

# INVESTED IN

# BRITAIN

## FOCUS ON: TRAINING



## Welcome

**W**elcome to the second **Raytheon UK Invested in Britain newsletter**. In the last edition, we focused on the ways that training provides the confidence and skillset needed to adapt in rapidly changing circumstances. We described training as an ‘unsung hero’ that can unlock the skills to set the UK up for the future.

This month, we focus in on a number of initiatives that are aimed at helping the UK adjust to the future of work. We look to the next generation of digital skilled professionals with a feature on our training partnership with the Royal Navy and Royal Marines Charity (RNRMC) and provide a spotlight on our Women in Cyber initiative, both designed to upskill the future workforce.

We hope this is of interest and – as ever – if you have any questions, or want to find out more, please do get in touch.

This is both a challenging and exciting time for training – and one where we can’t afford to stand still.



**Frazer Ross,**  
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## The Navy’s future

**R**aytheon UK places a priority on recognising outstanding achievement in the field of training. One such way is through our sponsorship of the award for Top Student on the Fleet Navigating Officers (FNO) course.

The course, based on a mix of written and practical assessments, takes place over 6 weeks and culminates in a challenging 2 week period of simulated and at sea assessments in challenging conditions. It is designed to deliver a qualified Navigating Officer to front line units, capable of pilotage navigation at speeds of up to 18 knots.

This year, the award for Top Student on the course was given to Lt Charlotte Eddy RN, who has since been appointed as Navigator on HMS Scott and was deployed to the South Atlantic.

Raytheon Anschutz provide support to the in-commission navigation systems on the Type 45 Destroyers and are also in the progress of delivering the Integrated Navigation and Bridge Systems for both of the new warship classes in build for the Royal Navy: the Type 26 and Type 31 Frigates. This means that Lt Eddy, and other graduates on the FNO course, will be navigating the seas around the world using Raytheon’s equipment.

### FIND OUT MORE

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## Women in Cyber

**A**s we look to the future, innovating our training practices also means increasing the breadth of our skillset.

This is particularly critical for cyber security, where a recent Government report suggested that nearly half of businesses have a basic skills gap. In order to close this gap, industry should be looking to become more diverse.

For instance, currently only 1 in 5 cyber security employees are women. To help attract more diversity to the sector, Raytheon UK has supported the Women in Cyber Academy.

Working in partnership with the

Department for Digital, Culture, Media and Sport and QA, our cyber experts helped train and upskill women without a cyber background to take up work in the cyber industry.

Raytheon UK helped develop a comprehensive training programme lasting 12 weeks to prepare them for a role within our cyber and intelligence team in either Gloucester or Manchester. Here, they are also provided with mentors to ensure their continual development.

This course has enabled a range of women to get into the cyber sector, from entry level roles to senior hires. The initiative has highlighted the importance of identifying and filling gaps in training. It has given participants the opportunity to change careers and opened the eyes of many to the career that they can have in cyber, with every attendee still employed with the company.



## Transforming training is crucial to future-proofing our Armed Forces

**M**aking military training fit for the future is key to ensuring we have the right talent, a strong national defence and an unshakeable military resilience.

At Raytheon UK, we have been able to transform our approach to training and deliver virtual and digital learning programmes that have equipped our Armed Forces with world-class skills.

For instance, we have harnessed innovative training programmes and digital platforms to deploy our Advanced Battlespace Computer Simulation programme across the UK and in Canada.

This has given our Armed Forces and their Canadian counterparts state-of-the-art training, equipping them with essential battlefield dexterity.

Transforming our Armed Forces' training in tandem with the evolving military landscape can help us manage future national security risks and enhance resilience, while ensuring the people who protect Britain are kept safe themselves.

To learn more, listen to Shephard Studio's latest podcast, where Raytheon UK's Frazer Ross discusses the ways in which we can use technological change to train and upskill our workforce for the future.

[bit.ly/shephard\\_podcast](https://bit.ly/shephard_podcast)

## All hands on deck for STEM learning

**I**t is essential that young people are able to carry on learning during these challenging times.

This is particularly the case with STEM, where according to some estimates the shortage of skills is costing UK businesses up to £1.5 billion a year in recruitment, temporary staffing and additional training costs.

We at Raytheon UK are dedicated to promoting and supporting STEM learning across the UK. That is why at the end of August we launched a long-term partnership with the Royal Navy & Royal Marines Charity (RNRMC). This included naval-themed STEM training exercises for young students and families, ensuring that young people could continue to learn during these challenging times.

Students also had the chance to take part in a challenge that put their skills to the test by designing and building their own boat. Winners will be announced on the RNRMC's Facebook page following an evaluation of the entries by a panel of judges including Honorary Royal Navy Commander Dee Caffari MBE and Raytheon UK's Engineering Director Alex Rose-Parfitt.

We recognise that it has not just been industry that has had to adapt their training practices this past year, but also those across different sectors including education. That is why we have partnered with the RNRMC to ensure that young people can continue to be trained up in the skills that matter.

### FIND OUT MORE

**Join the fun:** [www.rnrmc.org.uk/float-your-boat](http://www.rnrmc.org.uk/float-your-boat)



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