



# 412<sup>th</sup> Test Wing



*War-Winning Capabilities ... On Time, On Cost*



**STEM, Building a “farm team”  
for intellectual capital**

**May 10, 2017**

**U.S. AIR FORCE**

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**412 TW/XP**

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*Integrity - Service - Excellence*



# Topics



**Challenges & Complexity**

**Building Our Bench**

**Strategy**

**Plan**

**Action**

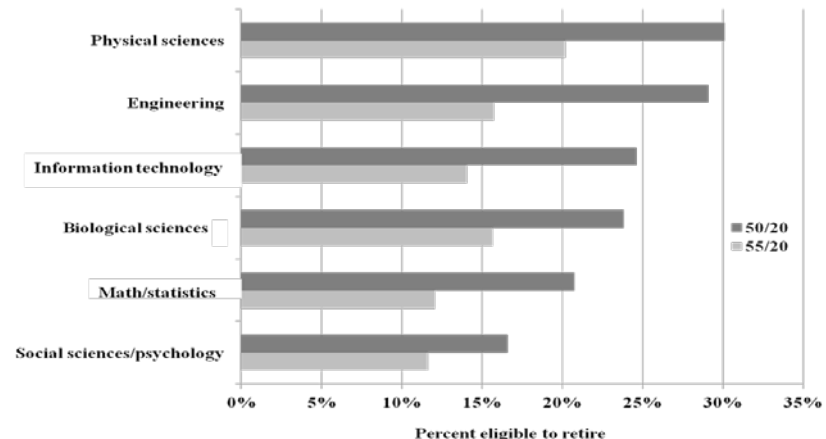
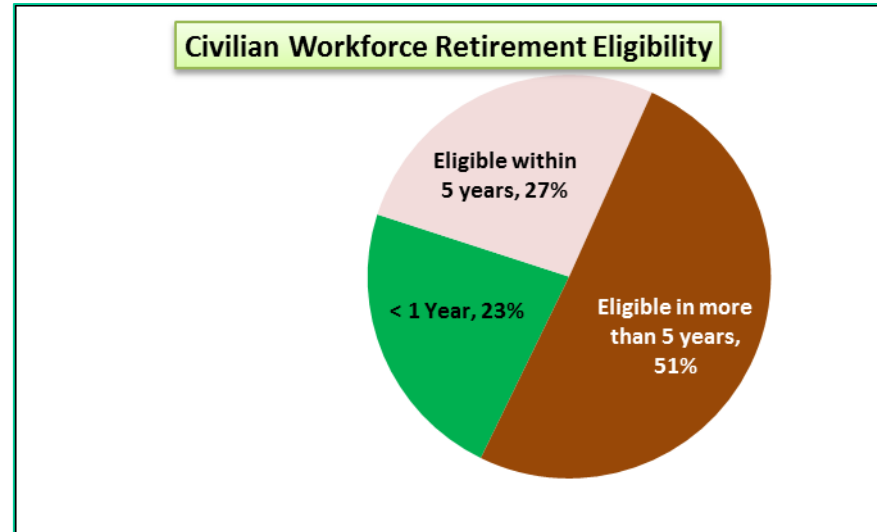




# Challenge & Complexity

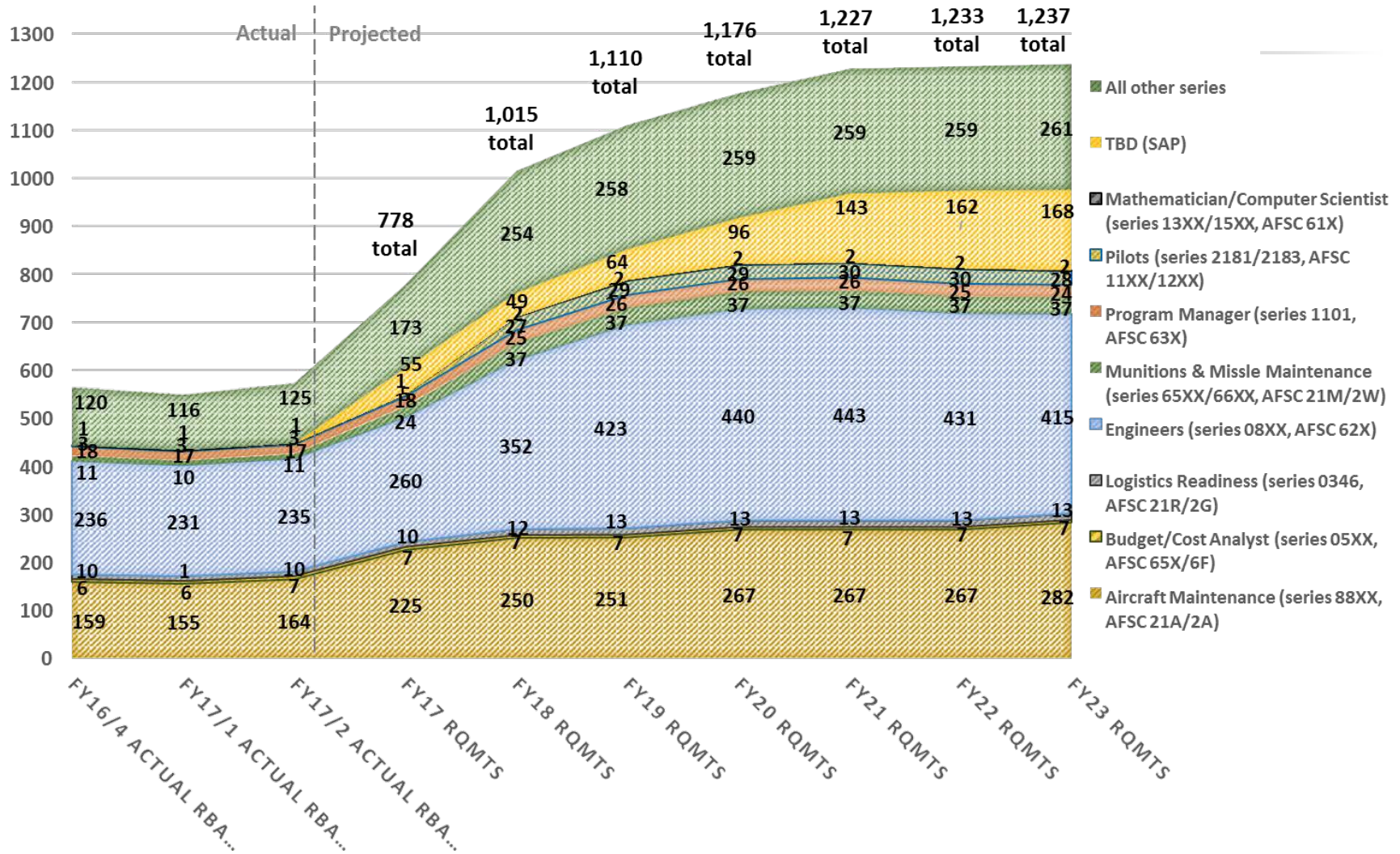


- Decline in STEM graduates; “STEM Education is hard”
- Declining Investments in Education and Research
- High Demand and Competition for Scientists and Engineers
- Excluding non-USA Educated Professionals
- Slow Government Hiring Process
- Retirement





# Building Our Bench





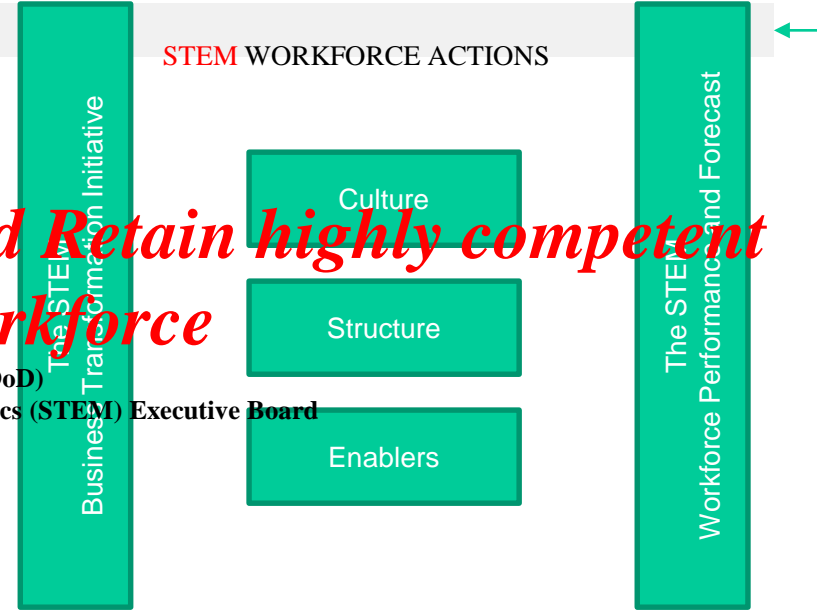
# Strategy



*Attract and Retain highly competent STEM Workforce*

Department of Defense (DoD)  
Science, Engineering, and Mathematics (STEM) Executive Board  
STEM Strategic Plan  
July 2013-FY 2017

We are **HERE**





# Plan



## Attract

- Internship Programs
- Career Broadening Opportunities
- Remove red tape for highest quality talent
- Hiring incentives
- Flexible work hours
- Paid Education Opportunities
- Recruiting Starts at 8th Grade or Earlier

## Develop

- Career Broadening Opportunities
- International Technology Events
- LTFT
- Join Forums for Innovation and Prototyping
- Exciting Work and Exciting Mission
- Student Loan Payment

## Retain

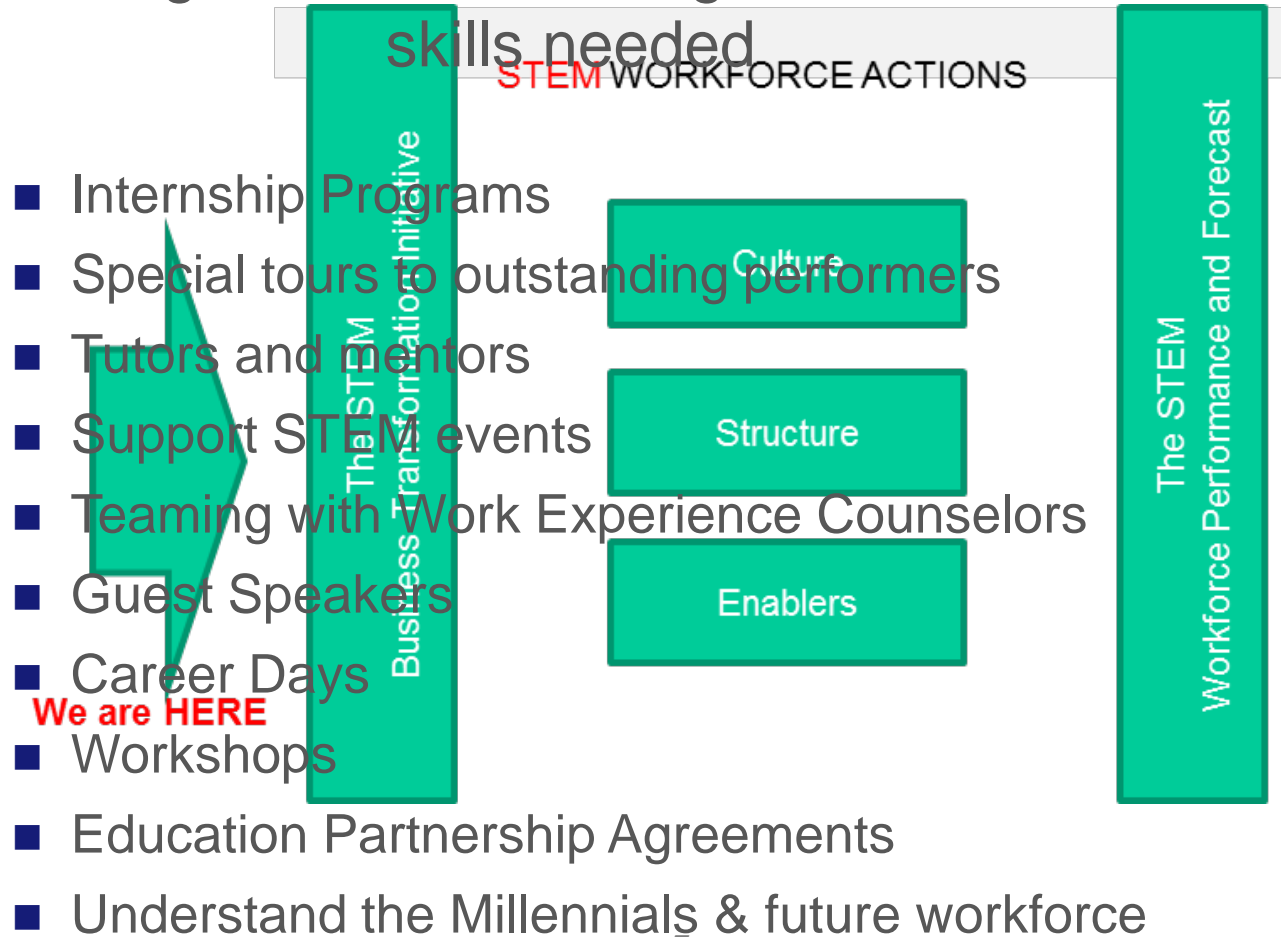
- Coaching and Mentoring Program
- Reward and Recognition Programs
- Leadership Program Focus on Retention
- Engagement and Commitment to Advance
- Student Loan Payment



# Action



Building a “farm team” to grow and mature





# “Let’s Play Ball”

