

SPACE EDUCATION AND OUTREACH SYMPOSIUM (E1)
Space Workforce Development - Problems Encountered and Resolutions (7)

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ATTRACTING AND KEEPING YOUNG PROFESSIONALS, THE RETURN OF THE
APPRENTICESHIP.

Abstract

Many companies report young employees tend to change jobs and companies several times during their career only staying at a job for an average of seven years. This means a typical US based employee will work at between five and seven organisations. In addition, government agencies have the same problem. Young employees also complain about the difficulty of getting into a position they want and the costs of school to be qualified for those positions. This paper outlines a new “apprenticeship” plan which can be used by private companies and government agencies to attract and retain young employees while guaranteeing they meet the requirements for the positions. The plan would have employers buy into employees while they are students and the students upon graduation would have a secure job at a company where they are already personally invested. Through long-term retention of employees, companies can save costs in hiring and training of new employees.