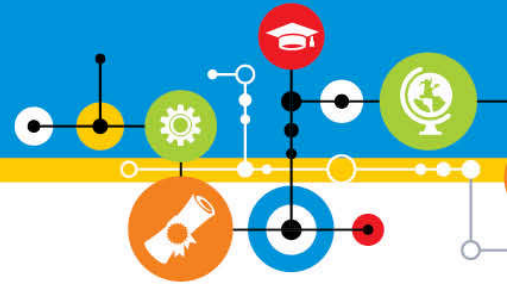


MANAGING THE TALENT PIPELINE:

A New Approach to Closing the Skills Gap



Case Study: Talent Pipeline Management

Profile: Boeing AerosPACE Program

Title: Building Career Pathways

The aerospace industry is facing an aging workforce, and the Boeing Company's internal assessment revealed that nearly 25% of their workforce would become eligible for retirement between 2014 and 2018. To counterbalance this workforce shift and create a pipeline of qualified engineers, Boeing developed the Aerospace Partners for the Advancement of Collaborative Engineering (AerosPACE) Program, a multi-university, multi-disciplinary project launched at four pilot campuses during the 2013-2014 academic year.

The AerosPACE Program employs project-based learning opportunities to capture the interest of students and equip them with skills needed to succeed in entry-level aerospace jobs. In the pilot program for example, project teams were tasked with designing, building, and flying an agricultural Unmanned Aerial Vehicle (UAV). The program is governed by an industry council, faculty council, and an advisory board comprised of university faculty and Boeing employees who serve as instructors for lecture and lab sessions, coaches for student teams, and who participate in design reviews.

The AerosPACE program enables Boeing to shape the education of its future workforce and has effectively turned program participants into interns and full-time hires. Boeing's collaborative efforts with university faculty were nationally recognized by the American Society for Engineering Education (ASEE), which awarded the program an Excellence in Engineering Education Collaboration Award. Based on successful preliminary results, Boeing continued the program during the 2014-2015 year and aims to partner with new universities to expand its geographic impact in the future.

This case study is part of the U.S. Chamber of Commerce Foundation's Talent Pipeline Management initiative, an ongoing program aimed at closing America's skills gap crisis through the use of lessons learned from supply chain management.

To learn more about this project, please visit www.TheTalentSupplyChain.org

