

How do we develop new and existing career journeys?

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The Outside Looking In

- Definitions of Wargaming- confusion over what it is and why we do it: art or science?
- Articulating ourselves to society- embedding and PR
- Where does wargaming sit with reference to broader analysis?
- Lack of clarity: how do you find wargaming jobs and engage with the space?
- What makes a 'good' candidate?
What do you hire for?



Early Careers and Access

- Be proactive: engagement and access is year-round
- The need to consider traditional and non-traditional backgrounds
- Outreach and public profile



Mid-Career and Development

- Like engagement and access, training and development should also be proactive and consistent
- Full and Part-Time needs and the methods to address them differ
- Moving beyond 'being a scribe'



Later Career and Leadership

- Proactive and consistent leadership, modelling behaviours and skills
- Mentorship
- Clarity of message, clarity of delivery
- Multiple messages, multiple deliveries



Conclusions

- Though needs differ dependent on career stage, proactivity and consistency are key to all stages
- Industry needs to communicate clearly, often and across multiple channels to build an audience and develop representation
- Give greater definition to careers, roles, structures and skills
- Outreach is key
- Unite outreach and development