

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

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MOTIVATION FACTORS FOR YOUNG PROFESSIONALS IN THE AEROSPACE INDUSTRY:
DETAILED SUMMARY OF THE MOTIVATION GROUP FROM 2012 INTERNATIONAL
PROGRAM/PROJECT MANAGEMENT COMMITTEE YOUNG PROFESSIONAL WORKSHOP

Abstract

Young professionals are the future workforce in every industry. The aerospace industry is a unique combination of private, commercial, academic, government and entrepreneur companies not seen in many other industries. Salary is not always the main motivational factor for young professionals. What are other motivators for young professionals to stay involved in aerospace and space exploration when other industries are calling with more competitive offers? A representative group of YP first met during the 2012 IAF-International Program/Project Management Committee Young Professionals Workshop at the IAC in Naples, Italy to discuss motivational factors for workers who are the future of aerospace. The group consists of several young professionals from five different countries covering Europe, North America, Latin America, and Asia. They discussed what personally motivates them and what motivates peers who they have discussed the subject with. From this discussion, they have prepared several recommendations to motivate current and future young professionals as well plans to broaden the inputs from more young professionals in the aerospace industry. Motivators for young professionals include salary, but also flex-time, inclusion in the organization, understanding of one's importance in the big picture, and more. This paper develops the motivations discussed during the workshop which are also summarized in another paper submitted that covers the entire workshop.