Talent as Our Biggest Constraint to Growth

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TALENT AS OUR BIGGEST CONSTRAINT TO GROWTH

BOB DUFFY
Senior Vice President, Human Resources and Administration
The talent challenge

1. Build the STEM pipeline overall

2. Attract top talent to Space Coast opportunities
The STEM pipeline

<table>
<thead>
<tr>
<th>STEM jobs</th>
<th>Other jobs</th>
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**STEM jobs will grow 1.5x faster than other jobs**

**3 in 4**

A&D professionals developed interest in the field in grade school

Women represent:

- **50%**
  - of university students
- **20%**
  - of engineering students
- **40%**
  - of all university graduates utilize student loans
Keys to building the STEM pipeline

- Support STEM in *early childhood education*
- Reauthorize the *Higher Education Act*
- Expand *Pell Grants*
- Streamline the *Federal Student Aid* process
- Incentivize *workforce preparedness curriculums*
- Provide *skill-building opportunities* beyond traditional degree programs
Attracting talent to the Space Coast

- Mission-focused, cutting-edge technology
- Competitive total rewards and benefits
- Inclusive workplace and local community