A&D WORKFORCE

The U.S. aerospace and defense (A&D) industry leads the world in innovation, but we cannot take that for granted. With competitors investing heavily in their own aerospace sectors and technology, it is essential that we continue to attract and retain the skilled, diverse 21st-century workforce that will drive our industry into the future. Industry leaders and policymakers must work together on an urgent basis to address the forecasted demand for highly-skilled workers and maintain America’s global leadership.

INDUSTRY OVERVIEW

- 2.19M jobs, 58% attributed to supply chain
- Nearly $909B in sales revenues
- Salaries 46% higher than the national average
- Positive trade balance of $79B
- 72,500+ new hires in 2019

INDUSTRY CHALLENGES

- OPEN JOBS
  - 2019: 30,649
  - 2020: 58,417

- AGING WORKFORCE
  - <30: 18%
  - 30-55: 53%
  - >55: 29%
  - Average age: 46

- CLEARANCE PROCESS
  - Processing times as of Q3 2020:
    - TOP SECRET: 0 years
    - SECRET: 0 years

- GENDER GAP
  - 76% Males
  - 24% Females

- LACK OF DIVERSITY
  - 73% White
  - 11% Asian American
  - 8% Hispanic/Latino
  - 6% Black/African American
  - 2% Other

- VOLUNTARY ATTRITION
  - <25: 7%
  - 26-30: 8%
  - 30-35: 7%
  - 36-45: 9%
  - Retirements: 2%

INDUSTRY NEEDS

- Transform current educational paradigms
- Increase diversity and foster inclusion
- Retain U.S. educated foreign STEM graduates
- Invest in STEM education and cutting-edge technologies

September 2020

Data sources: Aviation Week Network 2020 Workforce Study
Aerospace Industries Association 2020 Facts and Figures