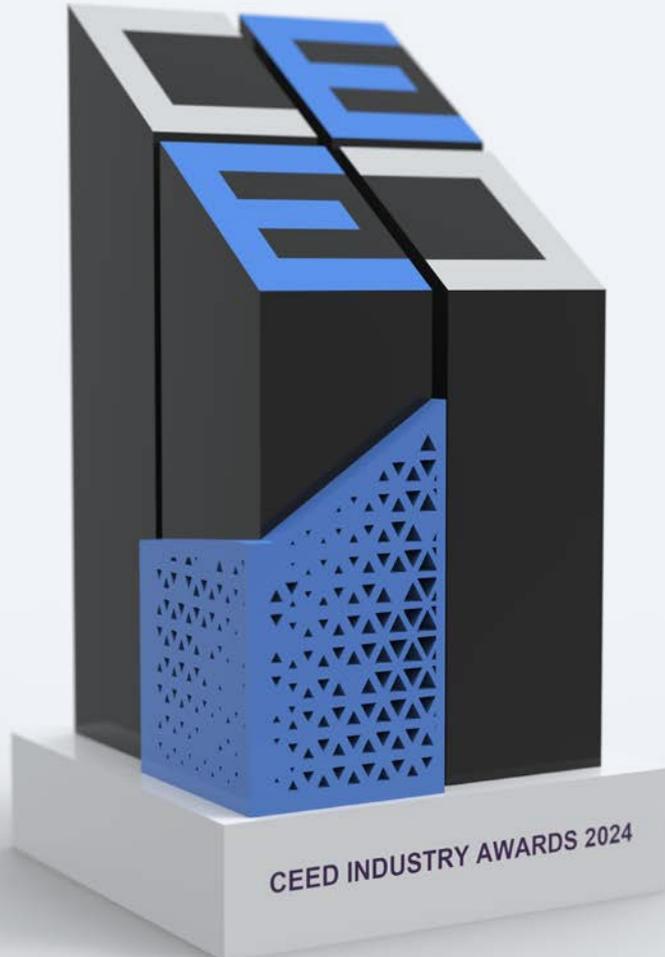




Centre for Engineering  
Education & Development

# CeeD Industry Awards 2024

– in association with  
**Volvo Construction Equipment and Rokbak**



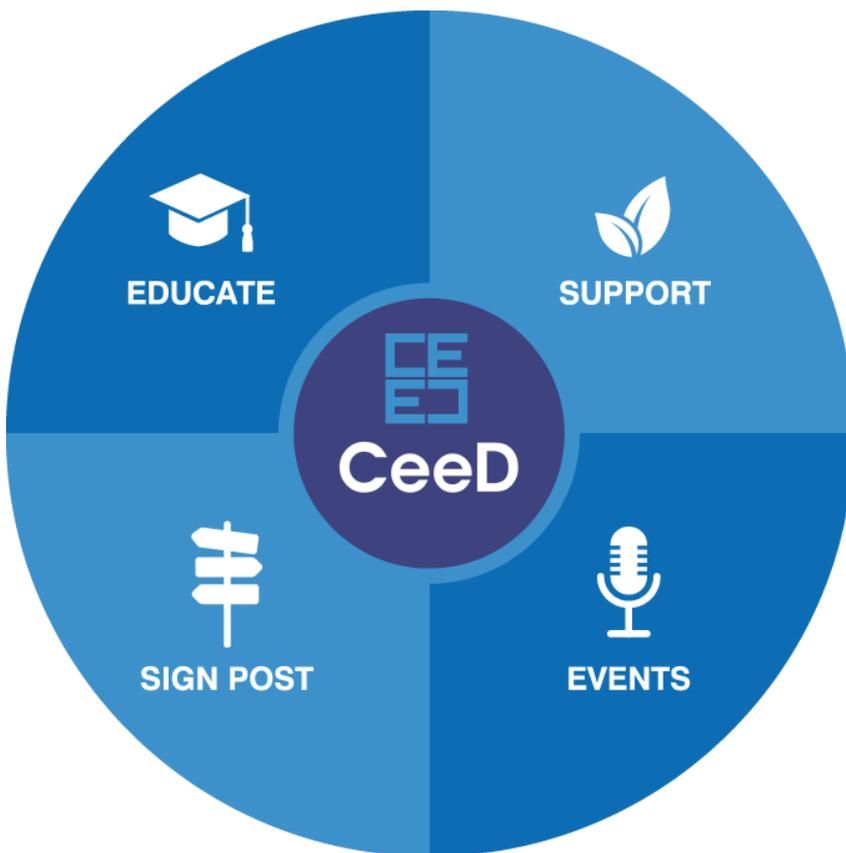
29 February 2024

**V O L V O**

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# | CeeDucation

CeeD is a peer-to-peer membership organisation, helping engineering and manufacturing companies through the very real challenges they face daily through a range of programmes including site visits, events and activities.



 [ceed-scotland.com](http://ceed-scotland.com)

 [enquiries@ceed-scotland.com](mailto:enquiries@ceed-scotland.com)

# Congratulations to all nominees, finalists and winners!

CeeD is a community using the power of Peer-to-Peer knowledge sharing to improve operational efficiency, effectiveness and ultimately profit. By pooling our collective expertise, resources, knowledge and experience to solve specific operational challenges and improve general operational performance we can help make a difference and an impact.

With our extensive programme of events and workshops, the ongoing delivery of our people development programmes (Growth500, Executive Leadership, Net Zero and Mentoring Mix-up), in a phrase – CeeD is Scotland's Crowd Learning network for manufacturing engineering and technology businesses!

## You should be part of the CeeD community if you believe ...

- that smart and innovative problem-solving will help your business prosper
- that you can learn from the experience and know-how of other companies in the development of your people
- that investing time in relationships could help your business to succeed
- you'd like to tap into a unique network of your peer group who want to help your business succeed, not sell to you

## If you want to know more – contact the CeeD Team

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# Welcome Address from Joe Pacitti, Managing Director, CeeD



## Welcome to the 5th Annual CeeD Industry Awards 2024!

Again, we are so delighted that many of you are joining us again and making the LEAP with us into an evening of celebration and networking.

The evening supports old friends meeting up and offers a warm

welcome to any new members and new guests joining us on what is recognised as one of Scotland's must do evenings!

As in previous years, tonight we will continue to celebrate and recognise many outstanding examples of excellent practice from the manufacturing, engineering and technology sectors.

Excellence and Best Practice sharing continues to be a mainstay of our day-to-day activity in the CeeD network, continuing to do so in the many challenges that we and many other sectors face. The coined phrase "perma-crisis" will be here to stay for a while; however, resilience and innovation are the traits and tools we see for our network to manage cope and thrive.

Each time I sit to pen this foreword it confirms to me the power of the community of practice model, in which CeeD is steeped, is critical to sustainability and growth and the overall health of the sectors we work in.

The many workshops and show and tell site visits have gone from strength to strength over the last 12 months, with significant F2F gatherings.

Our talent and skills programmes of Growth500, Executive Leadership and Mentoring Mix-Up have been core in the challenge of the War on Talent and so much thanks to the experts and the companies coming together to share and help each other with practical examples of what we can do to take this on.

We continued our innovation sandpit events TradingZone and, in partnership with partners such as MSIP and NMIS, widening the reach to companies and organisations supporting them to collaborate to innovate – one of my continuing key passions and beliefs that this is a key enabler for a strong sector and economy.

Further work with UWS and Demola to move the strategic insight programme pilot forwards have been showing signs of helping innovation and entrepreneurship flourish but also adding that attractor of talent into the mix. We pride ourselves in being joined up not just in our thinking but in our actions to help.

CeeD supported by UWS are delivering an exciting project called Sow the Seeds (StS) funded through the **Scottish Ecosystem Fund 2023-24**. The programme focusses on early stage start-ups providing tailored CPD and also providing the practical knowledge exchange to the supply chain and existing company base to help accelerate the success for growth and scale up.

Our support of the global challenge of climate change and aspirations to meet a NetZero future have been evident in the challenges and solutions we have discussed in many of our workshops and support to our community. The delivery of a successful phase 2 of the WasteMap project supporting our member and partner Topolytics in this Innovate UK funded project is a notable highlight.

Tonight continues to be an important element in that conversation again, bringing together companies and individuals, catching up with old friends, as well as meeting new contacts – all with purpose to share and celebrate with your peers.

Again, the volume and quality of submissions continue to increase, making the challenge for shortlist and selecting final winners even harder. This is a challenge that we are pleased to have and rise to, as it confirms the depth and breadth of talent within Scotland's manufacturing and engineering sector. So many thanks to all who have applied and to our judging team for stepping up.

I want to wish all of those who are shortlisted the best of luck.

I would like to thank all of you who have joined us tonight for continuing to support the CeeD Awards. I want to especially thank our sponsors, many who have supported us again, your shared passion and loyalty to the sector is very much appreciated. It is fantastic to have some notable new organisations join us with their sponsorship, the breadth and depth of these organisations certainly represent a lot of what is good about engineering, manufacturing and technology sectors.

In closing it gives me the greatest pleasure to welcome you all to our the 2024 CeeD Industry Awards, I am sure you will enjoy the evening, meeting old friends as well as new ones.

I know all of the CeeD team and Board look forward to chatting to as many of you as we can during the night and perhaps some of you will again be part of the post evening after party!

Joe

# Welcome Address from

## Dave Pearson, Star Refrigeration & Chairman of CeeD



2024. Another year post pandemic sees most of us working some sort of hybrid system.

Is it a good thing?

The ability to quickly reach people across Teams that would otherwise have taken a days travel certainly has some

advantages. The quality of the personal aspect is definitely missing but versus not meeting, it's a bonus for sure.

Day to day relationships carry on, albeit weakened and whilst new colleagues can be welcomed, and to some extent are probably enjoying some additional flexibility, there must be a downside to not spending as much time with the next generation.

It's easy for me having enjoyed the first 23 years "old school", 21 of these pre-covid in Star Refrigeration, to feel connected but the reality is 4 years post-covid, I now know fewer of my colleagues than I did 15 years ago.

Tonight though is not hybrid unless hybrid means networking and fun.

CeeD continues to evolve. One aspect we are extremely keen on is reaching the next generation. That's why we launched the CeeD Academy. It's worth stopping to note this wouldn't really have been possible during term time before flexible working arose.

For those of you who don't know what it is, it's a community led by business mentors who are employing interns during term time in their businesses. This isn't a charity. There is work to be done. But better working in a business than waiting tables. Everyone wins.

The intern gets paid whilst gaining real world work experience and the business gets help with projects and in 3 or 4 years has the opportunity to hire a much more rounded and experienced graduate. We might also create a rotation where one intern spends time with another business creating even more valuable experience.

You can't buy experience. But you can pay to create it.

Even if a job offer isn't possible, our business community will be stronger for having created this wealth of knowledge. The interns also get a bursary and summer work, perhaps taking the package to over £10k per annum.

CeeD continues to thrive under Joe's leadership. He and his team are continually chasing new ways to help our members.

It's true to say we had a bit of an open doors, or perhaps that should be open TEAMS approach to lockdown. But as we build our new working practice, we fully intend to get back to as much face to face with members as possible.

If you aren't inside already, give it some thought.

Every single CeeD event is free at point of use for as many of your staff as you want.

Equally. Why not think about CeeD as an opportunity to bring expert members to your patch and ask for their help. All it will cost you is some time, some biscuits or sandwiches and a bit of bravery to say, "We are trying to do this. What advice can you give us?".

The talent in this room tonight could be in your office or factory next week, helping you get stronger. Which helps all of us.

Enjoy your evening and don't be shy.

**Every day is a school day.**



Dave

# Shereen Nanjiani MBE



Shereen Nanjiani is a journalist and broadcaster who has been working in the Scottish television and radio industry for the past 30 years, presenting news, current affairs, and arts programmes.

She became Scotland's first newsreader of Asian heritage in 1987 when she was appointed lead anchor of STV news programme Scotland Today where she worked for more than 20 years.

Since leaving STV she has been working for BBC Radio Scotland where she hosts her own topical discussion show on Saturday mornings.

She also hosts charity and corporate events and conferences.

Shereen has been active in the voluntary sector for many years. She served ten years on the Board of the Tron Theatre, six of those as Chair, and is a Trustee of National Theatre of Scotland. Previously she chaired Ankur Productions, Scotland's only Arts organisation dedicated to mentoring and developing artists from Black, Asian, and minority ethnic backgrounds. She also served on the Children's Panel for ten years.

In 2020 Shereen was awarded an MBE for services to Scottish broadcasting.

# Awards Schedule

7.30pm	Welcome by your host, Shereen Nanjiani, BBC Scotland
7.35pm	Joe Pacitti, MD of CeeD
7.45pm	Platinum sponsor: Paul Douglas, Vice President, Volvo Rokbak
7.50pm	First course served
8.15pm	First 5 awards
8.40pm	Main Course Served
9.20pm	Next 5 Awards
9.50pm	Dessert & Comfort Break
10pm	Final 6 Awards
10.30pm	Grand Charity Raffle
10.50pm	Final words from CeeD Chairman, Dave Pearson
10.55pm	Photos of remaining winners taken in bar area with sponsors at CeeD stand
	Awards End – Bar open until 1am



Scan the QR code to see the seating plan and additional information we think you may be interested in.

# Award 1

## Operational Excellence

Sponsored by: **Diodes Semiconductor** GB Ltd

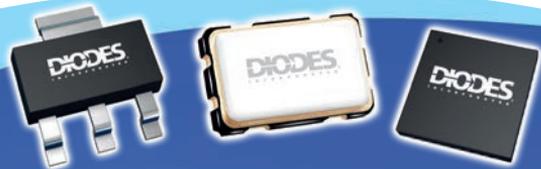
### FINALISTS:

**ID Systems UK Ltd** – has put in place processes and procedures that define best practice community engagement as a result of their rapid response to a critical ‘waste water’ incident.

**J+S Subsea Ltd** – has developed a ground-breaking ‘Legacy Locker’ which provides reuse options for clients’ existing stock, enabling the purchase and recovery of scrapped items into re-certified and available off-the-shelf components to support the circular economy.

**Scottish Leather Group** – has invested in all-new technology for the Leather Industry, focussing on using Artificial Intelligence and the latest visioning systems to identify and classify defects on their sustainable, natural product, Leather.

**Volvo Rokbak** – acted quickly due to exceptional demand in 2023 to drive operational improvements to transform their business, reacting to customer demand against a backdrop of labour shortages and a supply chain in turmoil.



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## Award 2

### Best Practice Sharing

Sponsored by: **University of The West of Scotland**

#### FINALISTS:

**Lochlie Construction Ltd** – supported the sector by sharing lows and lessons in their journey towards achieving carbon-neutral status for their Head Office, bringing knowledge and expertise to other businesses looking at their own carbon footprint and how they may be able to adopt renewable technologies to solve this and the energy prices challenge.

**Net Zero Nation** – pioneering 12-month Accelerator programme, designed to mass-mobilise SMEs in the Scottish business community to easily start their Net Zero journey with expert-led sessions for carbon reduction and removal, peer group sessions for practical advice and best practice.

**Nine Twenty Manufacturing & Engineering** – over the last year, Nine Twenty and partners have been instrumental in sharing ideas and tips on the skills and talent challenge to attract and retain staff.

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**UWS**

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## Award 3

### Skills Development

Sponsored by: **Skills Development Scotland**

#### FINALISTS:

**Aggreko** – now support each of the apprenticeships of Modern, Foundation and Graduate apprenticeships across all functions of the business – evolving their well-respected Modern Apprenticeship scheme to nurture new talent coming through, with equal opportunities for all and no glass ceiling.

**Hydrasun** – the Hydrogen Skills Academy has worked closely with government, industry, academia and existing accreditation and standards bodies, to deliver training and competency assessment to an 'All Energy' workforce that meets the emerging and future needs.

**Prestwick Aircraft Maintenance Ltd** – invested in the professional growth and success of their employees through the establishment of a dedicated team, supporting individuals in their career journey, crafting tailored career pathways.

**Ross-shire Engineering Ltd** – holistic skills development through multifaceted initiatives with tailored support to electrical/mechanical apprentices, school leavers and graduates, fostering an adaptable, innovative and agile workforce.

**Scottish Leather Group** – implemented various apprenticeship programmes, leading to the creation of 94 new jobs since 2012, supporting the local economy and providing employment opportunities to young local people, as well as upskilling existing employees.

Skills  
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[employers.sds.co.uk](https://employers.sds.co.uk)

# Award 4

## Knowledge Exchange

Sponsored by: **Nine Twenty Engineering and Manufacturing**

### FINALISTS:

**KubeNet** – KTP partnership with University of the West of Scotland, exceeding objectives and transforming KubeNet through leadership, cultural change, and digital tools. Set up KubeNet academy.

**Lochlie Construction Ltd** – partnered with University of the West of Scotland in management KTP to upskill and empower management by embedding strategy development, strategic planning, organisational development and change management expertise, accelerating business growth and improving productivity.

**Spirit Aerosystems / AFRC** – project set out to develop a demonstrator of a real world closed loop digital twin within a technology demonstrator known as the LEAD cell at the AIC in Prestwick, creating a true twin that can be manipulated for a range of scenarios with trusted results built on real data.



## Knowledge Exchange Award

Technology & Digital	Engineering & Manufacturing	Employer Services
Technology	Engineering & Manufacturing Sectors	Client Services
Digital & Ecommerce	Procurement & Supply Chain	Digital Recruitment Services
Executive Search	Executive Search	Employer Branding
Business Operations		Social Media Management
		Graphic Design & Animation

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# Award 5

## Women in Industry

Sponsored by: **Volvo Construction Equipment and Rokbak**

Meet the shortlist of 2024. This award recognises an organisation or individual who has made a significant contribution or initiative to develop women in industry.

### Organisation

**Plexus** – Women In Network ERG (WiN)

### Individual

**Annette Welch** – Here’s The Plan

**Lucinda Craig** – J+S Subsea Ltd

**Sarah Grant** – RUA Life Sciences

**Victoria Lambert** – Prestwick Aircraft Maintenance Ltd



## ACCELERATING GENDER DIVERSITY AT VOLVO GROUP

For over a decade, Volvo Group has worked systematically to increase inclusion and improve the gender balance of the organization. We have set ourselves a target of 35% women amongst all employees and leaders by 2030, and a broad variety of initiatives are being designed to work towards that target. Equality is not a women's concern, it's a business concern.



**Proud sponsors of the woman in industry award**

# SOW THE SEEDS FOR BUSINESS GROWTH!



## ABOUT THE PROGRAMME

- Are you an early-stage company?
- Do you have challenges in prototyping and scaling your manufacturing, or have engineering challenges?
- Do you have a product or service that can help unlock other established manufacturing or engineering company's challenges?

If so, Ceed - in partnership with University of the West of Scotland - can help by supporting you through our established peer-to-peer network of knowledge exchange bolstered by a series of tailored CPD.

Specifically designed to provide early-stage and start-up companies with access to a full network of established companies and organisations, together with a suite of tailored CPD, **Sow the Seeds** is a free programme, proudly supported by the Scottish Ecosystem Fund 2023-24, which brings together Ceed's successful **CeeDucation** programme and other innovation offerings to help accelerate your journey.

Get in touch to find out more.



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# Award 6

## Internationalisation

Sponsored by: **NVT Group Ltd**

### FINALISTS:

**Abergower Ltd** – launched Digital Dental business to speed up interaction between dentist & laboratory, identifying international regions with challenges, reducing admin time & delivery journeys. Established high performance laboratory with key dental technicians, working with the latest technology and materials.

**Scott & Fyfe Ltd** – expanded cutting-edge and patented textiles & materials products into existing markets and ventured into new ones, customising their products and services through meticulous planning & strategy execution to meet the unique needs of each market, which reflects their clear vision, adaptability and pioneering spirit.

**Titan Spirits Ltd** – Having established Titan Rum in the UK Rum Market since their 2021 launch, with their multi award winning Titan Spiced Rum and Titan Orange Rum, they have begun their expansion into international markets, opening up opportunities for their products in China, the USA, Spain and Ireland.



## Talk to the IT company that's just down the road but has been around the world!

**NVT Group has been based in Scotland for more than 35 years.**

But our international IT engagements have taken us far from home, including delivering the technology at some of the world's most prestigious global events.

**Congratulations to all the finalists for tonight's Internationalisation Award, from everyone at NVT Group.**



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V O L V O



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# Award 7

## Innovation

Sponsored by: **The National Robotarium**

### FINALISTS:

**Environmental Business Solutions Ltd.** – offering step-change innovation for the dairy industry, EBS launched Hydrovine, which replaces hazardous and toxic chemicals currently used on dairy farms, improving animal welfare.

**ID Systems UK Ltd.** – their partner product has been designed to provide a direct measurement of flow, pressure and transient monitoring, temperature and water quality measurements so leak sizes/repairs, demand and water quality is measured in real time.

**Malin Group** – leading the way for the marine industry, demonstrating significant opportunities that adoption of Large-Scale Additive Manufacturing (LSAM) will unlock, developing a robust process for regulatory approval of printed steel marine components.

**Ross-shire Engineering Ltd.** – challenged the norm to create modular water treatment plants, designing over 30 different modular build water treatment facilities, ranging from 20m<sup>3</sup>/day up to 240,000,000m<sup>3</sup>/day within multi-modular constructions and delivered world's largest ceramic membrane treatment plant in England.

**Spirit Aerosystems** – revolutionising assembly of Fixed Leading-Edge components in legacy environment to make a step-change away from manual process tracking, authentication, data capture and validation tasks using off-the-shelf equipment and use of Spatial AR & digital work instructions.

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# Award 8

## Cyber Resilience

Sponsored by: **CyberScotland**

### FINALISTS:

**Cademuir Engineering** – elevating their cyber resilience by integrating comprehensive cybersecurity solutions under expert guidance from Managed Service Provider, investing in a culture of cyber awareness to protect their advanced manufacturing processes and client data.

**SEC (Scottish Event Campus)** – embracing core principles of sound security practices, undertaking regular external security audits and improvements, implementing multi-million-pound Secure Large Public Wi-Fi project with additional discovery and threat detection features, increased cyber awareness training of technical staff/wider workforce.

**Sunamp Ltd** – developed comprehensive cyber strategy, focusing on integrating advanced technological tools with culture of security awareness, adopting Cyber Essentials Plus, collaborating with security consultants and implementing advanced security measures.

**Whyte & Mackay** – holistic approach to organisational security by a small team, demonstrating considerable leadership in painstakingly working with key stakeholders internally and leveraging support from vendors and frameworks available externally, empowering technical team to take the lead on individual cyber projects, ensuring internal skills growth and resilience of the wider organisation.



**CyberScotland**

# Working together to improve Scotland's cyber resilience

The CyberScotland Partnership is a collaborative leadership approach to focus efforts on improving cyber resilience across Scotland.

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**CyberResScot**

# Award 9

## Remanufacturing

Sponsored by: **National Manufacturing Institute Scotland**

### FINALISTS:

**Britton Manufacturing Ltd** – honouring the legacy of Harris Tweed®, repurposed materials from an offshore wind farm to manufacture laptop covers, extending their life, diverting from landfill and addressing current environmental challenges of laptop covers' disposal.

**J-RAO The Conscious Cosmetic Collective** – launched alternative, locally produced product line made in Scotland, using highest organic, vegan pharmaceutical grade ingredients in premium refillable packaging to address the greenwashing and challenges of procuring personal care essentials in the tourism/hospitality sector, avoiding single use plastic.

**Trade Right International** – part of the Scottish Government Hand Sanitiser Task Force, bottling 350,000+ units, TRI's found an environmental and economically viable solution to the challenge of an overstock of hand sanitiser, which TRI remanufactured into screen wash.

**WEEE Scotland Ltd** – pioneering remanufacturing service, adaptable to any sector and all types of machinery. Extends life cycle of individual components of electronic equipment and machinery delivering environmental and financial benefits to customers across a wide range of industry sectors.

**Woodward Aircraft Engine Systems** – growing the Prestwick facility (only aerospace site solely dedicated to the aftermarket) which has evolved to provide customers with more cost-effective means of repairing and returning their parts to service, ensuring economic viability of parts and reducing scrappage and waste of units.



## Together, transforming the future of manufacturing.

Creating and delivering inspiring, sustainable and translational research and skills for all, by accelerating innovation in the manufacturing community.

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# Award 10

## Net Zero Heroes

Sponsored by: **Star Refrigeration Ltd**

### FINALISTS:

**Equi's Ice Cream** – numerous changes and new ways of working undertaken to reduce their carbon footprint, including moving to a purpose-built factory designed with energy saving at the forefront and custom-designed innovative technologies.

**Here's the Plan** – crafting tailor-made services/product to propel Scotland towards a Net-Zero future, employing numerous individuals and supporting many large businesses with exciting projects to help significantly reduce their carbon footprint,

**Net Zero Nation + Community Ecosystem** – addressing the need for more immediate action if Scotland is to hit our Net Zero targets, NZN's 12-month Accelerator programme has mobilised over 100 SMEs across Scotland and developed key partnerships to enable more rapid transition to Net Zero.

**Plexus** – helping Plexus customers drive sustainability into their products, two GA engineers recently completed "Engineer for the Environment" project, demonstrating a 27% reduction in equivalent CO<sub>2</sub> from 22,600kg of CO<sub>2</sub> to 16,400kg of CO<sub>2</sub> in materials selection, manufacturing and transportation for an example product.

**Renewable Parts Ltd** – Building a more collaborative circular economy in the renewable energy industry by launching 'Coalition for Wind Industry Circularity', creating a net-zero Scottish-based supply chain in renewables through remanufacture and refurbishment.

Achieving Net Zero...



aiming for



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# Award 11

## Young Person of the Year 2024

Sponsored by: **Chivas Brothers**

Meet the shortlist of 2024. This award recognises outstanding achievement in the workplace.

**Aaminah Wali** – Thales UK

**Abby Wallace** – Merck

**Andrew Murray** – Volvo Construction Equipment Haulers Ltd

**Callum Dickson** – Plexus

**Christopher McGroggan** – Chivas Brothers

**Colin Burnside** – Thales UK

**Evan Williamson** – Ailsa Reliability Solutions Ltd

**Luke Hall** – Veolia

**Mark Diamond** – Aggreko



Chivas Brothers  
Pernod Ricard

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to find out more

# Award 12

## Circular Economy

Sponsored by: **Veolia**

### FINALISTS:

**Ailsa Reliability Solutions Ltd** – delivered cost avoidance of over £650,000 for a client by getting to the root cause of perceived problems highlighted by the previous incumbent, which meant that no machines were scrapped from the list and minor repairs were carried out with the machines put back into operation.

**J+S Subsea Ltd** – substantial savings made through their 'Legacy Locker' service, adopting circular economy practices that prioritise recycling, reuse, and repurposing of materials and ensuring products are designed with a focus on durability and recyclability.

**Ross-shire Engineering Ltd** – their offsite modular build approach to project delivery has evolved to provide unique offering to water sector to reduce carbon reductions across complete product lifecycles, encouraging low carbon market behaviours, including circular processes.

**WEEE Scotland Ltd** – WEEE Costa Express is extending the service life of almost all of the vending machine components, maximising the lifecycle of their assets and significantly contributing to bottom line profitability. Now extending WEEE's refurbishment, repair and remanufacturing services to additional customers.



## WHAT GOES AROUND, COMES AROUND.

In a world where resources are limited, embracing the circular economy is not just a smart choice, it's an essential one. Keeping materials in use for as long as possible can reduce waste, conserve natural resources, and create a more sustainable future.

Whether you're a business owner, consumer, or someone who cares about the planet, the circular economy offers a practical and inspiring way to make a difference. There are countless ways to get involved and support this vital movement, from recycling and upcycling to sustainable design and closed-loop systems. Let's work together to build a more circular, regenerative economy for all.

To find out more visit [veolia.co.uk](https://veolia.co.uk)



# Award 13

## Marketing

Sponsored by: **Business Gateway**

### FINALISTS:

**Due North Creatives & Utili-Tay** – 2023 rebrand and relaunch has enabled Utili-Tay to reach more companies, networks and communities.

**J-RAO The Conscious Cosmetic Collective** – Designed revolutionary soap, CROWD-SUD, for collective impact. Marketed primarily at B2B segment, CROWD-SUD champions featured on an online Wall of Impact under the campaign: Many Hands Make Light Impact Work™.

**Labrakita Marketing & Polytec UK Ltd** – developed comprehensive marketing plan which has helped build their audience and Polytec's credibility, attracting more traffic to their website and building LinkedIn followers.

**Volvo Construction Equipment** – with a small team, delivered highly successful and informed marketing campaign, greatly improving application levels whilst raising awareness of Volvo locally, resulting in the highest levels of engagement ever seen and a reach of 335,000 on their recruitment Facebook page. Also attracted apprentice welders and saw an increase in female applicants.



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# Award 14

## Transformational Change through Education & Skills

Sponsored by: **Oracle Academy**

### FINALISTS:

**Babcock International Group** – addressing a skills shortage in the Shipbuilding industry, Babcock partnered with Trades Unions and local community partners (Fife College and Fife Council) to recruit 140 employees for a transformational role at Rosyth, the Production Support Operative (PSO), to support existing tradespeople in performing their skilled roles, giving PSOs the opportunity to unlock a new career, gain skills and qualifications and potentially become skilled tradespeople themselves. Over 90% retention rate one year on and another recruitment phase started in 2024.

**Booth Welsh** – Overcoming its biggest challenge in 34 years of business, in 2023 Booth Welsh had to transform quickly as a result of the unexpected demise of its parent company BW, achieving a Management Buy Out in only 10 weeks, rapid deployment of a new ERP system, training and upskilling of staff in parallel with deploying the new digital system achieved in record time, just 8 weeks.

**Lochlie Construction Ltd** – KTP project with University of the West of Scotland examined Lochlie's growth plans whilst responding to escalating energy costs faced by companies and aligning with Scotland's net-zero targets, resulting in a strategic decision to venture into the renewables market.

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# CEED ACADEMY

Providing a route for full-time HE/FE students to access work-placement opportunities.



## ABOUT THE ACADEMY

Ceed is proud to launch a new Ceed Academy, which is an umbrella for member companies to cluster around whilst creating their own Academies.

The aim of the Academy will be to provide students attending College or University full-time access to work-placement opportunities.

Each business that chooses to run “An Academy” will be responsible for handling their own affairs for undergraduate engagement and employment.

## AT A GLANCE

### FOR CURRENT STUDENTS

- University or College
- Studying full-time

### BENEFITS

- Ability to access work placement opportunities
- Student bursary from employer
- Industry project



## GET INVOLVED

We'd like to hear your views to help shape the Ceed Academy.

Please email:

[academy@ceed-scotland.com](mailto:academy@ceed-scotland.com)

# Award 15

## Engaging Talent Award

Sponsored by: **Star Refrigeration Ltd and Booth Welsh Integrated Engineering Services**

Now in its second year, this award is in memory of Euan Thomson who sadly died in a cycling accident in 2022 on the way to work at Star Refrigeration. Euan had deep links with Booth Welsh, so it is fitting that this collaboration in his name is led by CeeD for it is collaboration and teamwork that underpinned Euan's life. He was noted as a standout contributor in an early CeeD Growth500 cohort. This award is for undergraduates who in the last year have undertaken an individual or group project with mentorship from an industry partner.

Meet the class of 2024:

**Caleb Griffin, Moray Stiven, Philip Brewster, Rebecca Godden, Alexander Bavington, University of Strathclyde** – Renewable Parts Ltd

**Christos Afantitis, University of Glasgow** – VIMA P.O Services LTD

**Craig Yearldy & Kirstyn Calder, University of Strathclyde** – Spirit Aerosystems

**Dominic Chapman, James Nicol, Sean Temple, Gideon Mmberane, Lana Pottinger, Heriot-Watt University** – InnoScot Health Ltd

**Fiona Andrew, University of Glasgow** – WSP Glasgow

**Jed Scott, University of Glasgow** – Cirrus Logic

**Keaton Bramwell, Heriot-Watt University** – InnoScot Health Ltd

**Magdalena Czech, University of Glasgow** – Novosound Ltd

**Mairead Reid, University of Glasgow** – Renewable Energy Systems Ltd

**Omar Mishihandani** – Liveable Neighbourhoods, Glasgow City Council

**Oscar Yeo (Jim), University of Strathclyde** – Aecom, HK

**Rebecca Bean, University of Glasgow** – Cellular Highways

**Ryan Hooper, Glasgow Caledonian University** – University of Glasgow

**Sean Docherty, University of Strathclyde** – Homeless Project Scotland

**Thelma Ejihkeme, University of Strathclyde** – NMIS

**Toni McLaughlin, University of Glasgow** – GKN Aerospace

# Award 16

## CeeD Chairman’s Award

Sponsored by: **ID Systems**

This Award reflects the contribution a business makes across the CeeD community. The winner will be announced on the night.



**Providing MEICAT solutions for Water, Wastewater, Sludge & Energy applications across the UK:**

**Mechanical & Electrical Services**

**Instrumentation, Control & Automation Solutions**

**Telemetry**

- Offsite manufacture – 40000ft2 factory
- Self-delivery teams
- Pan Scotland coverage
- Delivering across the UU & YW regions
- Office locations in Cumbernauld, Edinburgh, Inverness & Bamber Bridge
- Design, engineering, ECI & scoping surveys
- Manufacture, dfma, modular assembly
- Installation and commissioning

**Our Teams:**

- 99 Technical – estimating, engineering & design, PM’s, commissioning, H&S
- 19 Workshop – electricians, mechanical fitters, test engineers
- 60 Site installation electricians, mechanical fitters, telemetry engineers
- 15 graduates, graduate and craft apprentices
- 15 Admin, HR and IT support



# WHAT'S THE **BIG IDEA?**

*SmartSTEMs exist to inspire the next generation about STEM by facilitating low cost and high efficacy engagement through our collaborative framework approach.*

We do this by bringing the best talent in industry and education together with school children to enable equity of opportunity for our young people.

# **OUR BIG ASK:**

We want **you** to help deliver this big idea

***VOLUNTEERS, SPONSORS & WORKSHOP HOSTS.***

Get in touch. Our details are below and we are a friendly, helpful and **highly networked** set of professionals.



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## Trophy Designers

Our fabulous award trophies were designed & produced by Midton Acrylics of Lochgilphead.

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Ceed Industry Awards 2025  
**Thursday 6 March 2025**  
**Glasgow Hilton**



**Book your table now with one of the Ceed or Events Team here tonight for a fabulous Early Bird Rate or get in touch after the event!**

**If you want to know more –  
contact a member of the Ceed Team**



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