

**BAE SYSTEMS**

# Are on Target



Defence powerhouse BAE Systems was awarded the 2021 Veteran Employer of the Year (large industry). In their continued pursuit to employ more veterans and the wider military community (spouses and families), BAE Systems engaged with WithYouWithMe to source security cleared talent, prioritising Potential over Experience.

## The challenge

With large Defence contracts comes a need for suitable, security cleared personnel. To address this need and boost social impact in the veteran community, BAE Systems partnered with WithYouWithMe (WYWM). As a global veteran employment accelerator, WYWM was able to assist BAE Systems in bringing more digitally skilled veterans into their workforce.

Using WYWM's Potential platform, BAE Systems were able to identify tech talent and train them in the fields where WYWM's aptitude testing showed they would thrive.

The WYWM & BAE Systems partnership provides many benefits, including access to suitably security cleared candidates, diversifying the workforce and fostering a culture aimed at rapidly upskilling current and future employees.



## Shared vision = Shared mission

BAE Systems and WYWM share a vision and mission to employ more veterans and the wider military community. Our mission to ensure excellent employment outcomes in the technology sector is enhanced by our shared understanding of the value of veterans in the civilian employment space.

Like many other organisations, BAE Systems have been impacted by the shortage of digitally skilled talent globally. However, through their initiative of creating a Veterans Advisory Committee to support veteran employment into BAE Systems Australia, they have been able to realise the significant value that veterans bring to the organisation.

**This understanding has been instrumental to BAE Systems's ability to take full advantage of the WYWM program. To date, 18 veterans have participated in the WYWM program upskilling in critical trades like Cyber Security, Systems Admin, and Network Engineering.**



### Register

Job Accelerator and assessment event



### Discover

Assesses: aptitude, personality, learning style & psychometrics



### Squad Selection

Based on character traits, skills and potential



### Training

Onboarding transition and comprehensive re-skilling



### Deploy

Work with BAE Systems



**This partnership is a win-win as it allows us to provide tailored pathways to veterans looking to work in technology focused roles and enables the company to build a sustainable future through purposeful workforce skilling initiatives.**

*Danielle Mesa*  
BAE Systems Australia  
Chief People Officer

## Social impact with purpose

Halfway into the 12 month program, the partnership expanded to support 8 further roles across different projects

BAE Systems and WYWM are bounding towards our mutual goal of creating broader scope and employment opportunities for veterans and their wider community

By engaging more veterans, we are assisting BAE Systems to drive towards their goal of being the veteran 'employer of choice'



**“ Prior to landing the role with BAE Systems, I was really struggling to find the right position and I was feeling anxious about the future. BAE Systems has given me confidence and provided me with a safe and secure workplace.**

*Luke Gerritsen*  
WYWM - BAE Systems  
Squad Member  
Australian Army Veteran

To find out more, visit [withyouwithme.com](https://withyouwithme.com) today.

