

Through-Life Training



SELEX
Systems Integration

A Finmeccanica Company

SELEX Systems Integration is a dedicated Prime Contracting and Systems Integration business that manages the delivery of technology investment programmes in complex operational and safety-critical environments.

We are a wholly owned subsidiary of Finmeccanica, one of the world's largest technology companies, with a turnover of over ten billion pounds and 70,000 employees worldwide.





Transforming training. Enhancing capability.

One of the emerging trends of the early 21st century is the way in which industry, the public sector, and the armed forces, have looked to transform organisational capability through the exploitation of latest technology. Such technology-enabled transformation strategies can only be realised, however, by ensuring that the people working within these organisations are able to develop the appropriate knowledge, skills and attitudes.

The role of training as a force multiplier, becomes even more important within a time of global economic pressure, enabling staff to maximise their own potential, that of their team, and the organisation as a whole. As a consequence, training programmes themselves must transform and be developed in such a way as to also reduce costs and contribute to overall efficiency.

SELEX Systems Integration incorporates the long-established training capabilities of VEGA, VEGA Deutschland, and VEGA France, consolidated into a dedicated Training Solutions team. We define, deliver and support through-life training solutions using the most appropriate technology, enabling organisations to transform training and enhance capability.



A depth of understanding

SELEX Systems Integration's Training Solutions team helps organisations improve their organisational capability through training transformation that:

- > Engages students more effectively (Better)
- > Increases the volume of effective learning outcomes in less time (Shorter)
- > Provides affordable learning within the current operational budget (Cheaper)

We achieve this through our proven ability to understand specific learning requirements, our knowledge of the latest COTS training technology, and our independence from propriety products and services. Our solutions are based on a core methodology that:

- > Identifies the organisational, team, or individual skills gap
- > Defines how the gap can be addressed
- > Integrates the appropriate technologies and methodologies
- > Supports the evolution of the through-life operational requirement

Evaluating the requirement

Conducted either at an individual, team or organisational level, the analysis undertaken by our training consultants determines skills and competencies required to successfully interact with equipments and processes, and each other. Where skills gaps are identified, we make proposals to mitigate the deficiencies through learning interventions. At the curriculum level, the analysis can address the way that individual specialisations are developed to ensure maximum coherence in support of operational capability.

As experts in training and occupational learning, SELEX Systems Integration's Training Solutions team is conversant in the latest training technology, enabling them to recommend the most appropriate learning media and methods for effective interventions.



Designing a solution

SELEX Systems Integration designs solutions to specifically address those learning objectives identified in the cognitive, affective and psychomotor domains, and then matches these to appropriate instructional design techniques. Our instructional designers have many years' experience in producing content that is engaging, easily understandable and user-friendly. We deliver instructional content that employs the latest thinking on interaction and graphical representation, as and when appropriate.

Whatever the chosen media or method, our aim is to achieve a cost-effective training solution that has the following characteristics:

- Reusability – reducing effort, cost and time to develop
- Innovation – exploiting the latest technology to enhance the learning experience and support retention of knowledge gained
- Maintenance of perishable skills – skills fade is well understood by our training analysts and learning designers, with its implications addressed in every solution set

Delivering the training

We utilise the full range of delivery media and techniques, ranging from simple presentation aids, through to Computer Assisted Instruction (CAI) and interactive Computer Based Training (CBT) courseware, to high fidelity, free-play synthetic environments including simulations and emulations. All these can be integrated to provide the optimum blended learning environment. The systems can be further enhanced by combining with physical models for assembly and disassembly, and mock-up control stations in which the training system can be embedded. Additionally, as demand for remote access increases, our solutions also consider the benefits offered by virtual worlds and serious games. They deliver performance, scalability and minimum differentiation between operational and training environments.

Managing support through-life

We provide long-term logistical support to a wide range of our training customers. We offer a proven change control process to deliver cost-effective upgrades and refreshes efficiently, as well as provide flexible support packages that meet clients' needs.



A record of organisational benefit

Over the past three decades, SELEX Systems Integration has successfully transformed training to enhance the capability of a wide range of organisations. Independent of the client or the industry in which they operate however, the training solutions we deliver are based on a thorough appreciation of the organisational change the client is trying to affect.

This approach to training has seen SELEX Systems Integration selected as the training partner of choice for some of the most challenging projects in a variety of technology-led markets, including:

UK MOD WATCHKEEPER TUAV – As the training partner of the Thales UK WATCHKEEPER team, SELEX Systems Integration is responsible for managing the through-life training solution for both the TUAV operator and maintenance crews.

EFA Typhoon – SELEX Systems Integration is part of the EADS consortium, which has delivered a Maintenance Simulator Trainer and a Desk Top Trainer for the Eurofighter Typhoon programme.

ESA Venus Express – Operating in Germany as VEGA Deutschland, our Aerospace consultants have helped train and prepare the operations control room team for the launch and through-life mission of the European Space Agency's scientific mission to Venus.

British Energy – SELEX Systems Integration has signed a long-term framework agreement with British Energy to transform the safety training of its staff through the delivery of engaging, multimedia-rich CBT and CAI.

National Health Service (NHS) – Working with several NHS Trusts, SELEX Systems Integration has developed a leadership competency programme enabling senior clinical staff to realise the individual potential of both themselves and each member of their department.

F-16 Training Systems – SELEX Systems Integration has supplied technical training for the Dutch and Norwegian air forces to support both type conversion and recurrent training of F-16 avionics technicians.



SELEX Systems Integration has helped define, deliver, and support training solutions for organisations including:

- > armasuisse (MoD Switzerland)
- > AgustaWestland
- > Aviva
- > BAE SYSTEMS
- > British Army
- > British Energy
- > BP
- > BT
- > Cable & Wireless
- > CAE Electronics
- > Cathay Pacific
- > Cisco
- > Dornier
- > EADS
- > European Space Agency
- > Flagship Training
- > FMV (MoD Sweden)
- > German Armed Forces
- > Inmarsat
- > IVECO
- > Krauss-Maffei Wegmann
- > Kuwait Airways
- > Lloyds TSB
- > Lockheed Martin
- > Lufthansa
- > Malaysia Airlines
- > NATO
- > Prison Service Northern Ireland
- > Royal Netherlands Air Force
- > Royal Norwegian Air Force
- > Swedish Armed Forces
- > Thales
- > UK Department for Business, Enterprise & Regulatory Reform
- > UK MOD
- > UK National Health Service
- > UK Air Force
- > UK Navy
- > Virgin Atlantic
- > VT Flagship
- > Yorkshire Water



Managing complexity Delivering success

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