

Northrop Grumman finds diverse new talent to help fill its digital skills gap



Northrop Grumman aims to solve the toughest problems in space, aeronautics, defence and cyberspace.


Its 90,000 global employees come from a diverse range of backgrounds, bringing ambitious, curious people together to create technology and solutions that advance the future of humankind.

Working towards this clear vision, the company's 900-strong UK business (NGUK) is deploying a proactive approach to bringing new talent on board, amidst the challenging backdrop of a digital skills shortage in the market. To provide a sense of scale, it has been estimated that there were **more than two million UK tech vacancies in 2021**, more than any other labour area.

Northrop Grumman is adapting and evolving the methods its UK HR team uses to not only look at past experience as an indicator of suitability for a role, but also to identify the types of activities and behaviours of talent and future potential of candidates, which aligns with the approach taken by WithYouWithMe (WYWM).

NGUK's HR team is working with WYWM to assess for potential in untapped talent pools, meaning that the company could provide people from diverse backgrounds – who may be new to a career in tech but have a natural ability to learn it quickly – with the chance to join their ranks.

WYWM is a social impact company that offers data-led SaaS workforce solutions. WYWM effectively allows organisations to build and train teams for in-demand tech roles by identifying and upskilling talent in overlooked sections of society such as Armed Forces veterans and their spouses and neurodivergent individuals.



We are passionate about attracting the broadest possible range of people and encouraging diversity of thought, experience and background to help solve our customer's toughest challenges across space, air, land, sea and cyber globally.

The technology and digital skills divide is one that we are bridging as its key to our mission to secure the UK and our allies' defence.

Northrop Grumman recognises the value of diversity and works hard to ensure that all our people can bring their full selves to work and so make the most of their skills and experience to build exciting and rewarding careers in technology and innovation.

Nick Chaffey

Chief Executive Northrop Grumman UK
Europe and Middle East



Babou Jobe, formerly a British army veteran moved into a position as a Senior Developer with Northrop Grumman UK

In partnering with WYWM, Northrop Grumman is seeking talent that will support its cyber and intelligence business within the UK's National Security Solutions division. Using WYWM's SaaS platform called 'Potential', ten individuals were identified from WYWM's diverse talent pool that could fill in demand roles. As an AI-powered solution, the Potential platform uses scientifically-based psychometric testing to identify candidates with the aptitude to thrive in tech-based roles, and provides them with certified training to make them rapidly proficient and job-ready.

Given the nature of Northrop Grumman's business and its highly advanced technical offerings to its customers, the quality of talent delivered to Northrop Grumman by WYWM is of paramount importance.

In August 2022, WithYouWithMe deployed its first members of the 'squad' of ten

to the cyber and intelligence business, NGUK's biggest business unit. Roles include business analysts, as well as software and Java developers, based in both London and Manchester.

The squad's backgrounds are broad and varied, from a former police officer with a disability to a neurodivergent military veteran.

As Sophie Ball, HR Business Partner at Northrop Grumman in the UK, said: "I am genuinely excited for the diversity of thought these squad members will bring. Beyond having impressive tech skills in some of our highest-demand positions, they also have such different life experiences and have encountered different scenarios that they can bring fresh and new approaches. The fact that they are dispersed across more than one location within the business will also be beneficial."



Tech skills are in high demand and this won't change.

We know there are untapped pools of skill, knowledge and potential in the UK.

We want to uncover and develop that hidden talent by breaking down biases and barriers. Partnering with a company like WithYouWithMe has given us the opportunity to meet great new people and bring them into our team, offering them a new rewarding career path, which may not have been obvious to them before.

Working in the world of defence and security we can't always talk about the work we do but it is critical and inspiring.

Rishi Badiani

Head of Software, Northrop Grumman
National Security Solutions

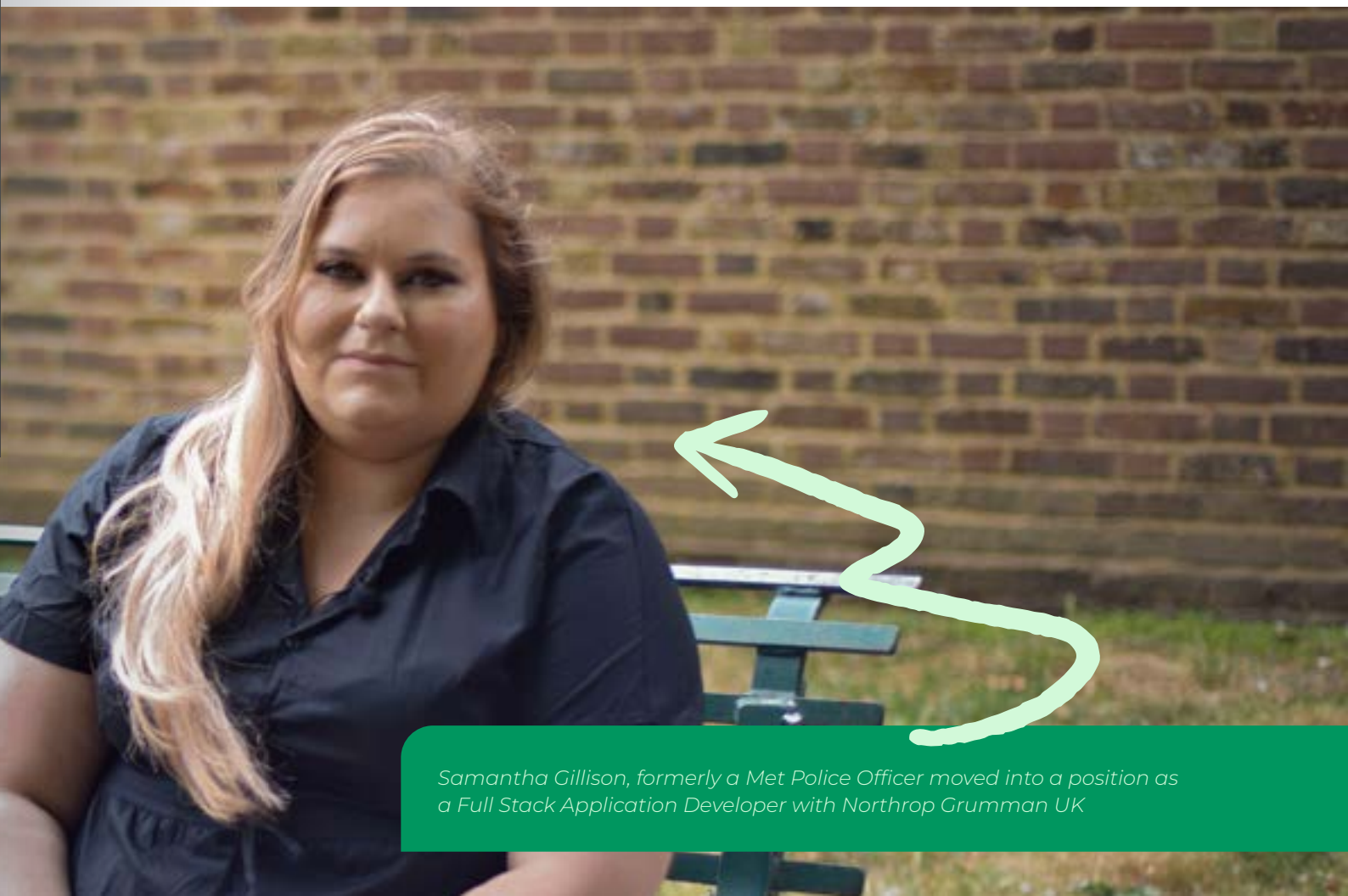
Constant contact is central to the partnership. While the squad is currently employed directly by WYWM and contracted to Northrop Grumman, it's a 'temp to perm' model, meaning the ultimate goal is to have them transition to permanent Northrop Grumman employees.

Northrop Grumman views this as a long-term investment. As a result, there are weekly meetings with WYWM and its customer excellence team. This close contact is important, not only to successfully onboard people in the squads, but to build a pathway for more squad deployments in the future. Northrop Grumman is an organisation that cares passionately about diversity. It has a number of employee-led groups, each with a senior executive sponsor, to support and encourage underrepresented groups and there are already a large number of ex-military personnel in its UK team. It has developed a 'buddy' programme, where current employees from across the business

provide mentorship and advice to members of the WYWM squad. Carefully considered initiatives such as this benefit from WYWM's extensive knowledge of how Armed Forces personnel can effectively make the transition to civilian life without suffering from 'imposter syndrome' which has become a key area to tackle.

In the short-term, it hopes to deploy more new squads in the next year and beyond. NGUK is also exploring other ways the Potential platform could be used, including providing more opportunities for existing employees to explore different career pathways, outside of their previous experience/expertise.

Sophie concluded: "WYWM is complementing our recruiting effort as we engage candidates with the potential to join our team, where employees are willing and able to support one another, have rewarding careers and deliver the best possible service for our customers."



Samantha Gillison, formerly a Met Police Officer moved into a position as a Full Stack Application Developer with Northrop Grumman UK

15,000
FUTURES

Northrop Grumman is just one UK organisation that has committed to WithYouWithMe's 15,000 Futures initiative, which calls on all UK employers to help servicemen and women and their families to find meaningful employment.

Working in collaboration with WithYouWithMe to discover, train and deploy veterans into high-value, digital industry roles, the initiative aims to help fill the chronic technical skills shortage that many UK companies face today.

To learn more, visit:
15000futures.co.uk

