

Matt at BAE

Who is Matt?

Matt is the Head of Early Careers & Skills at BAE Systems. He has worked there for the last 5 years.

About the company

BAE Systems have had a strong commitment to the delivery of apprenticeships for many years. They deliver a range of different roles. Typically, these are not intermediate apprenticeships, more advanced, higher or degree. There is a large emphasis on engineer related skills to support the operations.

Apprenticeships are centred around a number of areas: project management, finance, human resources, business administration, degree engineers, naval architecture and trades such as electrical and mechanical work.

The organisation usually take on around 750-850 apprentices annually. They recruit nationwide.

The recruitment process

Recruitment is a multi-step process:

- Firstly, there are in-school talks. Talks with prospective candidates often involve an apprentice ambassador who helps explain the apprenticeships and the benefits.
- Then, there are inline tests.
- After a website application, there are a series of online tests. This involves a gamification test with a built-in algorithm which picks out desired skill sets. Providing a CV is also encouraged.
- Candidates are then asked to make a 5 minute video on Higher View answering interview questions.
- If they are successful at this point, they will be invited to an interview. They will be asked 6 or 7 competence-based questions.
- They will also have to do research on a project, this can be something they have done either at school or at home. This is the final selection point.
- Lastly, contracts are sent out in June, after medical tests.

Soft Skills they are looking for

A 'get up and go' attitude is ideal, someone who is self-motivated and shows initiative. Adaptability is also important, as is teamwork. Honesty and integrity are part of the brand; annual business integrity training is mandatory. As the organisation is engineering-orientated, problem-solving abilities are vital. Problems may arise in any area, so apprentices will work with other staff to solve these.

Why BAE will continue to hire apprentices

The apprenticeship recruitment is about growing the workforce. The programme not only delivers skills and knowledge but helps develop behaviours. It is a journey of personal development that helps an apprentice grow as an individual. Rather than hiring a graduate and trying to find them the correct role, the apprentices achieve work-based degrees which saves time when recruiting for the workforce.