

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

Author: Ms. Stephanie Wan
Space Generation Advisory Council (SGAC), United States

Ms. Chiara Maria Cocchiara
EUMETSAT, Germany

Mr. Arnau Pons Lorente
Purdue University, United States

Mr. Seyed Ali Nasser
Space Generation Advisory Council (SGAC), Canada

Ms. Young Lee
Jet Propulsion Laboratory - California Institute of Technology, United States

ESTABLISHING AND SUSTAINING A YOUNG PROFESSIONAL PROGRAMME IN AN
INTERNATIONAL SPACE PROFESSIONAL ORGANIZATION

Abstract

As the aging space workforce faces an increasing number of retirements, the risk extends to established international space professional organizations who have relied on senior leadership representing their agencies at conferences and committees. In recognizing the potential gap in membership or conference participants, various space organizations have strategically developed young professional programming to incorporate 18-35 year old in their activities and mentoring them to join their organizations in future committee and membership positions over the past decade. Such organisations include the International Astronautical Federation's Young Professional Programme, Space Foundation's NewGen activities, and the Space Generation Advisory Council.

Similarly, the International Committee on Technical Interchange for Space Mission Operations and Ground Data Systems (also referred to as the SpaceOps Organization), which was formed in the realization that given the large number of people involved in space mission operations, recognized the gap in participation student and young professional participation in 2014. Since then, the SpaceOps Committee has slowly worked with the host agency to establish the necessary infrastructure to include student and young professionals in their bi-annual conference planning in 2014, 2016, and now 2018, to ensure the next generation of space ops professionals are equipped with the knowledge and leadership to continue the organization in years to come.

This paper will provide a case study on SpaceOps' establishment of a student and young professional programme taken from examples of success from other international space professional organizations and event management. Furthermore, it will analyze the current obstacles faced in early-mid career young professional participation, as well as provide aspects that have successfully allowed for sustainable succession planning to ensure for knowledge transfer and leadership.