

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

Author: Ms. Birgit Hartman
European Space Agency (ESA), France

Mr. Maarten Adriaensen
European Space Agency (ESA), France

FIVE YEARS OF IAF IPMC YOUNG PROFESSIONALS WORKSHOP

Abstract

The Young Professionals Workshops gathers ideas and recommendation from early career employees in the international space community and provides the International Program/Project Management Committee (IPMC) and IAF member organisations with greater knowledge, insights, and perspectives that can help them better develop and empower the next generation workforce. The IPMC is supported in this effort by a group of young professionals who participated in previous workshops and agreed to serve on a Workshop Organising Committee to organise the next workshop and finalise the workshop report. The annual workshop itself represents the culmination of the outcomes of working groups focusing on various discussion topics. These groups discuss – through virtual on-line discussion sessions – and investigate the topics and reaches preliminary conclusions. The groups then meet face to face for the first time at the workshop, finalise their recommendations, and present a preliminary report to the entire workshop along with several representatives of the IPMC. Following the workshop, the Workshop Organising Committee prepares the final report that elaborates on the results of the discussion group deliberations. The topics considered during the 2012-2016 IPMC Young Professionals Workshop along with the participants' observations and recommendations are discussed in the paper. 2012 topics were Young Professionals Challenges and Opportunities, Mentorship, Exchanges and Rotations, Motivational Factors, and Young Professional Technical and Managerial tracks. 2013 topics were: Mentoring and Shadowing Programmes, Exchange Programmes, On the Side Projects, Project Organisation Tools and Methodologies, and Knowledge Exchange and Networking. 2014 topics were: Growing into the Aerospace Sector, Key Competences and Skills of Young Professionals for Innovation, Management Approaches in Collaboration and Competition to Boost Organisational Performance, and Methods for Young Professionals to Interact with Senior Professionals. 2015 topics were: Business plan for Mentoring Programmes, Career Decision Factors for Young Professionals, and Tools for Rapid Engagement and Accelerated Learning.