Nomination: 9740

Geleceğim HAVELSAN Aday Mühendislik Programı

Page: General Information

Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.

Name of Organization/Company

HAVELSAN

Mobile Phone Number

+90 312 688 88 88

Additional Contacts

I do not wish to list additional contacts

Page: Entry Information

Entry Title

Geleceğim HAVELSAN Aday Mühendislik Programı

Category

B01 - B67 Achievement > B61 - Best Youth Employment Strategy

Achievement Submission Format

Written Answers

a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required

Established in 1982 under the Turkish Armed Forces Foundation, Havelsan is one of Türkiye's most strategic defense and information technology organizations. With deep-rooted expertise in command-control systems, cybersecurity, simulation, and autonomous platforms, Havelsan develops mission-critical software and high-tech solutions for both national and allied defense needs.

Amid Türkiye's rapid technological transformation, Havelsan recognized a widening gap between newly graduated engineers and the high-stakes competencies required in real-time defense environments. This challenge was compounded by intense competition for top talent—out of over 200,000 applications received annually, 50,000 come from new graduates, many lacking practical readiness.

To address these needs, Havelsan launched the Geleceğim HAVELSAN Aday Mühendislik Programı (My Future is at Havelsan Candidate Engineering Program), structured, part-time employment and talent development model. Operating since 2016, the program embeds third- and fourth-year students into real defense projects, allowing them to contribute 1.5 days per week while still in school. Participants receive coaching, mentoring, and performance feedback, ensuring their development is aligned with Havelsan's project delivery and cultural integration goals.

This proactive model supports workforce readiness, reduces onboarding costs, and transforms high-potential youth into project-proven engineers, positioning performance management as a core business function within Havelsan's innovation and national mission strategy.

b. Outline the team's or organization's achievements since the beginning of 2023 that you wish to bring to the judges' attention (up to 250 words). Required

Since early 2023, Havelsan's My Future is at Havelsan Candidate Engineering Program has achieved wide-ranging results in recruitment, development, and operational impact. With two cohorts annually, the program attracted over 14,000 applicants in total, selecting approximately 400 candidates through a rigorous, gamified and data-driven selection process.

Participants contributed more than 350,000 hours of real project work in 2023 alone—equivalent to 180 full-time engineers. They worked on flagship programs such as HÜRJET Simulator, BARKAN, and ADVAND, coding, conducting field tests, and supporting integration. Multiple project deadlines were met early due to their direct contributions.

The full-time employment conversion rate reached 92%, and 122 candidate engineers were hired to date—78 in 2023 and 167 in 2024, with 200 more forecasted for 2025. First-year retention exceeded 95%, compared to the sector norm of ~70% for graduate hires.

The program also contributed to gender equity with 27% female participation, nearly double the national defense average. Cross-functional engagement was expanded to non-engineering fields such as HR and finance. Participants accessed curated learning on platforms like Udemy, received structured coaching from internal mentors, and built innovation capacity through the AI Tech Challenge and Dual-Use Ideathon, generating over 15 prototypes.

Additionally, the program strengthened Havelsan's employer brand—doubling application volume between 2022 and 2024—and established the foundation for a sustainable, skills-based workforce planning model.

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the team's or organization's past performance (up to 250 words). Required

Havelsan's Candidate Engineering Program stands apart from traditional internship or graduate schemes due to its deep project integration, data-based development, and proven business impact. While most defense companies offer post-graduation training or limited internships, Havelsan embeds students into live, sensitive projects 1.5 days per week—long before they graduate.

This approach dramatically increased talent quality, retention, and onboarding success. Prior to the program, new graduate hires made up only 5–10% of total recruitment. Today, it is 15%, while onboarding time has decreased from three weeks to under one week. First-year retention among program hires is 95%, compared to ~70% for external peers.

What makes the program unique is its performance-driven conversion model. Over 122 candidates have been hired into permanent roles since 2023, and every transition is based on multi-source data: mentor assessments, task completion, and behavior tracking dashboards. This has minimized mismatches and elevated long-term hire quality.

Additionally, the program's diversity results outpace the national average: 27% female participation in technical roles versus ~14% across Türkiye's defense sector. Cross-functional inclusion and continuous coaching further reinforce equity and personalized growth.

From an industry benchmark perspective, few organizations offer a scalable, twice-yearly model that is embedded in national mission delivery. Havelsan not only created a youth employment engine—it designed a future-talent transformation platform that is performance-aligned, innovation-driven, and nationally strategic.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

The nomination is supported by a curated set of internal visuals, quantitative data, and communication materials included in the document. These materials serve as direct evidence of Havelsan's program performance, innovation culture, and engagement practices:

• Program Roadmap (Page 12): Visually outlines the development journey of participants, including modules such as AI Tech Challenge, Career Panels, and Reverse Mentoring. Demonstrates structured learning design and innovation integration.
• Program Relaunch Announcement (Page 18): Confirms the 2023 strategic revamp of the program, reinforcing Havelsan's commitment to continuous improvement and youth engagement.
• Recruitment Campaigns (Pages 15, 22): Showcases application messaging, online assessment process, and eligibility criteria. Validates the scale and clarity of outreach that led to doubling application volume.
• Candidate Communications (Pages 19–20): Includes welcome and rejection letters that reflect the program's inclusive, respectful tone—contributing to the high engagement and reapplication rate.
• Performance Outcomes (Pages 25–28): Provides metrics on project hours (350,000+), full-time hire conversions (92%), retention (>95%), gender diversity (27%), and innovation outputs (15+ prototypes), confirming claims made throughout the nomination.

Webpage Link

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Webpage Link 2

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Supporting Document

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