

**BUILT FOR
TODAY.**

**DESIGNED FOR
TOMORROW.**

Us and STEM

Observations and Suggestions

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- 4 Large businesses
 - 3 Services, 1 Products
- 2 Small businesses
 - 1 Services, 1 Products
- 6 Colleges/Universities
 - 2 public research universities
 - 2 private ‘for profit’ universities
 - 2 community colleges

(Note: From this point forward I’m going to refer to those educated in science, engineering, math, and technology disciplines as “Technologists”)

Our Workforce



- Average age of NAVAIR employees is 47.1 yrs.
- Every seven seconds an American turns 50.
- China graduates more gifted and talented engineers than we graduate engineers.
- Mexico is graduating a large number of engineers – around 6th or 7th most in the world.



- Current Technologists more likely to retire with improving economy.
- Demand for Technologists outpacing supply
 - Although in certain pockets of expertise, such as Industrial Engineers and Civil Engineers, supply seems ok.

Four Suggestions for the Contracting Community



- (1) Prioritize identification and development of internal candidates.
- (2) Build relationships with colleges and universities based on local needs.
- (3) Focus precious educational funds on the critical few skills.
- (4) ~~Support~~ ~~Embrace~~ Implement Diversity.