mainstream than any point in the last 50 years. Advanced manufacturing techniques, including additive manufacturing and automation, are revolutionising the production process. This could allow for the creation of complex geometries that were previously unattainable, reducing waste, and significantly cutting down production times. The exploration of novel power sources, including electric propulsion and more efficient, environmentally friendly fuel alternatives, is setting the stage for a sustainable future in aerospace, reducing the carbon footprint of air travel.

Furthermore, the emergence of electric vertical take-off and landing (eVTOL) aircraft is reshaping urban air mobility, offering a glimpse into a future where air taxis and personal flying vehicles become a commonplace mode of transportation.

Artificial Intelligence (AI) offers transformative potential in aircraft maintenance, revolutionising the way we predict, diagnose, and undertake maintenance operations.

AI and machine learning can implement predictive

maintenance strategies, analysing vast amounts of data from aircraft sensors in real-time to identify patterns and predict potential failures before they occur.

Understanding regulatory requirements

In this context, an organisation that fundamentally and deeply understands the regulatory environment is best placed to undertake work at the cutting edge of developments in that environment.

Head of Design for Morson Projects DOA team, Glyn Williams, explains: "The engineering teams at Morson Projects have a deep understanding of regulatory frameworks which gives them a significant advantage when navigating the complexities of compliance and leveraging these regulations to the benefit of our clients.

"We see it as essential to have mastery of relevant laws and guidelines, this not only allows Morson Projects to deliver efficient and effective, compliance engineering solutions, but also enables the identification of strategic opportunities within the regulatory landscape. This expertise in interpreting and applying regulations provides our engineers a competitive edge, allowing them to expedite product development, secure certifications more swiftly, and develop methods and processes that enhance operational efficiency."

Morson Projects operate at the cutting edge of aircraft design and certification. This is a place where often the rules have not been written and we cannot rely on the old ways of doing things. Understanding and enforcing the regulatory environment give Morson Projects a special understanding of how to push the envelope of technology and design while keeping people and aircraft safe.

MORSON PROJECTS HOST UK CAA DOA CAPABILITIES & EXPERIENCE WORKSHOP

Morson Project's aerospace capabilities are enhanced by our highly skilled UK CAA Part 21J DOA team. Our team have significant experience in delivering innovation and excellence in Part 21J engineering, support solutions and services within the aerospace and defence industry.

Last week Glyn Williams (Head of Design Morson Projects DOA) and John Roach (Chief Stress Engineer & Chief of the Office of Airworthiness for Morson Projects DOA) hosted a workshop and presentation to senior Leonardo Helicopters Managers from various engineering and procurement departments.

The purpose of the workshop was to showcase Morson Projects UK CAA Part 21J DOA capability (Approval No. UK.21J.0652) and discover if there were any opportunities and synergies to provide additional support to Leonardo Helicopters.

The event took place in the conference room of the iAero Centre, where our Yeovil team are currently based, and included presentations, Q & A sessions and networking.

A huge thank you to those who attended, and to Austin Chick and the iAero team for their hospitality.



WHERE ART MEETS ENGINEERING

THE WORLD OF AIRCRAFT LIVERIES

In the high-flying world of aviation, where engineering marvels soar through the skies, a unique blend of creativity and precision comes to life in the form of aircraft liveries and paint schemes.

This niche intersection of art and engineering is just one of the areas Morson Projects specialised design teams inhabit, transforming blank metal canvases into airborne masterpieces, all while navigating the complex web of regulations and technical constraints.

The Art of Aircraft Liveries

Aircraft liveries are more than just paint jobs; they are an extension of a company's branding. These designs often feature intricate patterns, vibrant colours, and symbolic imagery that convey a company's ethos and values. Creating these visual identities is an art form that demands a keen eye for detail and a deep understanding of the customers needs.

Our Part 21J Design team work with the customers initial concepts, generating the drawings over multiple iterations, incorporating feedback from stakeholders to ensure the final design aligns perfectly with the customers vision.

Engineering Precision

While creativity drives the conceptual phase, the execution requires precision engineering. Aircraft paint must withstand a wide range of environmental conditions, temperatures, UV radiation and the physical stresses of flight. This demands the use of specialised paints and processes to ensure the aircraft maintains



its look and performance time all while ensuring that the paint does not add excessive weight to the aircraft impacting fuel efficiency and performance.

Our engineers work closely with our partners to select materials that meet these stringent requirements, creating bespoke application processes to map out the livery on the aircraft's curved surfaces, ensuring that every line and colour transition is precise.

Navigating Regulations

In addition to aesthetic and engineering considerations, aircraft liveries must comply with a wide range of regulations set by aviation authorities. These regulations cover aspects such as visibility and safety markings, which must be integrated seamlessly into the design. For example, all civil aircraft are required to display registration numbers and airline logos in specific locations and sizes. These mandatory elements need to be incorporated into the livery without disrupting the overall aesthetic.

Our teams knowledge and experience in choosing colours and patterns can determine an aircraft's visibility to other pilots and air traffic controllers, especially in adverse weather conditions. Morson Projects specialise in balancing creative expression with regulatory compliance, ensuring that the customers vision enhances rather than hinders the aircraft's operational safety.

Morson Projects Part 21J DOA Head of Design, Glyn Williams, shared: "In an industry where an increasing amount of our work is done remotely and behind screens, there is a very real pleasure and sense of pride seeing a freshly painted aircraft role out of the paint sheds with an incredible livery designed by our team.

"It never ceases to amaze me the creativity and artistic flair our engineers show in bringing our customers visions to life."

2024 EUROPEAN BUSINESS AVIATION CONVENTION & EXHIBITION

Glyn Williams and Dave Woodward from our Aerospace division recently attended the 2024 European Business Aviation Convention & Exhibition (EBACE), in the beautiful city of Geneva, Switzerland.

Glyn Williams, Head of Design at Morson Projects shared: "Dave and I have attended EBACE for many years and are excited to be back at Europe's premier on-demand aviation and advanced air mobility event, held at Palexpo and Geneva Airport.

"The event provides a fantastic opportunity for networking, collaboration, and exploring the latest advancements in the aviation industry. We had a great time catching up with clients and making some new connections too!"

Aligned with EBACE's aims of helping to shape the future of business aviation, Morson Project's aerospace capabilities are enhanced by our highly skilled UK CAA Part 21J DOA team. Our team have significant experience in delivering innovation and excellence in Part 21J engineering, support solutions and services within the business aviation sector.

As such, our team, which is led by Glyn are authorised to deliver approved design data packages which could be major changes, major repairs, minor changes, minor repairs, service bulletins, Supplementary Type Certificates (STCs) or obsolescent solutions.

Our Scope of Approval covers Avionics, Cabin, Electrical Systems, Environmental Control Systems and Structures, providing our clients with extensive capability; from simple repair schemes to special mission aircraft modifications.

"In an industry where an increasing amount of our work is done remotely and behind screens, there is a very real pleasure and sense of pride seeing a freshly painted aircraft role out of the paint sheds with an incredible livery designed by our team."

Why Choose Morson Projects?

The world of aircraft liveries is a fascinating blend of art, engineering, and regulation, and it takes a design organisation with experience in all aspects to deliver the best results.

As a Part 21J approved DOA we can provide a full approved data package that typically consists of the following :-

- Detailed concept rendering (to be approved by customer/ aircraft owner)
- Paint Process Specification
- Dimensional livery drawing
- Decal and placard drawings for company logos and bespoke requirements, if applicable

MORSON & PRIMARY ENGINEER CELEBRATE EARLY CAREERS PROGRAMME



The University of Salford's Sports Hall buzzed with the energy of young minds ignited by the possibilities of engineering and STEM subjects.

The occasion marked the celebration of an early careers programme orchestrated by Primary Engineer in collaboration with Morson Group. The programme aims to encourage enthusiasm for engineering among young school students, sparking interest in STEM subjects from an early age.

Led by Primary Engineer, a company dedicated to nurturing young talent in engineering and promoting engagement in STEM subjects, the event served as both a celebration and a showcase of the programme's achievements. Children from seven different schools across Manchester, along with their teachers, gathered to interact with engineers from Morson Projects, sharing their creations and engaging in a plethora of activities ranging from building various structures with LEGO to playing Jenga.

The main activities throughout the day revolved around the vehicles the children had made in class being put to the test. Automatic vehicles were put through their paces, with tests being run on how fast they were, and how much weight they could carry with attachable cargo. Vehicles that were non-automatic were released down a ramp, seeing if they could travel far enough to reach the designated area labelled as the train station.

One standout student from the event was 10-year-old Jacob from St. Mary's School in Swinton. Jacob, who clinched the 'Star Apprentice' award, showcased his ingenuity with a fully automatic train

complete with internal wiring, with the design being inspired by the Japanese bullet trains. Expressing his passion for engineering, particularly in space exploration, Jacob explained how he aspires to work at NASA or SpaceX in the future. He credited the programme for accelerating his interest in engineering and shaping his career aspirations.

Reflecting on the transformative impact of the programme, Mr. Chadwick, Jacob's class teacher at St. Mary's School, emphasised the remarkable surge in STEM engagement among students since their involvement with Morson Group and Primary Engineer:

"Since the school joined the programme, we have seen a dramatic rise in STEM subject engagement across the children. We set up an after-school engineering club a couple of years ago which initially saw very few children coming down, but now we have thirteen children, a mixture of boys and girls, attending the club. More and more kids seem to be opting for following careers in STEM, as opposed to the classic desire to be a footballer or a YouTuber. It's refreshing to see. The Morson Projects engineer that has visited the school, Francis, has been great with the children. He's been especially motivating, and is great at showcasing what it is like to work in the industry, which is a brilliant motivator for future career interest."

Francis, Technical Coordinator at Morson Projects, emphasised the company's commitment to nurturing early talent through

initiatives like the early careers programme with Primary Engineer.

"Despite my unconventional journey into engineering from a retail and hospitality background, I found my passion in the field and now serve as an early careers and onboarding specialist. I would encourage young minds to embrace challenges and seize opportunities, regardless of their career paths. Morson is certainly a company to consider following a career path with – they've been incredibly supportive of my ideas in my new role, and I feel very proud and passionate to be where I am."

Nathalie Cachet-Gaujard, Head of Partnerships in the North of England for Primary Engineer, underscored the importance of tapping into students' potential at an early stage of their education.

"We believe in embedding the programme into various subjects beyond STEM, including art and technology, to foster holistic development. The role played by companies like Morson Group in shaping the learning and career trajectories of future engineers is absolutely vital."

The event concluded with an awards ceremony, where students were honoured with certificates and medals for their participation, while some received special recognition awards for their exceptional contributions. As the young minds dispersed, the echoes of enthusiasm and inspiration lingered, promising a future fuelled by innovation and driven by a passion for engineering and STEM.



"As a women in industry, the passion I saw was outstanding and I hope to surround myself with more of these like-minded women in the future."

MORSON PROJECTS JOIN SPEAKERS PANEL AT THE UNIVERSITY OF SALFORD'S FIRST 'GO BEYOND' STEM CELEBRATION

Morson Project's Maria Williamson and Chloe Hughes recently joined a speakers panel at The University of Salford's first 'Go Beyond' STEM Celebration event in honour of International Women's Day.

The Go Beyond Women in STEM Celebration was held on the March 6th, at the University of Salford with the objective of uniting female students across various STEM disciplines within their School of Science, Engineering, and Environment (SEE), spanning all year groups. This event marked the first time such an occasion was hosted on campus.

Pictured left to right: Melissa Ahmed (Managing Director at TechWuman) Maria Williamson (Head of Engineering Delivery at Morson Projects), Chloe Hughes (Stress Engineer at Morson Projects) and Dr Shini Somara (Panel Moderator).

The event aimed to inspire conversation, debate and industry networking and featured a range of panel sessions from industry speakers, trend setters, researchers and university experts.

Dr. Maria Stukoff, University of Salford's Maker Space Director, said: "Go Beyond focuses on students' future readiness and its collaboration with industry mentors to foster employment opportunities for women in engineering. The continued support from the Morson Group and our Alumni network is a testament to our strong partnerships and joint commitment to nurturing talent pipelines for the next generation of women in engineering.



"The event aimed to underscore the significance of Women in STEM, aligning with the recent Women in STEM campaign launched to encourage more women to pursue STEM studies at Salford. Salford University is very fortunate to have industry partners Morson Group who campaign to support Women in Engineering, along with their goals to inspire the next generation of STEM leaders."

Head of Engineering Delivery, Maria Williamson and Stress Engineer, Chloe Hughes have been integral people in the development of 'Go Beyond', which began as a mentoring programme and has since evolved into a wider programme as part of the Morson Group STEM Foundation.

Maria Williamson, Head of Engineering Delivery, commented: "I was delighted to be invited to speak at the event, along with my colleague Chloe, we joined a panel to discuss 'Developing our Superpowers' touching on how

students can really embrace themselves and make the most of every opportunity. Encouraging them to identify their own strengths and push themselves in such a challenging industry. "The day was inspiring, hearing from follow industry professionals, all of which had fantastic knowledge and experiences to share. We also heard from some PhD students about their truly incredible research.

"As a women in industry, the passion I saw was outstanding and I hope to surround myself with more of these like-minded women in the future."

In addition to the event, Morson Projects also support the Go Beyond programmes mentoring initiative. Maria added:

"I've served as a mentor with Go Beyond for four years and have had the privilege of meeting inspiring women who have pursued exciting careers in STEM. It's incredibly fulfilling as a mentor

to witness their achievements and assist in shaping their new careers, especially considering I never had a mentor to guide my journey into engineering. Having a female role model is pivotal for the future of our industry to expand opportunities, and I am very excited to be mentoring another Go Beyond student this year."

Chloe, who pursued Aeronautical Engineering at Salford, now works as a Stress Engineer. She expressed: "Go Beyond really helped with my transition from university to a professional role, as my mentor (Maria Williamson) provided support throughout this phase. Having an industry mentor was priceless, and I'm now honoured to return as a mentor myself, aiming to support the transition for the next cohort of female students entering the STEM workforce."



MORSON PROJECTS' FATHER & SON DUO JOIN CHARITY BIKE RIDE FOR TWO BRAIN TUMOUR CHARITIES

Humber Bridge Cycling Sportive: A fun, non-competitive cycle event across the iconic Humber Bridge raising money for local charities in the local Hull area.



Father and son duo, Jordan and Vincent Knapp, Engineers from our Hull office, recently took part in a charity bike ride to raise funds for P.A.U.L for Brain Recovery and Brain Tumour Research.

Teaming up with 40 fellow riders from Hullensians RUFC as part of 'Phil's Pedal Party '24' Jordan and Vincent are gearing up for an exhilarating journey across the iconic Humber Bridge as they join the Humber Bridge Cycling Sportive event and aim to cycle 41 miles, in the hope of helping to fundraise an impressive £15,000.

'Phil's Pedal Party '24' has been organised by Phil, a member of the Rugby Club who is suffering from a brain tumour.

Jordan shared: "A huge thank you to Morson Projects for their generous donation of £500 to sponsor the groups jerseys for the charity bike ride. This amount will make a valuable contribution to these two charities who are committed to battling brain-related illnesses and promoting recovery.

"Phil's Pedal Party '24' isn't just about cycling; it's about making a tangible difference in the lives of those affected by brain tumours and supporting crucial research efforts. The event promises a fun-filled, non-competitive atmosphere, which we are looking forward to embracing!

"For anyone local wanting to come along, there is also a BBQ and live music at Hullensians Rugby Club open from 2pm for anyone who would like to join in the fundraising or show their support."

Please join us in supporting Jordan, Vincent, and the entire team as they pedal for a cause close to their hearts.

To find out more about the charities, please follow the links below:
paulforbrainrecovery.co.uk
braintumourresearch.org



MORSON PROJECTS HELP PLANT 425 TREES IN SALFORD

"The best time to plant a tree was 20 years ago, the second best time is now..."

Colleagues from Morson Projects joined forces with Morson Group colleagues from Anderselite, Waldeck, The Bridge IT, Morson Talent, Vital Human Resources and Cornwallis Elt, together planting an impressive 425 trees!

This tree planting initiative is a part of our wider Morson Group pledge of six ESG commitments that make up our 'For Tomorrow Framework', driving genuine social value and leaving a lasting legacy. As a business, we believe in continuous progress, ensuring our actions create a positive difference to the communities we serve.

Our purpose is to positively impact lives every day. We fuel innovation, empower industry, and enable opportunities for people across the geographies we serve. We are nurturing; developing and sustaining workforces of the future.

Our ESG efforts are crucial to long-term value creation and growth. We believe that sustainable growth is the only way to build a successful business, provide a solution to the skills crisis and have a lasting positive impact on our environment and society.

Morson Group CEO, Ged Mason, commented on the day: "It's great to see the team-building spirit that's going on, more importantly, what we are doing is beneficial to the community and it's nice to give back. These trees will create a nice ambiance in the park and will reduce emissions. It's been a feel good day, networking with my colleagues and contributing to a great cause."



MORSON PROJECTS TEAM TAKE ON 200-MILE CYCLE FOR BRAINWAVE

Mechanical Engineer, Samuel Airaud and Civil Engineer, Rozana Zyka from our EDF Hinkley Point C team joined Business Development Director, Andy Hassall and Head of Engineering Delivery, Andy Hartley from our Morson Projects team as they fundraised for Brainwave charity.

Brainwave are based near our Hinkley Point C team in Bridgwater and help children with disabilities and additional needs locally and across the UK to achieve greater independence and reach their full potential. They do this through developing bespoke multi-disciplinary therapy programmes which covers physio, speech and language, sensory integration and learning and devilmint.

The group completed the 200-mile fundraising cycling challenge from Brussels to Amsterdam, on average cycling for 5 – 7 hours a day. As a result they raised a fantastic total of £5,498 for Brainwave. Andy Hassall, Business Development Director commented on the ride: "Through wind, rain, and sun, we pedalled with purpose for Brainwave. The miles we rode may have been tough, but the smiles we brought to those in need made every pedal worth it." Rozana Zyka, Civil Engineer added: "My words don't do justice as it has been a unique experience!"

We started with heavy rain and headwind in Brussels (very challenging) but we finished with a sunny day in Amsterdam. (Get a bike and save the date for next year (10th-14th of July 2025). This time, the Brainwave Charity Ride will be in France!)"

Well done to all involved!



HIGHLIGHT GALLERY

THE ROYAL BATH & WEST SHOW 2024

STEM Ambassadors from our Bristol and Yeovil offices recently exhibited at the Royal Bath & West Show 2024 in the 'Discover the Future' tent.



We looked to inspire and connect with the next generation of STEM talent, with a range of fun children activities such as building boats, making lollipop catapults and fancy dress.

The Morson Projects team were kept extremely busy by budding engineers as everyone got stuck in as our STEM Ambassadors were teaching the children new skills and knowledge along the way.

We are delighted to have been awarded the Silver Medal for our 'Discover the Future' exhibition. A huge well done to the Royal Navy for their Gold Medal, the James Dyson Foundation for their Bronze Medal and all the other STEM exhibitors for creating such a fantastic atmosphere and space for learning.

Becky veal shared: "WOW! What a fantastic three days we have had in the Discover the Future tent at the Bath & West Show, the engagement has been absolutely fantastic. Its been really great to engage not only with the younger children but also with college leavers and parents to talk about future careers in STEM.

"Following lots of interesting conversations, we are really looking forward to engaging our STEM Ambassadors from across our south west offices to support a various of different school activities over the coming months."

Matt Thompson shared: "We have genuinely been blown away by the level of engagement with all children and parents. It's really been a whirlwind, we were not fully prepared for the level of interest in Morson Projects and what we do as an organisation.

"Between the team we have built over 500+ catapults as well as building cars and boats. We have really been able to reach out to the younger generations to get them into engineering as they are the future."



EDT INDUSTRIAL CADETS EVENT BRISTOL

Two of Morson Projects' STEM Ambassadors, Georgia Pomery, Administration and Security Vetting Officer and Lee Neale, Lead Designer had the chance to support the Education Development Trust (EDT) at their Industrial Cadets event in Bristol.

The event aimed to support students on their career journey helping them to build critical skills, celebrate achievements and provide them with the confidence to succeed in their future career journeys.

The EDT is an industry led quality benchmark for outreach and education programmes to build pathways through education and employment. Promoting the development of the next generation of UK's young minds, Industrial Cadets is a kite mark for schools and students seeking valuable and exciting STEM opportunities.

The event was a fantastic opportunity to teach the younger generation about STEM careers within the engineering industry, with some very supportive industrial teams.

Georgia shared: "Lee and I had a fantastic day speaking to various of different companies and teaching the younger generation how they can start their careers in engineering. The event was filled with so many great project's which blew us away with the creativity."

Lee shared: "We had a great day and met some very talented students and equally supportive industry experts and mentors. Looking forward to supporting the next event"

This is only one example of Morson Projects supporting the wider STEM community.



AEROWOMEN 2024
FROM ASTRONAUTS TO ANALYTICS

WOMEN SHAPING AEROSPACE CAREERS



"I am excited to contribute to the Next Gen Mentoring programme. I look forward to fostering personal and professional growth for the next generation of business leaders."

AeroWomen is a celebration of women in Aerospace and each year hosts a conference filled with speakers, workshops and a panel with the aim of creating an inclusive and welcoming environment for women at all stages of their aerospace career.

This year's theme was "From Astronauts to Analytics: Women Shaping Aerospace Careers".

A huge thank you to this year's truly inspirational speakers, who shared their own personal stories and experiences.

We are also proud to share that Morson Project's Associate Director Becky Veal was also invited to join the afternoon panel session, sharing her lived experience and how she overcame challenges in her career. Becky joined the panel alongside other inspirational women from across the industry including:

Charlea Boucher
Project Officer

Leonardo Helicopters

Shanice Woodman
ATCO

London Biggin Hill Airport

Mavis Rowland
Engineering Delivery Manager

Babcock

Moderator: Helen Haxel
Head of External Communications
Leonardo Helicopters

Becky shared of the event: "I was delighted to be invited to join the fourth annual AeroWomen event as a guest panellist and to have the opportunity to reflect on my

own personal experiences within the sector over the past 20 years, which I hoped inspired others as they embark on their aerospace careers.

"I have been fortunate to meet the inspiring women behind "AeroWomen" and witness their passionate efforts to promote change in the aerospace industry to make it more inclusive and diverse. The day was a celebration of women uniting, feeling inspired to advance their own careers, and to also offer encouragement to the next generation in STEM."

"It was fantastic to attend an Aero event where the vast majority of attendees were women, celebrating their achievements in Aerospace and promoting genuine change in the industry. I was deeply inspired by the incredible guest speakers who shared their personal journeys and the valuable lessons they learnt along the way.

"In line with my pledge to supporting women within the aerospace industry, I am excited to contribute to the Next Gen Mentoring programme. I look forward to fostering personal and professional growth for the next generation of business leaders."

Events like AeroWomen are helping to inflict change on the aerospace industry to make it more inclusive and diverse. A huge thank you to the AeroWomen Committee for executing a fantastic event and inviting Morson Projects to be part of it.

MORSON PROJECTS' BELFAST OFFICE WELCOME WORK EXPERIENCE STUDENTS

Our Belfast office were delighted to host work experience for six year 13 students from local schools plus two first year university students pursuing engineering degrees.

Gordon Murphy, Chief Systems Engineer & General Manager of our Belfast office shared: "It's been great to welcome some of Belfast's future engineering talent into our business this week.

"After giving the students a flavour of the types of work we undertake at Morson Projects, Thales in Northern Ireland were very kind to host us for a visit and tour of their Belfast premises.

"We wish all the students every success with their continuing studies and a very enjoyable and restful summer break. Thank you for choosing Morson Projects as part of your STEM development journey."

As a business, we are working to pave pathways into STEM for all through funding, engagement and training.

With the immense demand for STEM skills in the UK, we are investing in education and aspiration, working collaboratively with industry partners to ensure a sustainable future for the industry and the wider economy.



MORSON PROJECTS JOIN SEYMOUR PARK COMMUNITY PRIMARY SCHOOL'S 'WEEK OF STEM'

Morson Projects visited Seymour Park Community Primary School, in Old Trafford, Manchester as part of the school's 'Week of STEM'.



Some of our STEM Ambassadors visited the school to deliver a range of talks and hands-on activities to 360 students aged 7 to 11 (Years 3 – 6), hoping to inspire and educate the students about the world of engineering. Representing Morson Projects on the day was (left to right):

Ross Wyatt
Early Careers Engineer
Olivia Rhodes
Early Careers Engineer
Anna Davanzo
Engineering Manager
Jon Callahan
Head of Engineering Delivery
Laurie Carroll
Principal Stress Engineer

Our STEM Ambassadors conducted talks and activities for six different classes during the event, which received positive feedback from teachers, students, and parents alike. Including activities such as:

Bridge Building and Testing: The Year 3 classes had the opportunity to engage in bridge building and testing activities. Through this exercise, the students gained insight into different shapes that create strong structures and the reasons behind their strength.
Catapult Building and Testing: For the Year 5 classes, Morson Projects organised catapult building and testing activities. This hands-on exercise allowed the students to explore concepts related to elastic potential energy and kinetic energy.



Morson Projects' involvement in this event was made more special by the personal link between the company and the school. Neil Tatham, the Computing Lead at Seymour Park, is a good friend of Laurie Carroll, Morson Projects' Principal Stress Engineer.

Laurie shared his thoughts on the event: The children were really engaged from the moment we entered each classroom! They had some really good questions as we talked to them about what we do in our jobs and how everything around them is engineered.

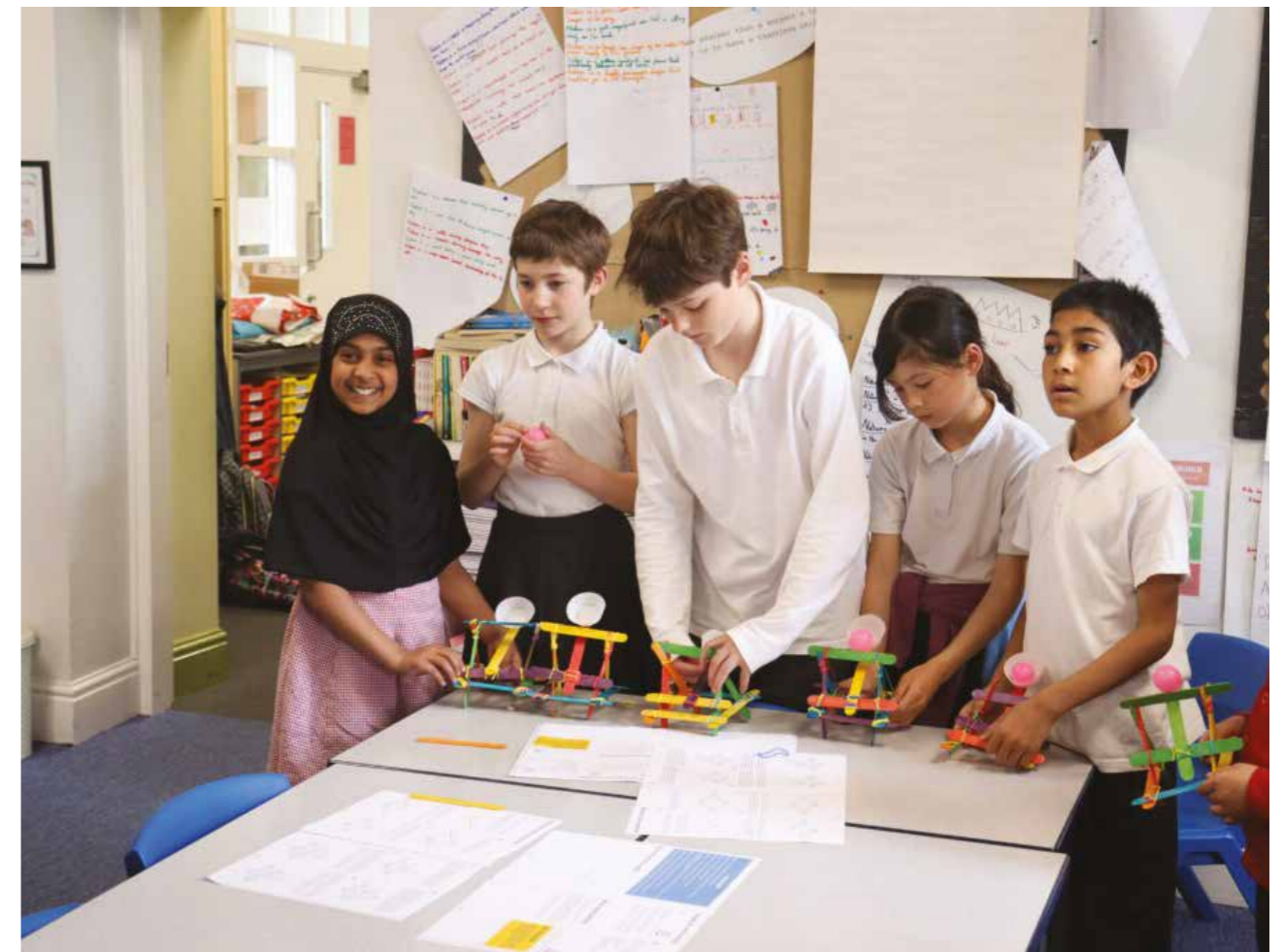
"I was asked if we could do anything to support a STEM day at fairly short notice, but with the STEM Toolkit boxes that we have available at most Morson offices, we were able to quickly plan a whole day of talks and activities and engage with around 360 children who were excited to hear about what engineers do and to take part in some hands-on engineering themselves!"

Olivia Rhodes, one of our Early Careers Engineers also shared: "It was a really rewarding day spent with the students, hopefully further sparking their interest in STEM subjects. There was a lot of excitement surrounding everything we covered, and we could already tell that many of the students would make great engineers in the future!"

Through their talks and hands-on activities, the Morson Projects team hope to have sparked curiosity and inspired the students. This event is just one example of Morson Projects' commitment to nurturing future engineers and promoting the field of STEM education.



"There was a lot of excitement surrounding everything we covered, and we could already tell that many of the students would make great engineers in the future!"



MORSON STEM AMBASSADORS BRING THEIR 'BRIDGE BONANZA' TO WILLERBY CARR LANE PRIMARY SCHOOL

We believe that learning about STEM in schools is crucial for the future of our industry.



"It was a really enjoyable afternoon for us all, a big thank you to Science Teacher, Matthew Robinson, for his help."

Morson Projects STEM Ambassador Programme provides all of our staff volunteers with the training, materials and time to visit schools, colleges and universities to support their curriculums and enhance the students STEM-based learning.

As part of Morson Projects STEM Ambassador Programme, STEM Ambassadors Vince Knapp (Lead Aerospace Engineer) and Hannah Lee (Apprentice Design Engineer) visited Willerby Carr Lane Primary School, near our Hull office to work with a group of Year 6 students and open their eyes to the world of 'STEM' (Science, Technology, Engineering and Maths).

We caught up with, Vince to find out more about how the session went: "Firstly, we started the session by introducing ourselves and gave a brief summary of what we do in our day to day lives as Design Engineers at Morson Projects.

"We then delivered the 'Bridge Bonanza' practical experiment, for which the children worked in groups to design, build and test a bridge.

"For the exercise, the students were split into groups of 6 or 7 and using the materials provided by IMechE, Institute of Mechanical Engineers (lolly sticks, clips, pegs, blue tack & rubber bands) set about the task with great excitement!"

"Hannah and I were on-hand to help the children throughout the activity and the groups produced some great ideas, with some more successful than others. They all had great fun when Hannah and I tested each bridge structure too!

"It was a really enjoyable afternoon for us all, a big thank you to Science Teacher, Matthew Robinson, for his help. A great day which will hopefully inspire some of the students to consider becoming Engineers in the future!"

Our STEM Ambassador Lead, Jon Callahan, shared: "Getting children involved in STEM subjects from an early age is crucial in supporting the growth of the young talent required in the future – the next generation of doctors, engineers, teachers and scientists are being nurtured as we speak.

"Problem solving, trial and error along with critical thinking skills do not have to be dull – young children can get excited about learning and enjoy it even more if it is disguised within a fun and engaging activity, which is what we hope to be able to bring to the classroom alongside an insight into the real-world, hands-on application of STEM subjects!"



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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CATCH UP ON THE TEAMS RECENT FUNDRAISING ACTIVITIES





WALDECK AWARDED A PLACE ON PROSPER'S DESIGN & CONSULTANCY FRAMEWORK

Waldeck are delighted to share that we have been successfully awarded a place on Prosper's Design & Consultancy Framework.

Prosper are a not-for-profit strategic business consultancy who specialise in procurement for the new build residential market. They work with many housing providers and public sector organisations across the UK to find the best solutions for their business.

Waldeck have been successful on the following:

Lot 3 – Civil & Structural Engineering

Central, South East, South West Regions

Lot 6 – Clerk of Works

South West Region

Lot 7 – Principal Designer

All Regions

Graham Wright, Commercial Director at Waldeck shared: "We are delighted to have been awarded a place on this framework for our engineering, clerk of works and principal designer services.

"Building new partnerships with the support of Prosper and developing these into long-term collaborations is an exciting opportunity for our team as we continue to expand our offering across the UK.

"We look forward to working closely with like-minded housing and public sector organisations over the coming weeks and months."



Our multi-disciplinary engineering team has been successfully appointed on two main lots relating to civil and structural engineering for new build extra care facilities and refurbishment projects.

Tim Leach, Director of Civil & Structural Engineering, shared: "Waldeck are pleased to share the news that we have been appointed onto the Longhurst Group Keystone Developments Limited Professional Services and Consultancy Framework.

"Our teams have a vast amount of experience working with housing providers across the UK, including within the East Midlands and look forward to expanding our offering to organisations who procure through this Framework, which opens up an additional pipeline for us across the affordable housing and extra care sectors."

Keystone Developments is part of Longhurst Group which is one of the largest housing groups in the Midlands and East of England, owning and managing more than 24,000 homes and delivering a wide range of care and support, specialist housing and home ownership services.

The four-year framework can be accessed by a number of organisations including Longhurst Group, Nottingham Community Housing Association, Tuntum Housing Association, Lace Housing, Norton Housing and Support, YMCA Derbyshire, Lincolnshire Housing Partnership, Lincolnshire YMCA, Framework Housing Association, Lincolnshire Rural Housing Association and YMCA Robin Hood Group.

WALDECK WIN PLACE ON £6.6M HOUSING PROVIDER FRAMEWORK FOR CIVIL & STRUCTURAL ENGINEERING

Waldeck are delighted to have been appointed onto the Longhurst Group Keystone Developments Limited Professional Services and Consultancy Framework.



WALDECK TAKE HOME FOUR TROPHIES AT CONSTRUCTING EXCELLENCE EAST MIDLANDS AWARDS

Waldeck joined 300 professionals from across the construction industry as they gathered to celebrate the Constructing Excellence East Midlands Awards 2024.

Please join us in congratulating the team for receiving recognition across three categories:

- **People & Culture Award** Winner
- **Innovation Award** Winner
- **SME of the Year Award** Highly Commended

As well as a surprise extra trophy as they were awarded the night's overall 'Winner of Winners'!

The awards provided a great opportunity to celebrate the amazing people and projects across the East Midlands, a region we are proud to call 'home'.

Hannah Cook, Head of Marketing and Communications shared: "It was our first time entering these awards and I am so proud of the Waldeck team for bringing home an incredible four trophies.

"Behind these awards are years of hard work, collaboration, evolution and determination which I have seen day in, day out from so many of our colleagues during my ten years as part of the Waldeck team.

"I genuinely couldn't be prouder of what we have achieved during this time, including how much we have grown into a great business to both work with and be part of."

Becky Hicks, HR Business Partner added: "The highlight for

me personally was winning the 'People & Culture Award.' This accolade is a massive testament to all the hard work and dedication we've put in as a team over the last five years. When I was preparing the presentation for the judges, it was a heartwarming experience to reflect on everything we've achieved. From innovative initiatives to fostering a supportive and dynamic work environment, our journey has been nothing short of amazing. This award is a celebration of our collective effort and commitment to making Waldeck a great place to work.

"A massive well done to our digital capture team for their outstanding work on the Panoptic Bridge Management project, earning them another well-deserved award. And a huge shoutout to the entire team for being highly commended in the 'SME of the Year' category – your hard work and dedication continue to set us apart."

Thank you to all the event's organisers and sponsors for such a fantastic evening and well done to all this year's finalists!



NCE BRIDGES EXCLUSIVE

WALDECK'S NEW ASSET INSPECTION, VISUALISATION & MANAGEMENT SOLUTION

Waldeck are delighted to have exhibited alongside Nottingham Trent University to showcase our bespoke new Asset Inspection, Visualisation & Management solution at this year's NCE Bridges event.



Our cutting-edge solution revolutionises the way assets such as bridges can be managed, simplifying the planning, capturing, monitoring and maintenance of large asset portfolios.

Through our innovative solution, we aim to enhance collaboration, improve decision-making processes, and ultimately deliver exceptional outcomes for bridge management projects.

We've developed a robust portfolio management solution, available at your fingertips, that:

- Streamlines and digitises routine inspections and maintenance
- Leverages new and innovative technologies
- Enables data led decision making
- Uses machine learning for automatic defect recognition
- Visualises assets in their surroundings
- Measures and mark defects within a 3D environment

Our solution offers much more than just asset maintenance, including:

- Bespoke customisation to suit client requirements
- The secure hosting of data
- An intuitive tool for visual data sources
- A powerful database that supports integration and storage of multiple data sources



"I am delighted that our research project, in collaboration with Waldeck, Birmingham City University, and Network Rail, has been shortlisted for the award."

WALDECK'S PANOPTIC BRIDGE MANAGEMENT PROJECT SHORTLISTED FOR THREE NCE BRIDGES AWARDS



The NCE (New Civil Engineer) Bridges Awards are a chance for experts from across the industry to come together as a community, recognise everyone's achievements and network with the best in the business.

Waldeck are delighted to be recognised as finalists in three categories at the up-coming NCE (New Civil Engineer) Bridges Awards for our Panoptic Bridge Management project with Network Rail, Nottingham Trent University and Birmingham City University.

The team have been shortlisted for:

- Bridge Project Team of the Year
- Innovation in Bridge Inspection
- Bridge Management Project of the Year

The shortlists come following Waldeck's on-going collaboration with Network Rail's R&D team, Routes and University Partners – Nottingham Trent and Birmingham City, who collaboratively have been supporting Network Rail's aspirations to digitalise their

Continued >



approach to Masonry Bridge condition monitoring. Thus far, a solution has been developed to leverage digital data to provide informed decision making for asset care over the entirety of its lifecycle, as well as supporting Network Rail's ambition to create a Digital Railway.

Veronica Ruby-Lewis, Associate Director at Waldeck, shared: "Being able to support Network Rail with their future aspirations and to take their visions into demonstratable working solutions over the past few years has been a prestigious project for Waldeck. The project has been founded on a strong and collaborative working relationship, which has certainly enabled the teams to deliver the best results.

"We are delighted to have been shortlisted in these three categories, which is a testament to the team's hard work, collaboration and application of the latest technologies.

"As we continue to work through the scalability of the approach and solution overall, we have also recently welcomed Software Engineer Muhammad to our team, through a Knowledge Transfer Partnership thanks to Innovate UK funding. Muhammad will support the expansion of Waldeck's capabilities and enable us to bring this solution to market for other clients in search of proven, smart asset and infrastructure management solutions."

Owen Thomas, Network Rail's Project Manager for the project, commented: "We manage a portfolio of around 6,000 bridges at Network Rail and manually examining them is challenging, costly and time consuming. The R&D team wanted to find a way to improve this, Waldeck and the project team have unlocked an innovative way to assess these structures using drones and the latest scanning technology. This

has huge potential to have a real positive impact on the railway and the way we manage our bridges."

Dr Song Wu, Professor of Construction Management – School of Architecture, Design and the Built Environment, at Nottingham Trent University, added: "I am delighted that our research project, in collaboration with Waldeck, Birmingham City University, and Network Rail, has been shortlisted for the award. It has been an ongoing effort between the industry and academia to revolutionise the bridge examination process. I am excited to see our work being recognised in these prestigious awards."

MEET THE TEAM

GRADUATE MECHANICAL ENGINEER AARON WAKELING

Meet our Graduate Mechanical Engineer, Aaron Wakeling, who is part of our Early Careers Development Programme.



The unique support and clear pathways of our Early Careers Development Programme enable our early careers employees to bolster their knowledge, giving them a chance to learn first-hand from our in-house experts.

Aaron's "end goal is to be the best engineer, I believe Waldeck and Morson Group will help me get there." We caught up with Aaron to hear more about his Early Careers Development Programme journey so far:

Hi Aaron! How did you get to where you are today?

I originally started doing engineering in school when I was in year 10, I then moved to a proper engineering College which was based in STEM.

I completed my GCSEs with them and then Sixth Form, studying triple engineering which then followed on to go to university studying Mechanical Engineering. Alongside that I was working on a construction site building air handling units and then finally landed a job with Waldeck.

What is your end goal?

The end goal is to be the best engineer I can be, and I do feel that Waldeck and Morson Group will help me get there, especially with

the people that they have working for them. It will be a challenge, but with the support I have available through Waldeck and Morson I will be able to achieve that in the next 5 to 10 years.

What tips would you give to others starting out in industry?

It really is just a matter of picking up the phone and trying to speak to people, as many people as you can within the engineering industry. Speak to people and ask them how they are doing in their job, how you can develop as a person and an engineer to come into the role you want to.

What made you want to join Waldeck / Morson?

What drew me to Waldeck and Morson Group was the people. I managed to gather two week's work experience when I was in Sixth Form with them and that was what really made me want to work for Waldeck. I love the people, the environment I am working in and I love everything about it.

"It really is just a matter of picking up the phone and trying to speak to people, as many people as you can within the engineering industry. Speak to people and ask them how they are doing in their job, how you can develop as a person and an engineer to come into the role you want to."



SPONSORSHIP ANNOUNCEMENT

WALDECK PROUDLY SPONSOR GRADUATE MECHANICAL ENGINEER AARON WAKELING FOR HIS 2024 TABLE TENNIS SEASON

Amateur table tennis player Aaron took part in his first table tennis tournament of 2024 in Nottingham.

At the age of fourteen, Aaron discovered his love for table tennis during a family holiday, where his brother and cousin introduced him to the sport. Over the past eight years, his passion for table tennis has continued to grow.

He expresses that he enjoys playing not only for the sport itself but also for the opportunity to meet new people. Often competing against participants aged 20 to 30 from across the UK.

With the generous sponsorship from Waldeck, Aaron will receive support for tournament entry tickets, branded tops, as well as essential equipment such as rubbers, balls and blades, ensuring he is equipped and motivated throughout the season ahead.

Aaron shared of the sponsorship: "A massive thank you to Waldeck for sponsoring me for the 2024 TT season. It's a great opportunity to spread knowledge of the company and increase the popularity of table tennis. I hope to bring back some trophies to share!

I look forward to seeing everyone having a game or two at our next social event.

"I also love table tennis because it offers significant physical benefits, such as muscle engagement, joint pressure, and aerobic endurance development, further enhancing its appeal as a comprehensive and rewarding activity for overall well-being. If anyone is interested to find out more, Dr Daniel Amen is one of my favourite physicians who talks about the topic more in detail."

Aarons plans for the remainder of the season involve consistent training sessions scheduled throughout the year, with the next tournament in sight at the beginning of April. Tournaments will occur twice a month all over the country, with three training sessions per week, at Grimsby, Cleethorpes and District Table Tennis Association.

Good luck for the rest of the season Aaron from all the team at Waldeck. We are proud to be able to give back to our wider community through a range of schemes and endeavours.

SUSTAINABILITY



Embodied Energy

Buildings are not just made of bricks, steel, and glass; they also contain embodied energy, the 'invisible energy' used to create and transport these materials. This embodied energy significantly contributes to carbon emissions, up to 30% of a building's total energy consumption over its lifetime.

Understanding embodied energy allows for more informed choices about materials and construction methods, highlighting its substantial impact on the global construction industry.

Scan the QR code to read the full article.



Biodiversity's role in our world

We've taken a look into the role of biodiversity in our world, and its crucial intersection with the construction landscape.

From defining biodiversity to understanding its pivotal role in construction projects, we'll explore how the industry can both impact and contribute to biodiversity conservation, including: understanding biodiversity and its importance, biodiversity and the construction industry, strategies for protecting and enhancing biodiversity and useful case studies.

Scan the QR code to read the full article.



Nature Based Solutions

From forests that act as carbon sinks to urban parks cooling cityscapes, nature-based solutions harness the power of natural processes for a healthier planet, but what exactly falls under this umbrella term?

Nature-based solutions (NBS) are actions that work with and enhance nature to help address societal challenges. The key is that these solutions provide benefits for both human wellbeing and biodiversity.

Scan the QR code to read the full article.

DIGITAL CONSTRUCTION



The UK BIM Framework

The UK BIM Framework marks a significant leap in the construction industry, laying out an overarching approach to information management through Building Information Modelling (BIM).

Focusing on international standards like BS EN ISO 19650, the framework aligns UK practices with global benchmarks, ensuring consistency across borders. By embracing these protocols, businesses can enhance efficiency and streamline productivity throughout a project's life cycle.

Scan the QR code to read the full article.



Shaping Tomorrow

We've taken a glimpse at how engineering redefines our world, through innovative solutions to complex problems, from building cities to exploring space.

Our latest article covers advancements in renewable energy, efficient manufacturing, and the challenges engineers tackle in transportation and nuclear energy. Join us as we discuss: transforming the world through engineering, revolutionising energy with innovation, enhancing logistics and transportation, pioneering nuclear engineering solutions, innovations in manufacturing.

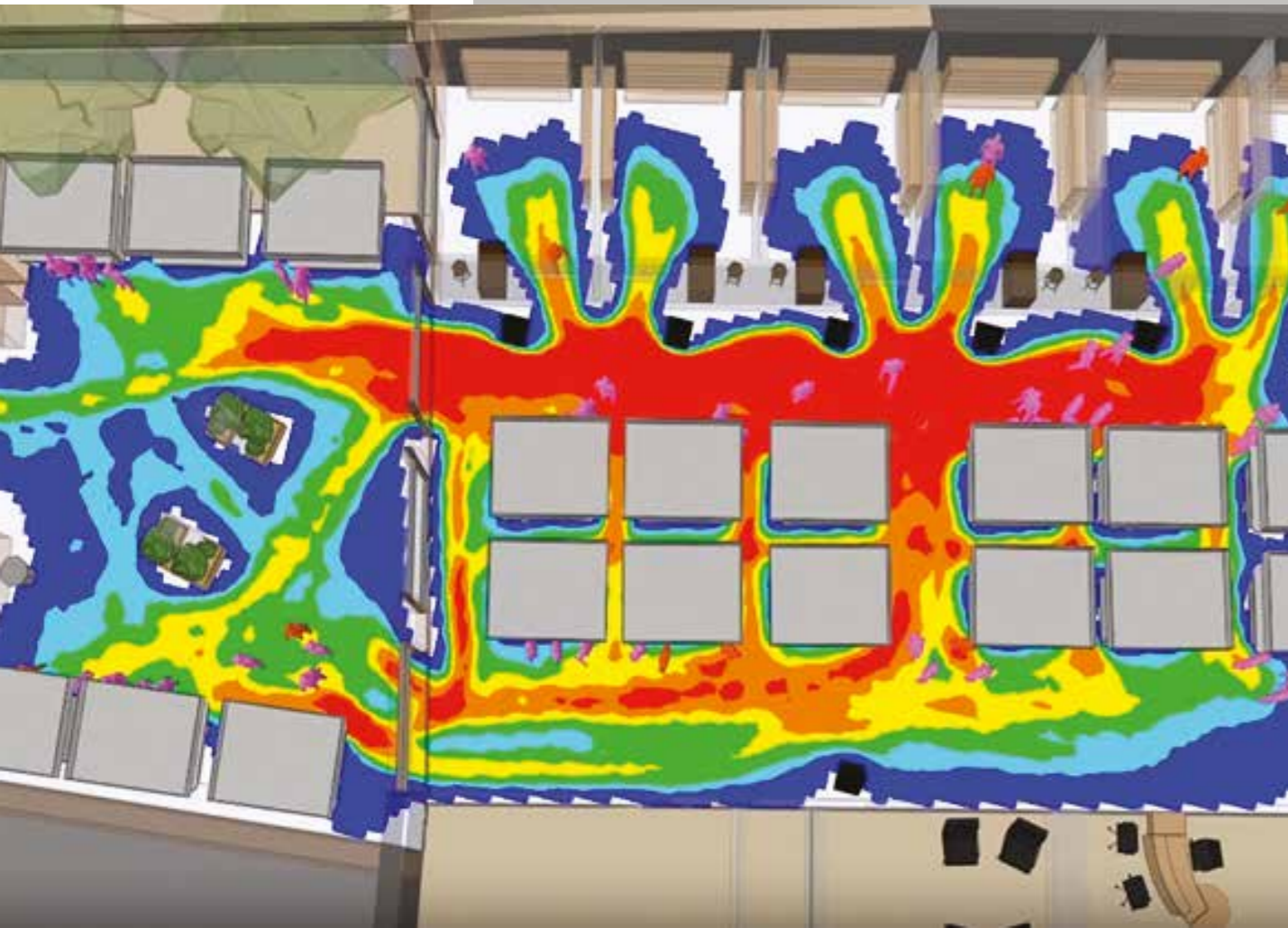
Scan the QR code to read the full article.



UK Drone Regulations

As drone technology advances, understanding UK drone laws is essential for legal and smooth flight operations. Whether for capturing footage or using drones for leisure, knowing regulations ensures compliance. Whether you fly drones for capturing breath taking aerial footage or purely as a leisure pursuit, staying on top of these regulations ensures your activities are above board. The UK has clear directives that range from essential registration to intricate guidelines covering different types of flights.

Scan the QR code to read the full article.



PEDESTRIAN FLOW MODELLING

BETTER UNDERSTANDING OF SPACES

In the quest to optimise the functionality of various public spaces, ranging from retail outlets and parks to stadiums and transport hubs, an innovative approach known as pedestrian flow modelling is revolutionising space planning strategies. This cutting-edge technique leverages data and advanced computational simulations to analyse and enhance space utilisation efficiently.

By simulating and visualising the movement of people within public areas, pedestrian flow modelling offers valuable insights into the dynamics of foot traffic. Planners can integrate factors such as infrastructure, time of day, and special events to identify optimal configurations that enhance spatial efficiency and responsiveness.

How Waldeck can help...

Our engineers and planners utilise Oasys MassMotion, an advanced software solution, to forecast and manage the movement of large crowds within complex 3D environments, including transport hubs, retail and commercial spaces, rail stations and platforms, and parks and stadiums. With our pedestrian simulation, analysis, and modelling tools, we accurately replicate real-life crowd scenarios to rapidly test intricate designs within a 3D model.

This allows businesses to observe in real-time how individuals interact with their spaces. By leveraging these capabilities, we collaborate with clients to optimise layouts for enhanced space utilisation, ensuring functionality, efficiency, and safety.

When can this solution be used?

Several progressive cities have adopted pedestrian flow modelling to optimise space utilisation and enhance urban experiences. In London, this technology has been instrumental in redesigning busy transit hubs, resulting in reduced congestion and improved pedestrian traffic flow. Similarly, in Birmingham, Waldeck's pedestrian flow modelling played a crucial role in the redevelopment of Perry Barr Station and surrounding areas for the Birmingham 2022 Commonwealth Games, ensuring design suitability for future passenger demand and stress testing various scenarios.

Leading retail hubs like Tokyo and New York have also embraced pedestrian flow modelling to elevate shopping experiences. By employing advanced computational techniques to simulate and analyse shopper movement within retail environments, retailers can strategically reimagine store layouts and product placements. This data-driven approach provides valuable insights for

optimising foot traffic, driving sales, and enhancing customer satisfaction.

How can Pedestrian Flow Modelling benefit your business?

Pedestrian flow modelling emerges as a pivotal tool for businesses seeking to enhance their physical spaces. Identifying high-traffic areas and potential bottlenecks, allowing for strategic placement of checkout counters, product displays, and aisles to optimise visibility and accessibility. This not only streamlines the shopping experience but also fosters customer satisfaction and loyalty by delivering a memorable and enjoyable shopping environment.

These benefits extend to other spaces, such as transport hubs, where pedestrian flow modelling facilitates layout optimisation and infrastructure planning. By simulating various scenarios, planners can pinpoint potential congestion points, streamline pathways, and optimise the placement of amenities like ticketing kiosks and waiting areas. This results in improved space utilisation, enhanced passenger flow, and reduced bottlenecks within peak hours, ultimately enhancing the overall user experience.



3 PEAKS CHALLENGE FOR CANCER RESEARCH & THE BRITISH HEART FOUNDATION

Waldeck's Civil & Structural team completed the Three Peaks Challenge within 24 hours, to raise funds for Cancer Research and the British Heart Foundation.

Joe Baker, Peyman Band, Thomas Peden, Finley Nottingham, Louis Wells and Martin Goodwin (driver) adventure began in Scotland at 6am, the team tackled Ben Nevis followed by Scafell Pike in England and then Snowdon in Wales.

The team covered 28.5 miles in 24 hours, 3 minutes and as a result they managed to raise a fantastic total of £1,965.

The group shared: "Covering 3064 meters of ascent, across a total distance of 28.5 miles (46km) and 63,000 steps was one of the hardest things I have ever done, the physical and mental challenge really pushed me to the limits! But that's the whole point of a challenge and as much as I

don't think I could face doing the 3 peaks again anytime soon, it was THE most rewarding experience for a great cause with the best group of people."

"We were very lucky on several occasions throughout the challenge. First of all, on the way up through Scotland in the valley of Glencoe we managed to get through just before they shut the road overnight for roadworks... that would have meant a very long detour as roads are sparse in the highlands! Secondly, we managed to summit all three peaks without experiencing a single drop of rain! Finally, we didn't get lost! Although we did lose contact with Martin on Snowdon..."

A huge congratulations to the group for completing this impressive challenge.

CRAIG HARRISON RAISES £1,020 FOR ST LUKE'S SHEFFIELD'S HOSPICE



Principle Mechanical Design Engineer, Craig Harrison, from our Sheffield office completed the 'Coast-to-Coast bike ride in a day', to raise funds for St Luke's Sheffield's Hospice.

Craig covered 152.34 miles over 11 hours, 27 minutes and 47 seconds and as a result he raised an incredible total of £1,020.00.

He shared: "I started off in the rain and mist at Seascale on the west coast at 05:30am and finished in sunny and warm Whitby on the east coast at 07:50pm.

"It was truly a 'big day out' where I was pedaling for 11.5 hours, but I managed to finish all well and good if not tired and a little bit sore! However, it may well not be something I sign up to do again in a hurry!

"The final total was well beyond any expectation I had, and I feel very grateful that so many people chose to sponsor me for such an amazing cause."

'WALK THE WRIGHT' FUNDRAISER FOR MOUNTBATTEN HOSPICE

"A massive thank you to all those at Waldeck and Morson Projects for supporting me, and everyone else who has donated and helped me and my family navigate a difficult journey over the past year."

A huge congratulations to Principle BIM Manager Graham Butler and family for completing the 'Walk the Wight' at the weekend to fundraise for Mountbatten Hospice.

The walk helps support patients and families cared for by Mountbatten, to help provide 24/7 expert care and support for free to thousands of local people across the Island.

Graham shares: "Having put my body through its paces on Sunday, I'm pleased to say after 11 hours of solid walking, I can tick Walk the Wight off the bucket list!

"As a family, we managed to raise over £2,500 for Mountbatten Hospice. There were over 9,500 walkers, and in total, the hospice managed to raise over £440,000. 26 miles felt a lot longer with a lot of steep climbs and rough terrain, but met with some spectacular views once up on higher ground towards the end!

"A massive thank you to all those at Waldeck and Morson Projects for supporting me, and everyone else who has donated and helped me and my family navigate a difficult journey over the past year."

Everyone's generosity will help give free bereavement and psychological support to anyone who needs it and help those with life-limiting conditions to live well during the last years of their life by providing rehabilitation and enablement services, art and music therapy, and a social programme.

It costs £10.5 million every year to run Mountbatten's services. Only a third of this money comes from the NHS – the rest comes from fundraising like the event Graham has just completed.





WALDECK RE-SIGN AS PETERBOROUGH PHANTOMS PREMIER SPONSOR FOR THE 2024/25 SEASON

Waldeck joined as Premier Sponsors of the Phantoms in the 2022/23 season and the relationship has gone from strength to strength since.

Jon Kynaston, Phantoms Director commented: "We are delighted to have Waldeck back on board as Premier sponsors for the third consecutive season!"

"In their two seasons as Premier Sponsors they have played a huge part in our National Cup success of 22/23, the Play-Off Championship in 2023/24, and we can't wait to see what the 2024/25 season has in store."

"It has been great to build our relationship both on and off the ice over the past two seasons, and we look forward to what next season will bring."

Neale Stephens, Waldeck Director added: "The Waldeck team has had an amazing experience sponsoring the Phantoms and being part of their journey throughout the past two seasons. Attending games and events as their Premier Sponsor and even joining the team on the ice! It has been a fantastic experience, and we are eagerly looking forward to

continuing this partnership for the 2024/25 season. "The Phantoms have an incredible 'phan' base and a strong following in the local community. It's truly inspiring to see their passionate fan base and the support they receive. However, what makes this sponsorship even more fulfilling for us is the alignment of values between Waldeck and the Phantoms. The Phantoms have shown their commitment to important causes such as Pride and local charities like Sue Ryder."

"Being able to support a team that shares our values and actively contributes to these causes has been immensely rewarding for us. We are excited to continue working with the Phantoms, building on the successes of the past seasons, and making a positive impact in the local community together. We look forward to seeing what the new season brings, good luck Phantoms!"

Find out more about the Peterborough Phantoms here: www.gophantoms.co.uk



WALDECK JOIN PETERBOROUGH PHANTOMS ON THE ICE FOR TRAINING SESSION

A huge thank you to the Peterborough Phantoms Ice Hockey team for welcoming the Waldeck team to join them on the ice last week as they took part in a training session with the players.

Led by Head Coach, Slava Koulikov, the players generously gave up one of their weekly training sessions to put the Waldeck team through their paces... Guiding them through all of their equipment, before getting everyone involved in a range of drills and 5-a-side matches.

Hannah Cook, Head of Marketing, shared: "A big thank you to Slava, Emily and all of the Peterborough Phantoms Ice Hockey team for making this unforgettable experience possible. When Slava asked us at a recent event 'what more can the Phantoms do for Waldeck as Premier Sponsors' I don't think this was quite the response he was expecting!"

"The team have been visiting Planet Ice over the past couple of months to practice their skating, and really made the most of getting on the ice with the players for an evening to remember."

Sam Young, Waldeck Project Manager, added: "As we're seeing consistent growth and an extremely busy Q1, it was a night a lot of us were excited for, to blow off some steam and try something new. "Thanks to the Phantoms for giving us the opportunity and showing us it's much harder than it looks. Like many of our projects, the end product is only a glimpse of the work that goes in behind the scenes."

WALDECK TEAM USE ANNUAL 'CHARITY DAY' TO TRANSFORM NAVENBY PRIMARY SCHOOL

Waldeck's Civil & Structural engineering team had the opportunity to make a positive impact in their local community, dedicating their time and DIY 'expertise' to help transform Navenby Primary School.

Navenby Primary School is in the neighbouring village to Waldeck's Head Office in Wellingore.

The team updated some well-used spaces to enhance the school's overall environment and create a more enjoyable learning space for the local students.

Martin Goodwin, Project Planner at Waldeck, organised the day for his team. He shared: "We all had a thoroughly enjoyable day, and it passed without any hitches.

"The support and cooperation from Navenby Primary School were outstanding. The school warmly welcomed the Waldeck team and actively engaged in the planning and execution of the day's activities. The positive attitude and collaboration between the two parties ensured a smooth and productive day.

"The team worked tirelessly and completed all the planned tasks. We even had the opportunity to enjoy a well-deserved lunch and socialise afterward, which was a welcomed treat after a busy day."

Tim Leach, Director of Waldeck's Civil & Structural Engineering team added: "The support day

was a resounding success, with 15 dedicated employees from both Peterborough and Wellingore coming together to lend a hand. "The team rolled up their sleeves and tackled a variety of tasks, both inside and outside the school. From painting the playground fence to refurbishing the outside classroom, repairing storeroom doors, and refreshing the walls in various areas, the team accomplished an impressive list of achievements. Their tasks also extended to cleaning skirting boards, wooden railings, and carrying out general maintenance tasks. It was a truly impactful day of support."

The positive impact of Waldeck's support day extends beyond the immediate transformation of the school's premises. It demonstrates the company's commitment to social value and community engagement.

The success of this support day was made possible by the coordination and collaboration of the Waldeck team, as well as the support of the school and its staff. The positive outcomes achieved will undoubtedly be appreciated

by the students, teachers and the wider community.

Headmaster of the school, Craig shared his thanks: "Wow! Thank you for all of the work your team have managed to get done in one day. I have been round and seen some of the improvements you have made which all look fantastic. To rally 15 people is fantastic and they have all helped to improve our environment for the children. It is much appreciated."

Waldeck's commitment to social value extends beyond engineering projects. Our dedication to making a difference in the community sets a commendable example for other organisations. By actively engaging in initiatives like this Community Support Day, Waldeck demonstrates that corporate responsibility goes hand in hand with professional excellence.

Waldeck are proud to have been a part of the transformation of Navenby Primary School and look forward to continuing our support of the school and other community initiatives in the future.

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