

SPACE EDUCATION AND OUTREACH SYMPOSIUM (E1)
Enabling the Future - Developing the Space Workforce (5)

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OIL AND GAS INDUSTRY VS. SPACE INDUSTRY UNIVERSITY RECRUITMENT

Abstract

I was raised in Texas, a state that was buoyed during the Great Recession by the oil and gas industry. I did my undergraduate studies at the University of Oklahoma, which boasts one of the highest-ranked petroleum engineering programs in the country. In college, I was baffled by how difficult it seemed to enter the aerospace sector in general; getting hired by a space company seemed to be a far-fetched dream. Despite my personal impressions, the commercial space sector broke records in 2015 by bringing in more than \$1.8 billion in investment, doubling the investments of the previous 10 years (Tauri Group). With this burgeoning interest in commercial space, the need for proper recruitment techniques has never been more pressing. The oil and gas industry has the advantage of offering significantly higher salaries than most space companies can, so the space industry needs to study different recruiting methods and determine the best way to attract top talent. This paper will address the differences and similarities between the recruitment strategies of the oil and gas industry and the space industry, specifically focusing on the southwest region of the United States where the oil and gas industry dominate. Then this paper will advise space companies on how they can leverage their vision and community to attract the best university talent.