

Corporate overview

Introducing data-led employment

Creating a future-proofed workforce

FORMER
DEFENCE

WORKS IN
CONSTRUCTION

PUZZLE



SOLVER

Shows

LEADER-

SHIP

skills

Practical

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Agenda

- 01 Introducing WithYouWithMe
- 02 Unpacking our platform
- 03 Stories of success
- 04 Next steps



01

Introducing WithYouWithMe

WithYouWithMe is a social impact company that helps organisations solve their digital skills shortages by identifying and growing talent in places others don't look – whether it's underrepresented groups in society or within their existing workforce.

We are changing how organisations find talent and view their people

It's called Human Asset Creation



V

Assess for job fit

Our **data-led employment** model draws on our proprietary profiling tool, which creates an accurate assessment of an individual's potential to be successful in a role.

We create comprehensive profiles for candidates using our scientifically-tested AI model, VARK, DISC and Big 5.

Through this process, we remove the biases inherent in a CV for a truly diverse and inclusive workforce.



D | i
S | C

Train for longevity

A **future-proofed workforce** stops the churn of talent by training people for emerging skills and deploying them in balanced and high performing teams.



Network diagram icon



We're tackling the digital skills shortage *while creating a more equitable world*

Future potential not past experience

Founded by veterans, we use the military method of assessing aptitude and personality traits to discover fit for in-demand tech roles, then deploy rapid job readiness training.

Data-driven decisions over bias

We build teams based on data which eradicates the bias inherent in CV-based employment. This allows us to create genuinely diverse and inclusive workforces.

Positive social impact

We tap into new talent pools of under-served parts of society. Then we train them for free. Providing access to in-demand skills creates new pathways to wealth.

Retaining top talent

Through effective continuous learning, your team's skills stay ahead of evolving market requirements, and you avoid the personal and business cost of under-utilised staff.

From human capital to human asset

We don't see people as simply resources or a cost of revenue. We see people as assets. High performing individuals and teams enable genuine business acceleration and growth.



The war for tech talent is real

Rapid digitisation means the demand for tech roles is far greater than the candidates available in the market.

We believe in finding tech talent where others don't look.

Using innovative skills mapping and aptitude assessments, we identify individuals with the propensity to excel in tech roles and train them to be proficient and job ready.

Join us for change



The Problem

If we can address the digital skills gap it will turbocharge the economy. It will help governments deliver better services and businesses boom.



Over **50%** of Australians have little to no understanding of coding, blockchain, AI and data visualisation ¹



Information, communication technology jobs ranked **5th** on the top 10 in demand jobs in Australia. ²



Programmers and software development skills ranked **6th** on the top 10 in demand jobs in Australia ³



65% of Australian employees consider themselves either experts or proficient with digital technology ⁴



It's estimated that between **25 to 46%** of current work activities in Australia could be automated by 2030 ⁵



87% of jobs in Australia require digital literacy skills ⁶



68% of the Australian technology industry is suffering from skills shortages ⁷



91% of Australian employers are experiencing a skills shortage ⁸



During FY 2020 and 2021, **64%** of Australian employers believe that the tech skills shortage directly impacted their organisation or department ⁹



The Problem

If we can address the digital skills gap it will turbocharge the economy. It will help governments deliver better services and businesses boom.



84% of jobs in Canada currently require the use of a computer and basic technical skills ³



Canada's IT industry offers some of the highest paying jobs outside of US cities, with an average annual salary of **\$81,000** ⁴



The gap between the median salaries of certified and non-certified IT staff is approximately \$15,913, or **22%** ⁵



96% of HR managers use IT certifications as screening or hiring criteria during recruitment ⁶



66% of IT managers use IT certifications to distinguish between equally qualified candidates ⁷



72% of IT managers require an IT certification for certain job roles ⁸



60% of IT managers use IT certifications to gauge a candidate's expertise ⁹



65% of Canadians are seriously considering leaving their job because of issues such as compensation, declining job satisfaction and overall well-being ¹⁰













28% said job recruitments need to be more realistic with the typical levels of experience cybersecurity professionals have ¹¹



The Problem

If we can address the digital skills gap it will turbocharge the economy. It will help governments deliver better services and businesses boom.

- 
82% of jobs in the UK require digital literacy skills ¹
- 
 Roles requiring digital skills **pay 29%** over those roles that do not (£37,000 vs £28,700) with the premium increasing with skill levels ²
- 
 Digital skills are near-universal requirements. Low-skill jobs **75%** of postings are in digital occupations, increasing to **85%** of middle-skill jobs and **83%** of high-skill jobs ³
- 
 Four in five (**82%**) of boards or senior management within UK businesses rate cyber security as a 'very high' or 'fairly high' priority ⁴
- 
19% of businesses having a formal Cyber security incident response plan, while **39%** have assigned roles should an incident occur ⁵
- 
 By the mid-2030s, up to **30%** of jobs in the UK are projected to become automated ⁶
- 
76% of IT professionals indicated they would prefer to work remotely, at least some of the time ⁷
- 
72% of technology professionals said the shift to remote work created additional work for IT departments ⁸
- 
 In 2022, **40%** of companies plan to expand the ranks of their IT staff ⁹
- 
84% of IT professionals believe that technology exists to allow remote workers to be as productive as in-office workers ¹⁰



The Problem

If we can address the digital skills gap it will turbocharge the economy. It will help governments deliver better services and businesses boom.



26.7% of U.S. employees work remotely, as of 2021.¹



70% of organizations either have a digital transformation strategy or are currently working on one.²



35% of new jobs require proficient digital skills. Alternatively, only **13%** of jobs don't require any digital skills, and **33%** demand advanced digital skills.³



85% of U.S. executives think that collaboration between humans and AI is the key to the future of business.⁴



More than half (**55%**) of the jobs in the Southern states of the U.S. are middle-skill positions, which require training beyond high school but not a four-year college degree.⁵



As of 2021, **26.7%** of U.S. employees now work remotely. Additionally, **16%** of companies are fully remote. These numbers will likely increase, as **59%** of workers report being more likely to choose an employer that allows remote work rather than one that doesn't.⁶



In the U.S., it is estimated that **85%** of people on the autism spectrum are unemployed, compared to **4.2%** of the overall population.⁷



The unemployment rate for all veterans (**4.0%**) was lower than the rate for nonveterans (**5.3%**) in 2021.⁸

And it works!!

Today, we're a global team of 300+ and have won Asia Pacific's fastest growing tech company.



All training courses have a minimum **4 star** review



Our course completion rate is **3x** higher than the global average for online training



More than **60%** of our graduates come from no technical background



92% employee retention rate post-deployment

150hrs

Online training to job readiness in **150 hours**

There's a huge amount to be gained

For your organisation and your people

Improved diversity, equity & inclusion

By using data to recruit, we help you remove bias and create a meaningfully inclusive workforce.

Accurate workforce insights

We help you assess your workforce to identify strengths and gaps, mobilise talent and train at scale.

Stronger employee value proposition

Optimal deployment and career development is critical to your employee value proposition for attraction and retention.

Meaningful social investment

Be a part of the change you want to see. Empower your workforce and make a genuine contribution to a more equitable world.

Effective & future-proofed recruitment

Access untapped and diverse tech talent. Deliver continuous learning to keep your team ahead of market requirements.

We have
the proof!



The awards



Top 10 LinkedIn Top Australian Startups 2022



Deloitte Fast50 for fastest growing Australian tech company 2019



Deloitte Fast500 Asia-Pacific's fastest growing tech company 2019



Westpac Business of Tomorrow 2018



Prime Minister's veteran employment award 2018



Deloitte Rising Star award for fastest growing Australian startup tech company 2018



The results



More than 400 organisations are on the Potential platform



Matched 15,000 individuals to careers



Employed and mobilised 1250 veterans across the globe



24,000 veteran users globally



75,000 Total users

Not to brag but...

The very best work with us...



Australian Government
Department of Defence

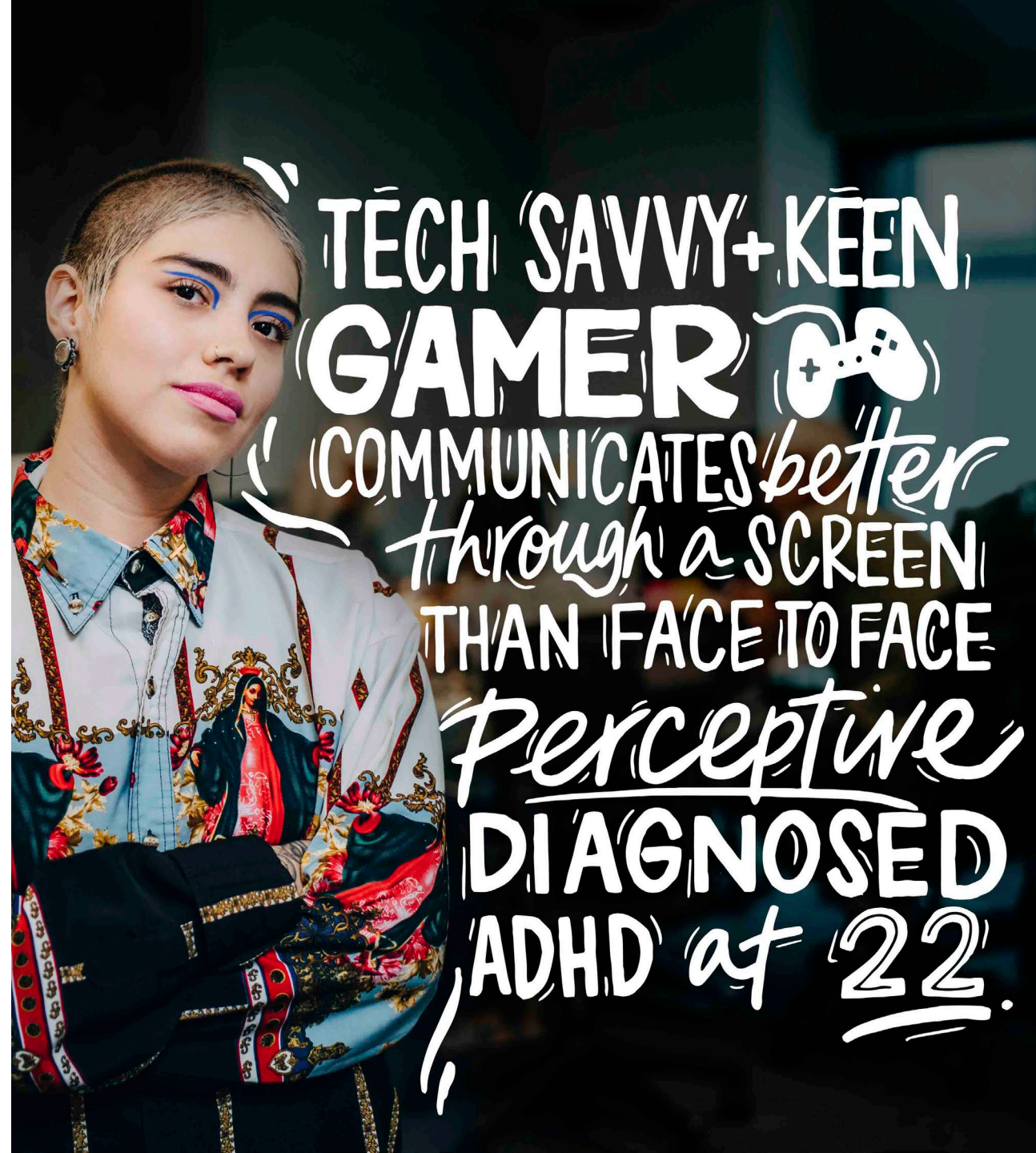


What makes us different?

We discover hidden potential by breaking down the barriers to workforce entry.

A person's value is in their rich experiences, diversity, and natural abilities - more than what's captured in a CV.

By helping employers see the full picture of someone's potential, we're solving both underemployment and the digital skills shortage.



Where we've come from...

Tom Moore co-founded WithYouWithMe in 2015 to solve the problem of veteran underemployment. He soon discovered that CV's were a significant barrier to employment affecting not only veterans - but numerous groups in society. We're about upskilling and reskilling for new digital careers without needing a university degree or prior job experience.

Today, we help thousands of veterans, military families, neurodivergent people, women in tech, youth, Indigenous communities and refugees to find meaningful employment.






It's about life.

We know life experience is every bit as valuable as work experience. A veteran who has led 60 people through combat understands how to motivate a team, even though they've never had an office job. A single parent can hit every deadline even though they didn't finish school.

We believe in people.

We believe that who we are underpins how we work and its critical that employers can see the full picture of someone's potential...

'5 YRS' ROYAL AUSTRALIAN
 'NAVY'
 (COMMUNICATIONS + INFORMATION)
 SYSTEMS 'SAILOR' 
 [CIS]
 'Builds' CULTURE
 BRINGS TEAMS *together*
 'Drives' GROWTH and
 DEVELOPMENT
 POSITIVE WORK/LIFE
 'Balance' is VITAL! 

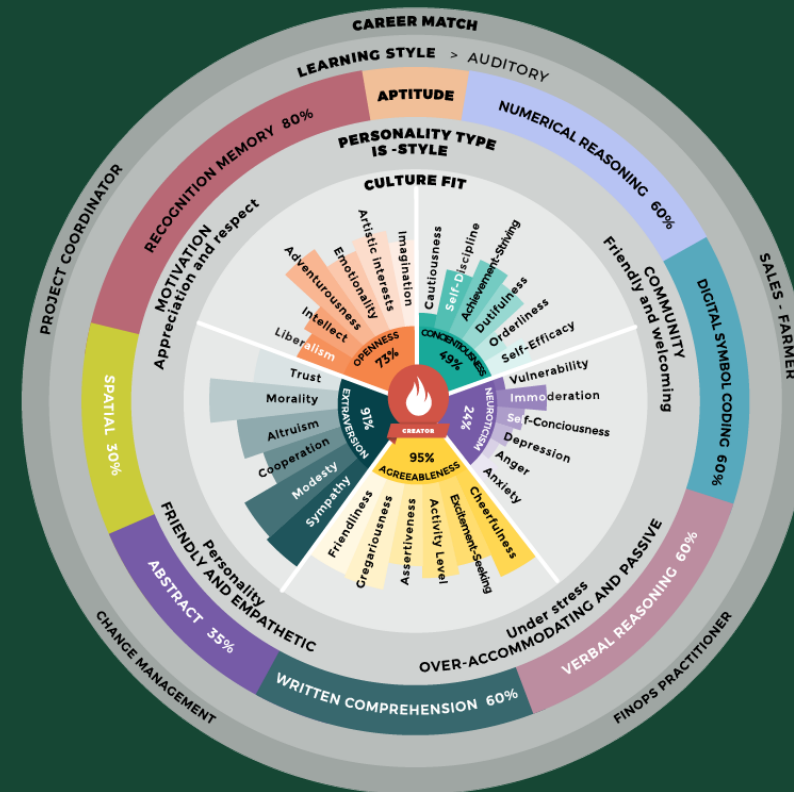
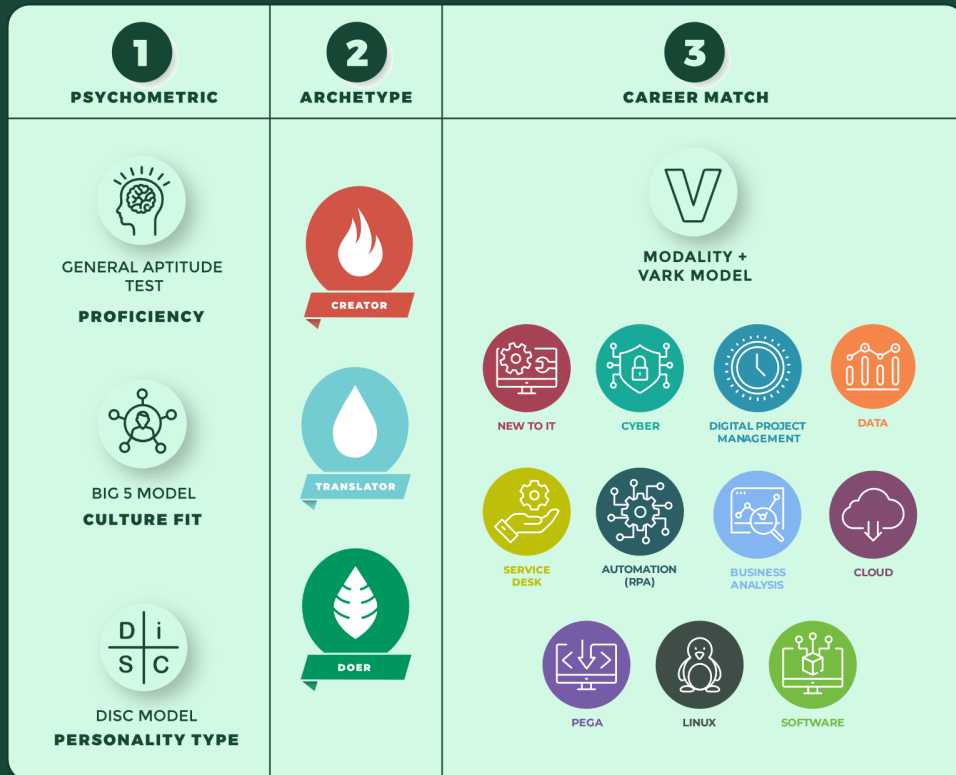
Three steps to find your potential...

Instead of life defined by study, this is life defined by your natural abilities.

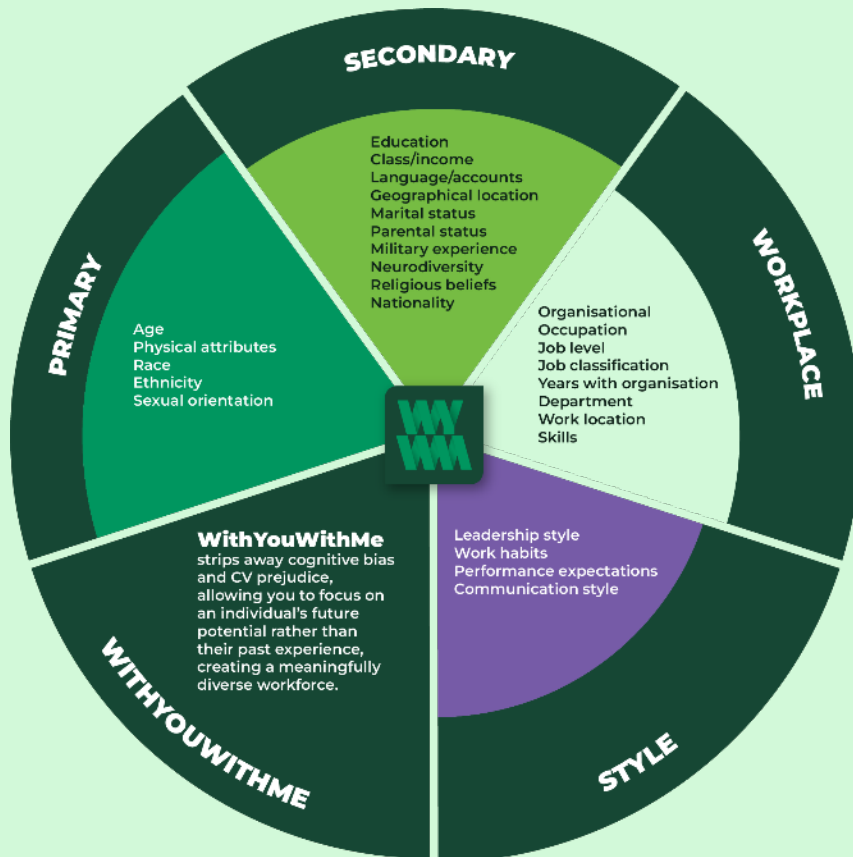
People who have traditionally been locked out of the workforce are now just three small steps away from a career in tech.

... For a career in tech.

We create an accurate and comprehensive picture of an individual's potential - and according to Stanford University, our approach is **“the most advanced and scalable program of any in the world”**.



It creates real diversity and inclusion in the workforce.



We recommend 4 action areas to drive more D&I.

WithYouWithMe strips away cognitive bias and CV prejudice creating a meaningfully diverse workforce.

Expanding screening methods

Use psychometric and aptitude testing, don't rely solely on Resume, cover letter and reference checks.

Accommodating needs

Find out what needs the candidate has and be creative with how you meet them.

Training

Ensure everyone interacting with candidates has training on cultural sensitivity, disability awareness and unconscious bias.

Feedback

Get your diverse workforce assisting you with your measures and policies, to keep them evolving to meet changing needs



02

Let's unpack our platform

Potential is our proprietary SaaS platform that assesses an individual's propensity to learn certain tech skills and their culture fit through a series of scientifically based aptitude and psychometric tests.

The end-to-end platform helps individuals and organisations discover, train, deploy and grow talent.

Through **Potential:**

- We create productive teams from new talent pools for in-demand tech roles.
- We future-proof careers and workforces with continuous learning and upskilling.



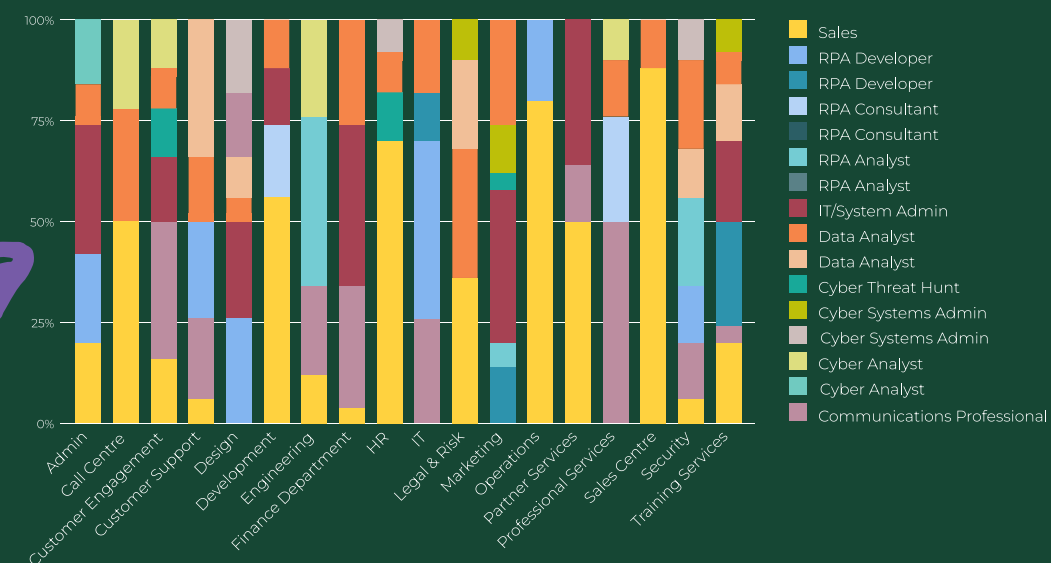
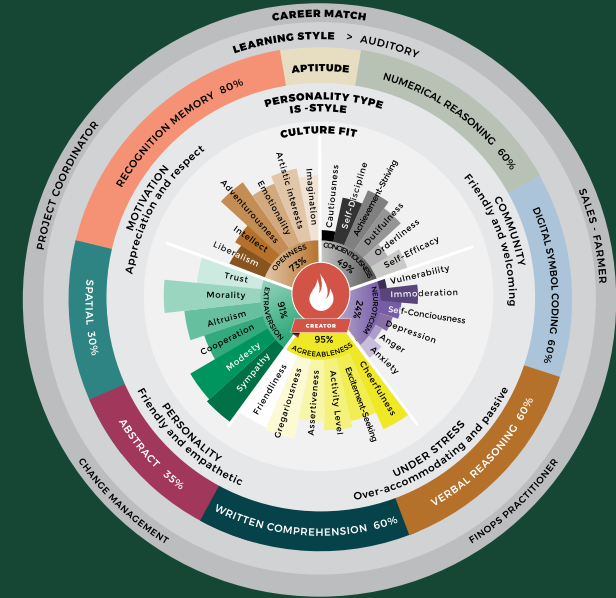


Market leading psychometric and aptitude assessments match individuals to new digital careers.

We skills map candidates to discover potential. Using culture fit, personality type, aptitude and learning style, we find the perfect career match.

Discover hidden potential

We skills map within your organisation to find the potential in your workforce, enabling internal talent mobility.





Globally accredited training makes individuals rapidly proficient in high demand tech roles.

150hrs to job readiness on 11 career pathways

And as a social impact organisation, we provide free training to under-represented individuals for rapid deployment.



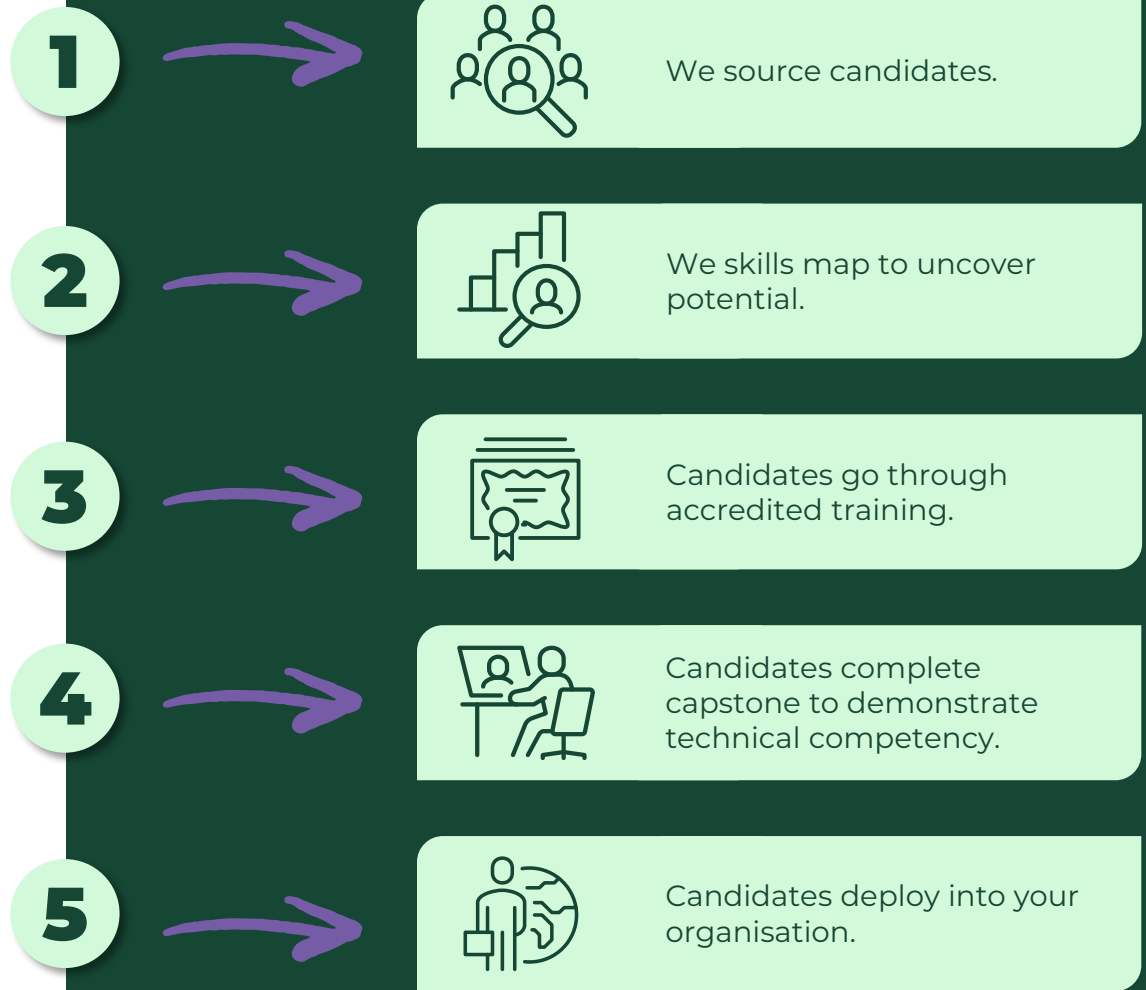
Flexible learning options



Certified individuals are matched to a team, deployed into your organisation and hit the ground running.

5 steps to a pipeline of talent

We don't just match individuals to roles. Our unique assessment also helps you build a balanced team that fits the culture of your organisation.





Continuous learning helps employees become experts and keeps your team ahead of market requirements.

Enhance your workforce with continuous learning

We have 11 career pathways mapped to the SFIA framework, designed to take individuals from beginner to proficient in just a few months.



Level up your workforce



03

Our approach in action

We partner with the world's leading government agencies and biggest businesses to address their digital skills shortages while making a positive social impact.

Our partners' success

NORTHROP GRUMMAN

Northrop Grumman UK is working with WYWM to assess for potential in untapped talent pools, providing 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.

A 'squad' of ten has been deployed to NGUK's biggest business unit – the cyber and intelligence business. 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.



Australian Government
Department of Foreign Affairs and Trade

Increasing connectivity in the Pacific region is a force for significant social and economic development and inclusion – however it also has the potential to expose the region to increased threats from malicious cyber actors. Papua New Guinea's National Cyber Security Centre (NCSC) is an initiative that acknowledges the benefits of Australia and PNG working together to foster a strong and resilient cyber security environment.

The program, delivered by the Australian Government's Department of Foreign Affairs & Trade and WithYouWithMe, is supporting PNG's development of local digital skills, which ensures they have the expertise required to detect and address evolving cyber threats and respond to cyber incidents.



WithYouWithMe has been solving a broad range of tech and workforce challenges across the Canadian Armed Forces for more than two years.

Of particular note is CAF's Software Factory – a key digital transformation project which has seen WYWM deliver teams of diverse talent to build technology solutions using the Microsoft product suite. This model is agile and grows over time to ensure CAF can meet the evolving needs of its operation with in-house talent.

Our partners' success

The logo for Atos, featuring the word "Atos" in a bold, blue, sans-serif font.

As a global leader in digital transformation, Atos has partnered with WithYouWithMe to recruit diverse tech talent into their organisation. With the first pilot well underway, Atos are looking to expand the WYWM program to other areas of the business.

As well as working with different practices to fill in-demand roles, Atos is also considering how they could work with WYWM to support internal reskilling opportunities.

The logo for Ernst and Young (EY), featuring a yellow triangle pointing upwards and to the right, with the letters "EY" in a bold, black, sans-serif font below it.

Ernst and Young (EY) partnered with WithYouWithMe to address the Canadian Government's cybersecurity talent shortage, by providing free digital skills training to Canadian Armed Forces Veterans.

Veteran candidates for the Cyber Workforce Enablement Program (CWEP) undergo WYWM's aptitude, psychometric, cultural fit, and learning style assessments to be matched to entry-level tech roles in government to build up Canada's cyber workforce.

The logo for BAE Systems, featuring the words "BAE SYSTEMS" in a bold, white, sans-serif font inside a red rectangular box.

In keeping with their ongoing commitments to hiring more digitally skilled veterans and members of the military community (spouses and families), BAE Systems partnered with WithYouWithMe to source security cleared talent.

WYWM's aptitude and psychometric testing enabled BAE Systems to discover veterans with the best skills and knowledge for their open technical roles.

The organisation onboarded 10 people and trained them for information and technology roles across the business, including in cybersecurity, systems and data administration, network engineering, and application specialists roles.



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
Chief People Officer

*BAE Systems
Australia*

BAE SYSTEMS



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 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*

**NORTHROP
GRUMMAN** 



Our partnership with WithYouWithMe will enable Soldiers to better understand their own strengths and weaknesses, identify areas for development and upskill in critical capability gaps.

It will also help us identify positions that can leverage skills outside of their usual employment stream, which we hope will result in a more rewarding career path within the Army.

Captain Guy Parker

Regimental Signals Officer and Officer
Commanding Perseus Troop

*The Royal Lancers
UK*





WithYouWithMe has been a leader in progressing the **development of digital skills in Australia.**

Its **employer-led model** has assisted many Australian organisations in better preparing for the future of work. WithYouWithMe has been an active contributor to the Digital Skills Organisation, which was established by the Australian Department of Education, Skills and Employment to help **pilot new ways of developing digital talent.**

WithYouWithMe was a founding board member of the DSO, has offered free product to employers via the DSO Toolbox and has participated in the DSO Secondment program, with WithYouWithMe Co-Founder Luke Rix currently working as DSO's full-time Chief of Staff.

Patrick Kidd
CEO

Digital Skills Organisation





I see this as a huge positive part of what UiPath and WithYouWithMe do to help illustrate and bring to the surface that digital skills are here for everybody and we're really here to be a part of the solution.

There's been a long debate whether digital skills are something you only get out of spending a lot of time and a lot of money in university, or something that can be accessed by anybody.

The ability to partner WithYouWithMe is incredibly important for UiPath because it demonstrates that our technology can democratize a whole environment and it can allow people to learn these new skills.

Mike Pamphilon
Public Sector Industry Lead

UiPath



Our community's success



Pablo Quintana



After leaving the Royal Australian Navy, I found it difficult to adapt to anything new. I went from being a cook in a cafe to a janitor and was even considering working at a fast-food restaurant. None of my skills at the time felt transferable. That changed when I found WithYouWithMe and heard about their partnership with Pega.

I couldn't believe I'd get paid to learn and upskill in their low-code platform, and then be offered a job at the end of the training straight away, it almost seemed too good to be true.



David Attwood



It is 100% daunting having to prepare your resume post service to give to employers. My resume was completely based on my experiences as a Royal Airforce (RAF) Specialist. My resume did list my skills, but I found employers wanted relevant work experience.

I lacked the technical expertise I knew I needed to get a job in IT. I was uncertain about finding a job while finding time to and money to pay for training. I was anxious about the future. The WYWM aptitude test showed me my strengths. The test results indicated that a career in low coding would be a great match for my personal skillset. Through the support of WithYouWithMe, I transitioned from my position with the RAF and into a role as a PEGA junior developer for Accenture UK.



Samantha Gillison



I worked as a UK Met Police officer for almost 7 years. At the age of 24, I was diagnosed with chronic fatigue syndrome. This diagnosis was unexpected and changed my life. Astriid, a disability employment NFP, referred me to WithYouWithMe and assured me that WithYouWithMe would help me find a job that offered a healthy work/life balance.

I signed up to look for work on WYWM's Potential platform and completed their psychometric and aptitude tests. They accurately predicted both my personality and my preferred learning methods. After completing my digital skills training, Northrop Grumman UK employed me as a Full Stack Developer (JavaScript).



04

**Where to
from here?**



An end-to-end talent management solution

Featuring 2 core products

Discover Potential

Discover Potential is a talent creation marketplace where employers can fill open roles & build their teams and tech capabilities from internal or external talent pools.

Grow Potential

Grow Potential is an end-to-end talent creation & management platform that dynamically supports you to grow your talent to meet the evolving demands of your organisation. It also provides meaningful workforce insights to improve retention and productivity.

Where to from here...

We make it easy.

- 1. Goal setting
- 2. Solution framing
- 3. Mutual Success Plan
- 4. Contract
- 5. Action Plan
- 6. Training
- 7. Regular review meeting