

## Vanguard Newsletter – December 2024

2024 has been a year of great output for the Vanguard. We have witnessed the development of two new workstreams in People and Skills, and Space in Defence; seen our Ethics in AI workstream showcase their research and findings at the Defence Information 2024 Conference in July; and we have seen great progress across each of the workstreams- detailed further below.

As the year draws to a close, the Vanguard Management Team have recently recruited a new member, Olivia Flaws, to act as our Communications Officer. Olivia will be bringing all the information from Drumbeats and Events to your inboxes — so keep your eyes peeled! We have collectively worked together to produce a strong network for early careers professionals, and that is thanks to you and your efforts throughout the year.

For 2025, we are hoping to continue to harness the diversity of thought and contribute this to upcoming conferences and even bigger outputs for our workstreams. People and Skills are collating their evidence collected in the Defence Careers workshops to produce final reports. Recruitment and retention of young people is a growing problem across Defence, with both government and industry struggling to meet the rapidly growing demands for resource. The People and Skills workstream is currently holding a series of workshops in the respective organisations to understand the problem-space, and to develop initial solutions. The findings from these workshops will be synthesised into an initial report, to be delivered to Dick Dixon within StratCom. The workstreams wider aim is to then follow this up with a more targeted survey which will be distributed across the Vanguard membership. To get involved, contact: [jack.HODGES@uk.thalesgroup.com](mailto:jack.HODGES@uk.thalesgroup.com).

Sustainability in Defence is collaborating with Defence Digital and MOD Main to combat digital emissions across the sector. Such efforts for raising this awareness can be seen in the Digital Cleanup Day; a day dedicated to cleaning up our digital lives. 2025's DCD is being organised by Let's Do It World. Did you know that the internet produces more than 900 million tons of CO2 each year? Of this, on average, one email emits 4g of CO2 which is equivalent to the carbon footprint of a lightbulb that has been turned on for six minutes! If interested, reach out to: [Khadijah.KHATUN@uk.thalesgroup.com](mailto:Khadijah.KHATUN@uk.thalesgroup.com)

The Space workstream is in partnership with Space Command. Following recent mandate approval from Space Command, an initial team of 19 engineers, PMs and BMs have been assembled to kick off the white paper tasking. This multidisciplinary team represents a number of Primes, offload suppliers, industry groups and startups supporting the sector. The deliverable to Space Command will cover 10 technical topics with the intention to deliver a presentation in quarter one of 2025. The key contact for the Space workstream is: [mark.perkins@sii-group.uk](mailto:mark.perkins@sii-group.uk).

Our final piece on workstreams centres our Ethics in AI group. Currently, the Ethics in AI group have been supporting the Defence AI Centre with defining AI development guidance within the UK Defence sector. They have been focussed on assessing current processes, tools, and perspectives implemented. They are seeking ways in which to weave ethical

principles set out by the DAIC relating to guidance on AI development and usage. If this sounds of interest to you, they are always looking to onboard those who possess skills in research, data analysis, and public presentation. Contact: [venus.arsenio@baesystems.com](mailto:venus.arsenio@baesystems.com).

In other news, the Defence Support People Team is hosting a Logistics Month in December for the 'Year of Professions'. The month will showcase many different roles within the logistics sector and include some exciting stories, as well as an exclusive webinar on the Christmas Logistics Operations from the John Lewis warehouse. There will also be sessions from professional bodies including speakers informing of the processes on how to join these groups and the benefits of them. In addition to this, there will be information on how to become a volunteering Champion and ambassador.

For any queries about topics covered in this newsletter, please contact [eleanor.perry118@mod.gov.uk](mailto:eleanor.perry118@mod.gov.uk).