

SPACE EDUCATION AND OUTREACH SYMPOSIUM (E1)  
Learning and Knowledge Development for a Globally Sophisticated Workforce (5)

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DEVELOPING THE NEXT GENERATION WORKFORCE: FINDINGS AND NEXT STEPS FROM  
THE IPMC INTERNATIONAL YOUNG PROFESSIONALS WORKSHOP

**Abstract**

On September 28, 2012, the International Astronautical Federation (IAF) International Programme / Project Management Committee (IPMC) held a Young Professional (YP) workshop in order to gain insight into the opportunities and challenges YPs encounter in their early aerospace careers. Forty young professional delegates from around the world gathered to discuss five topics pertaining to the overarching opportunities and challenges YPs face, mentors and mentorship programs, exchanges and rotational assignments, motivating factors for young professionals, and the interface between the technical and managerial career paths. The delegates presented their findings and recommendations to members of the IPMC and compiled them into an official report released in February 2013. The high-level recommendations called for organisations to establish, maintain, and/or update clear pathways for communication and feedback; provide and facilitate a variety of learning experiences; offer alternative and/or analogue learning opportunities; and stay current and aware of best practices and workforce trends. The report, in addition to feedback provided by the IPMC after the workshop, informed the Workshop Organising Committee's (WOC) next steps to facilitate action on the recommendations provided by the delegates. By engaging the community of workshop delegates and IPMC members, the WOC has overseen the progress made to implement the workshop recommendations and develop a format for a second workshop. The results of these post-workshop efforts to further organisational support for young professional development will also be presented.