



# Results: State-Wide Survey of New Space Professionals



# About the New Space Professionals Working Group

- Concept
  - Represent with CSA the perspective of new space professionals
  - Feedback to California space enterprise leadership
  - Engage the next generation of leadership in the California space enterprise community
- Composition
  - 36 New Space Professionals
  - Less than 5 years experience
  - Industry, military and civil space
  - Wide range of company/organization sizes



# Survey Overview

- Web based survey
- Over 1000 new space professionals from all space enterprise sectors asked to participate
- 120 Responses, mostly industry
- Intended to answer:
  - How did you become a part of the CA Space Enterprise community?
  - What motivates you/what is important to you?
    - What would make you want to stay in CA Space Enterprise?
- Questions developed by committee
  - 14 Questions total (not including demographic section)
  - Multiple choice, rank based and “write-in” questions

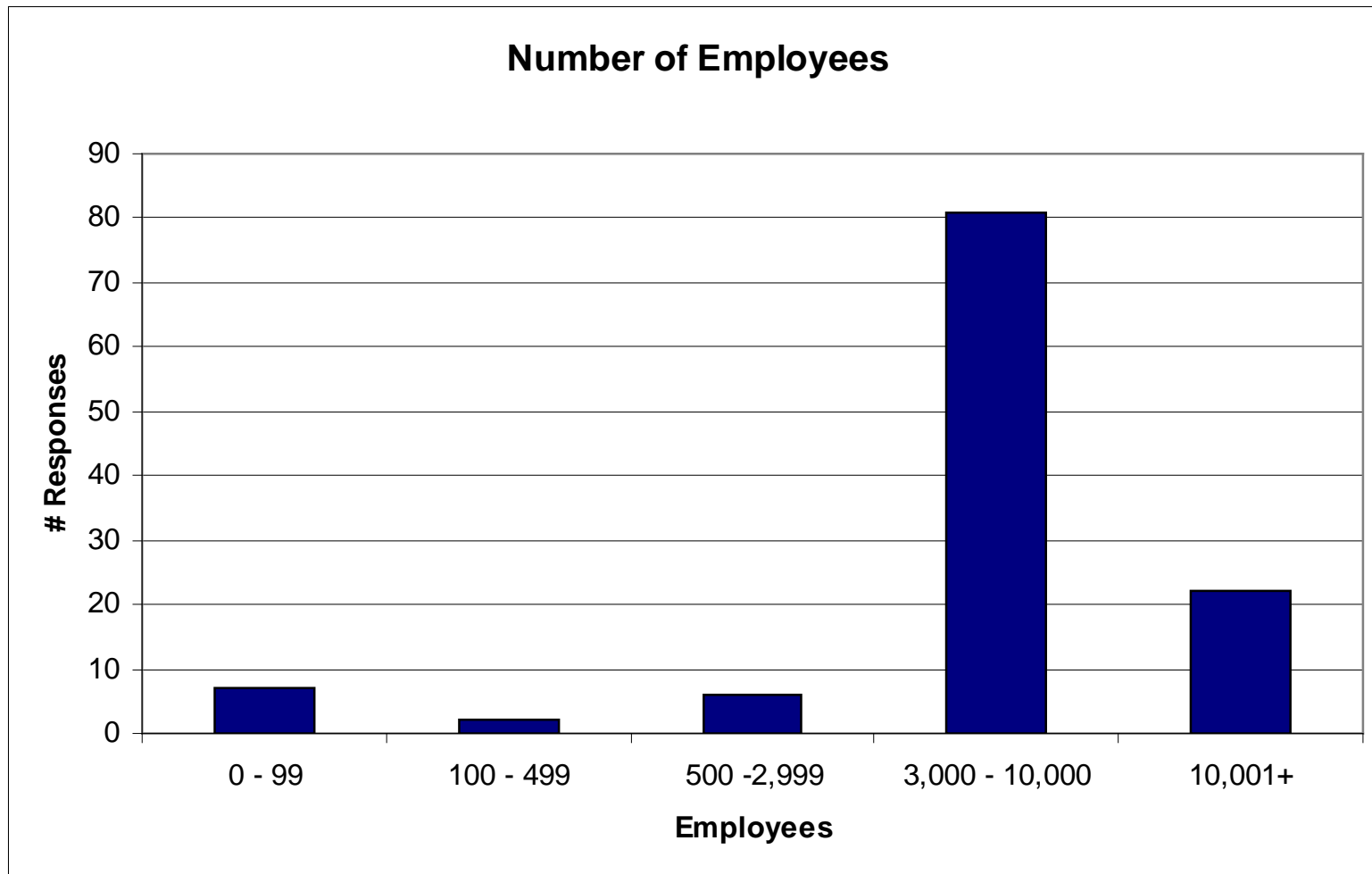


# Responder Demographics

- Close correlation with the statistics presented at the EWD focused SEAC meeting
- Centered at:
  - Large Company (over 3000 employees)
  - B.S. Level of Education
  - AE, EE, ME majors
  - Design career field
  - 24 Years of Age
  - 2 years in industry
  - Even split between CA grads and non-CA grads

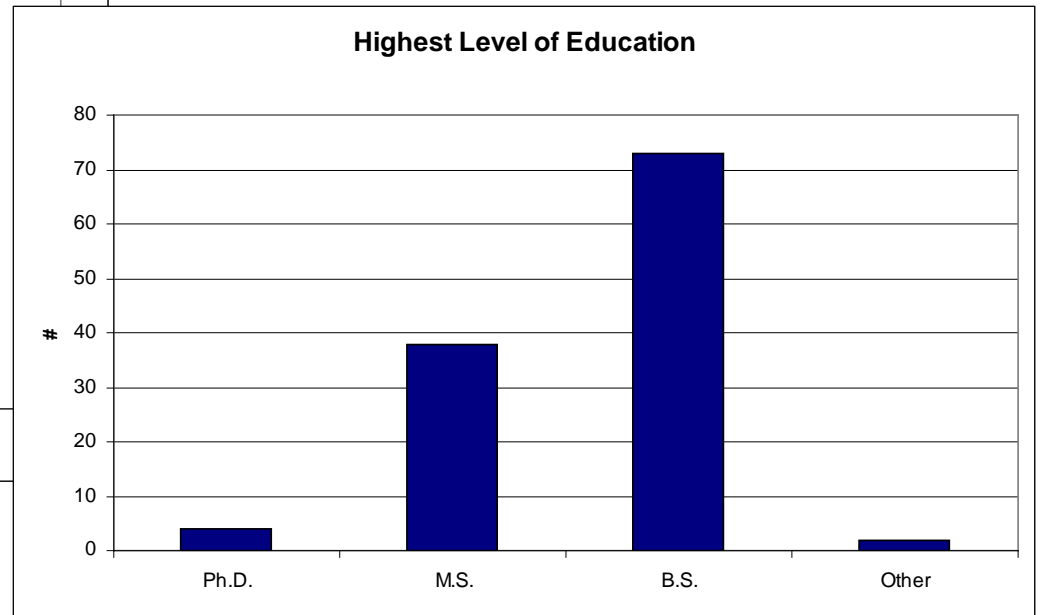
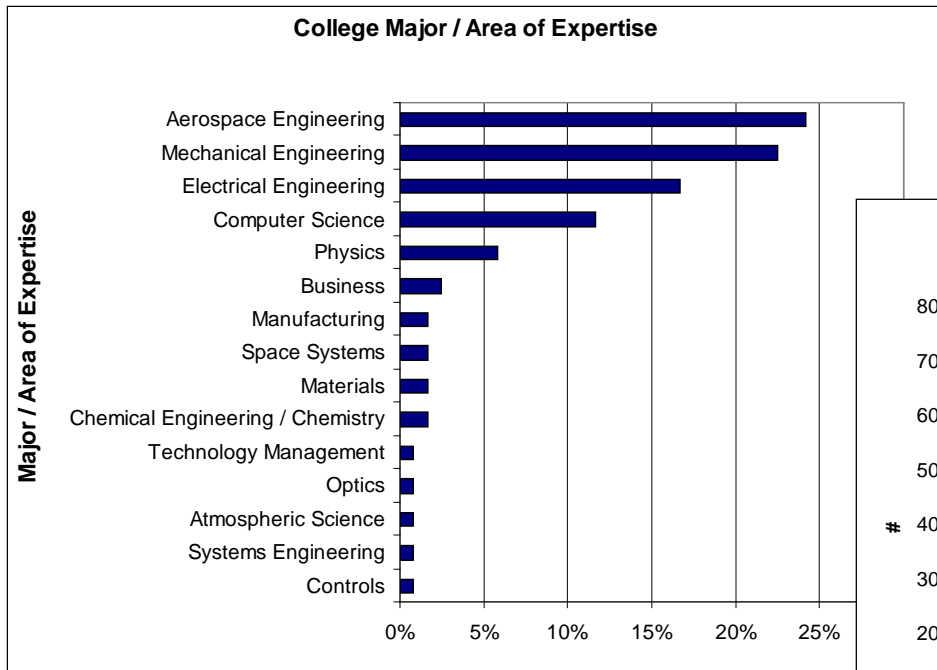


# Responder Demographics





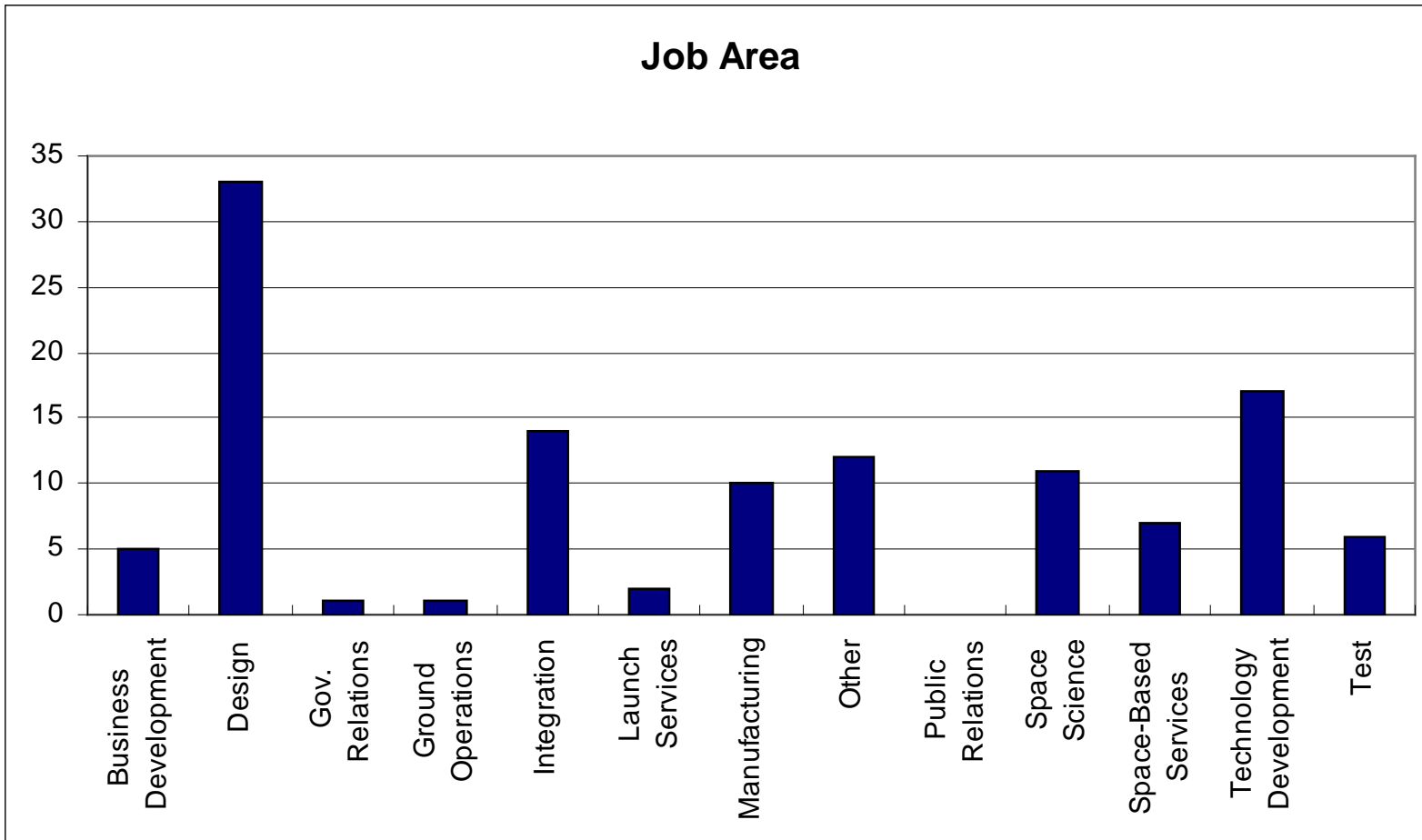
# Responder Demographics



- Mostly AE, EE, ME at B.S. level
- Followed by Physics and Computer Science
- Results are as expected

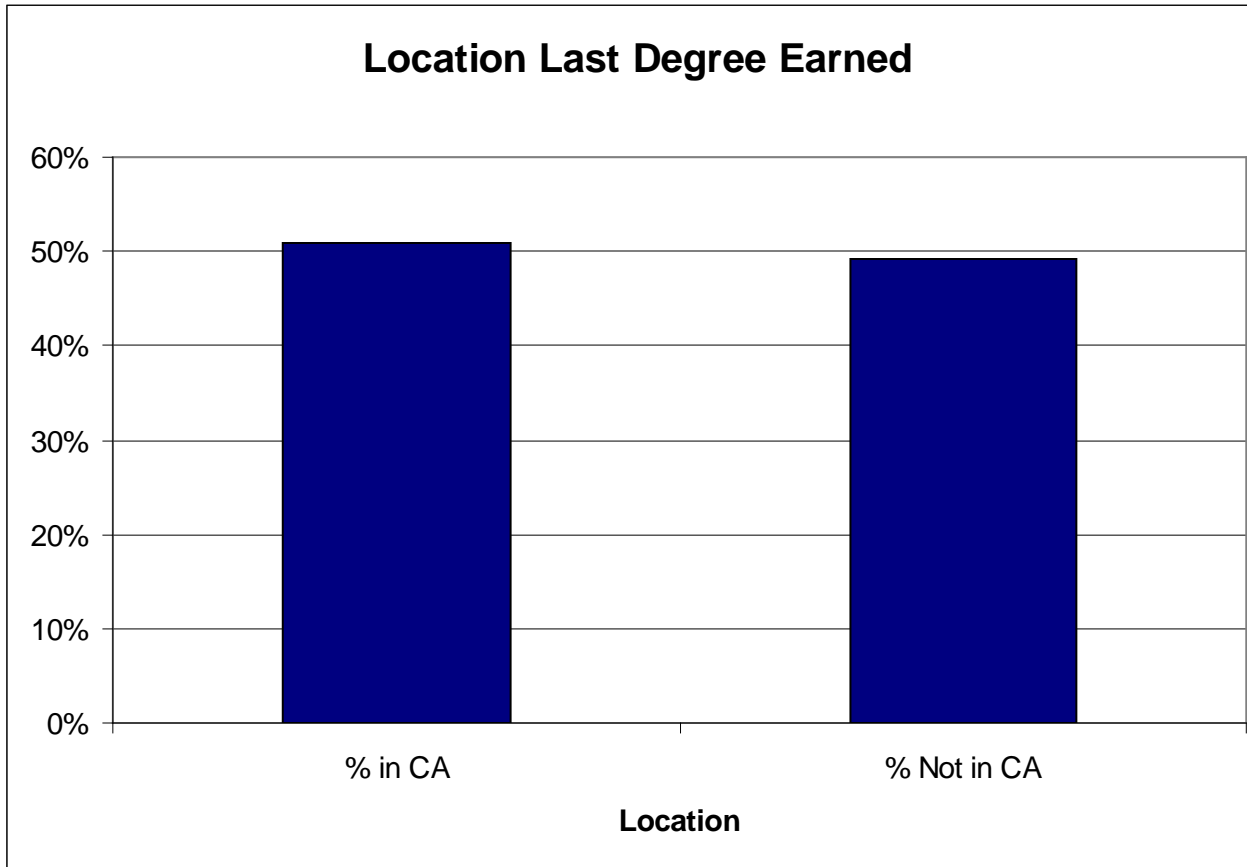


# Responder Demographics





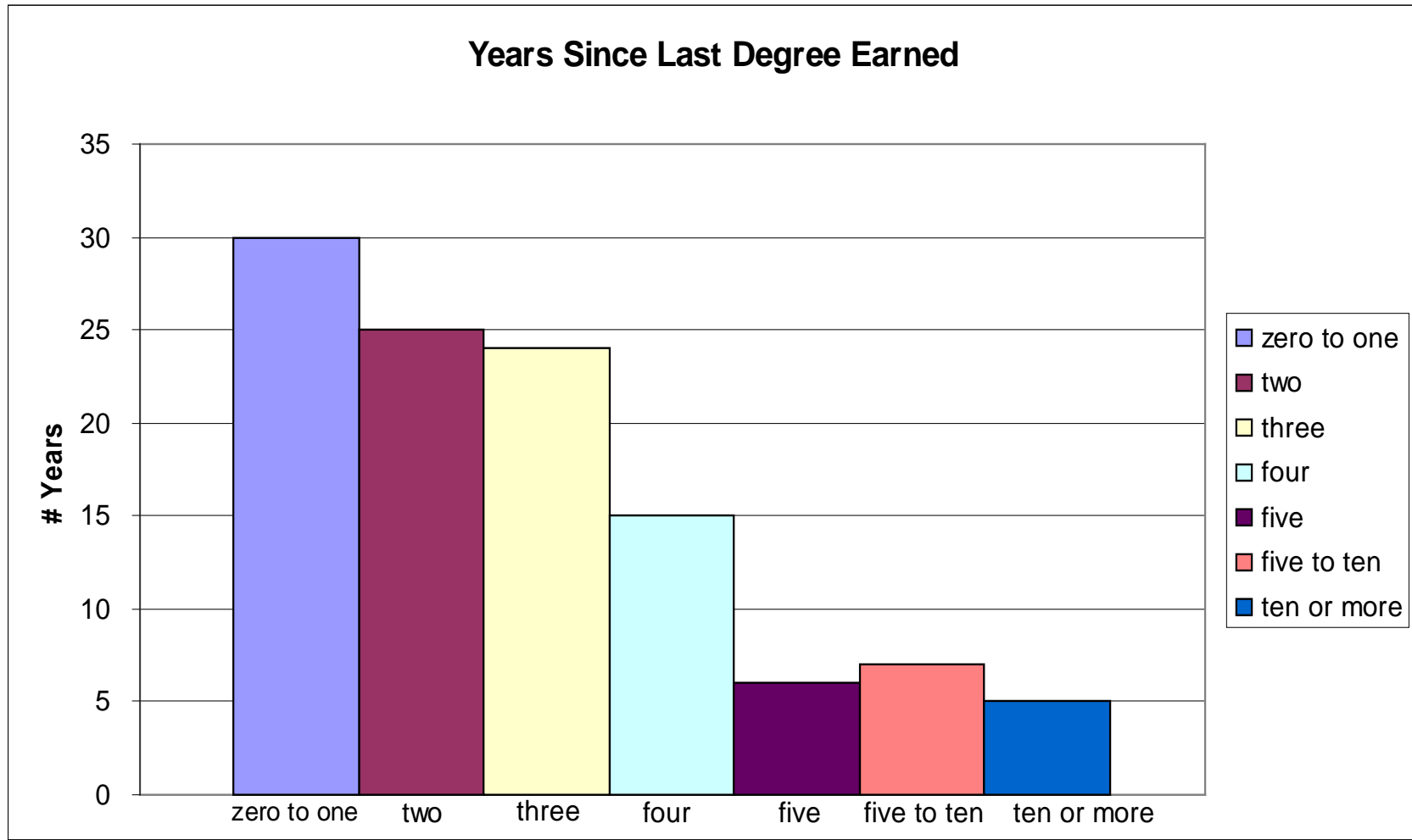
# Responder Demographics



Comparing and contrasting these two groups showed little difference

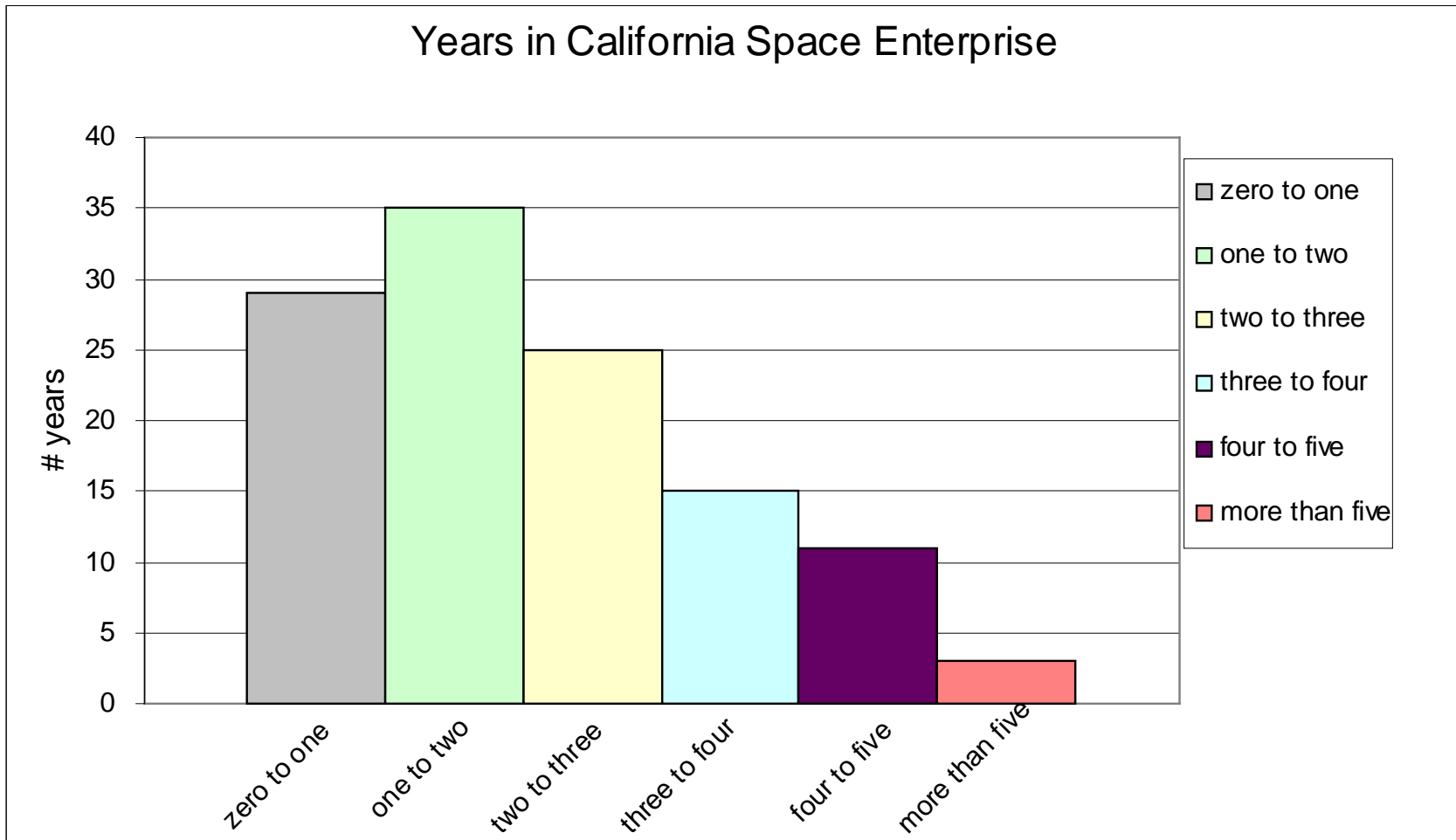


# Responder Demographics



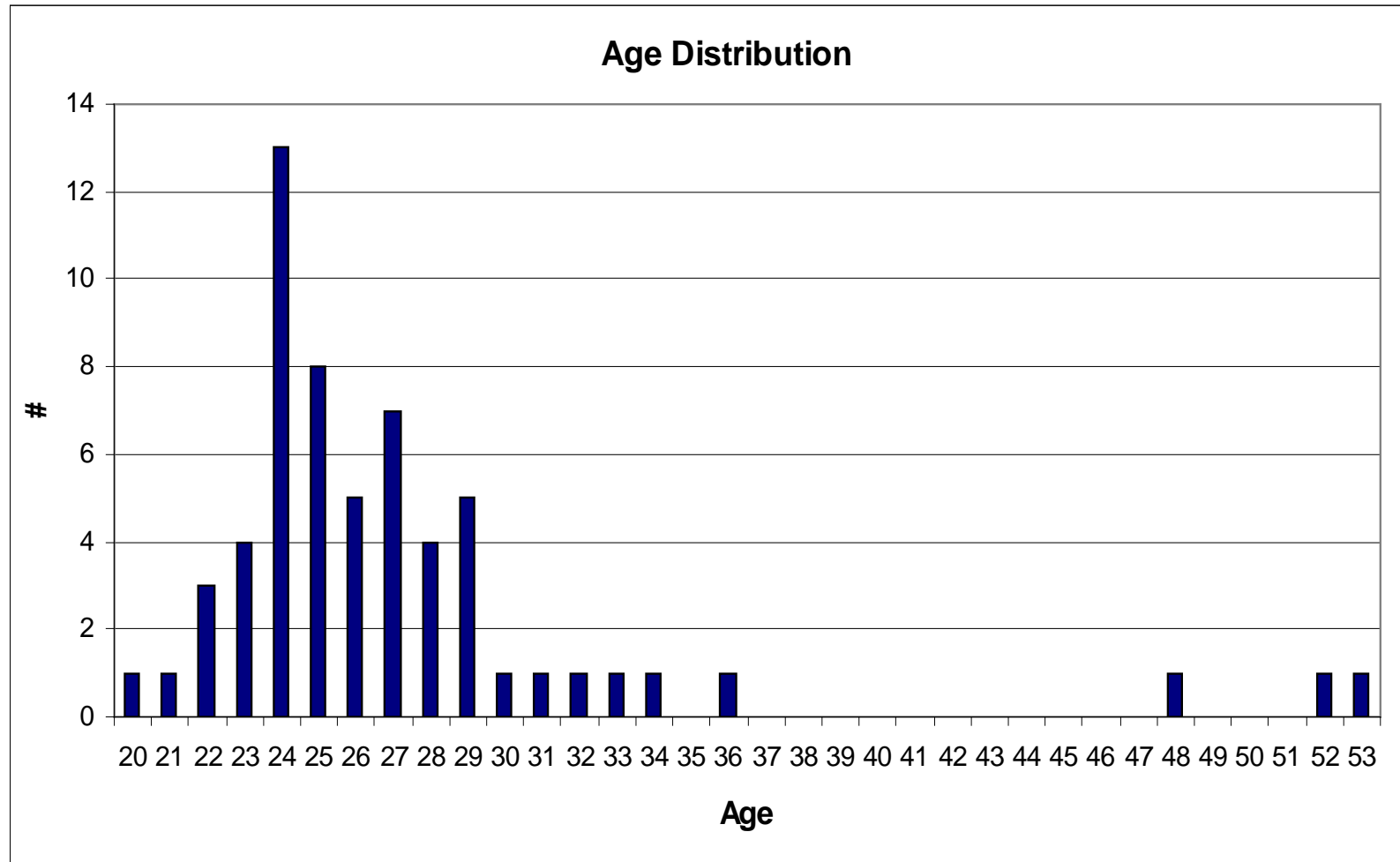


# Responder Demographics





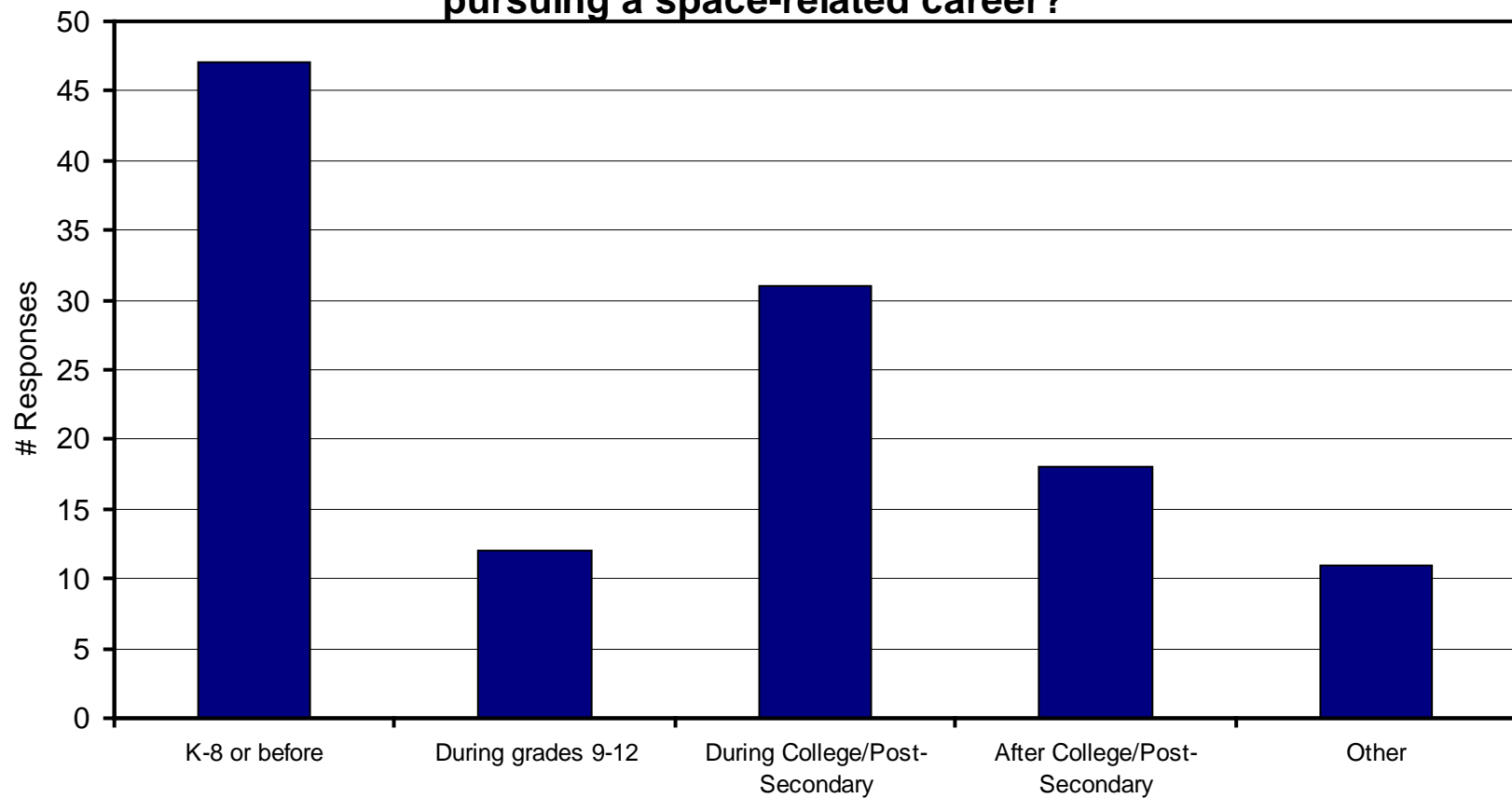
# Responder Demographics





# Responses

1. At what point in your life did you first become interested in pursuing a space-related career?

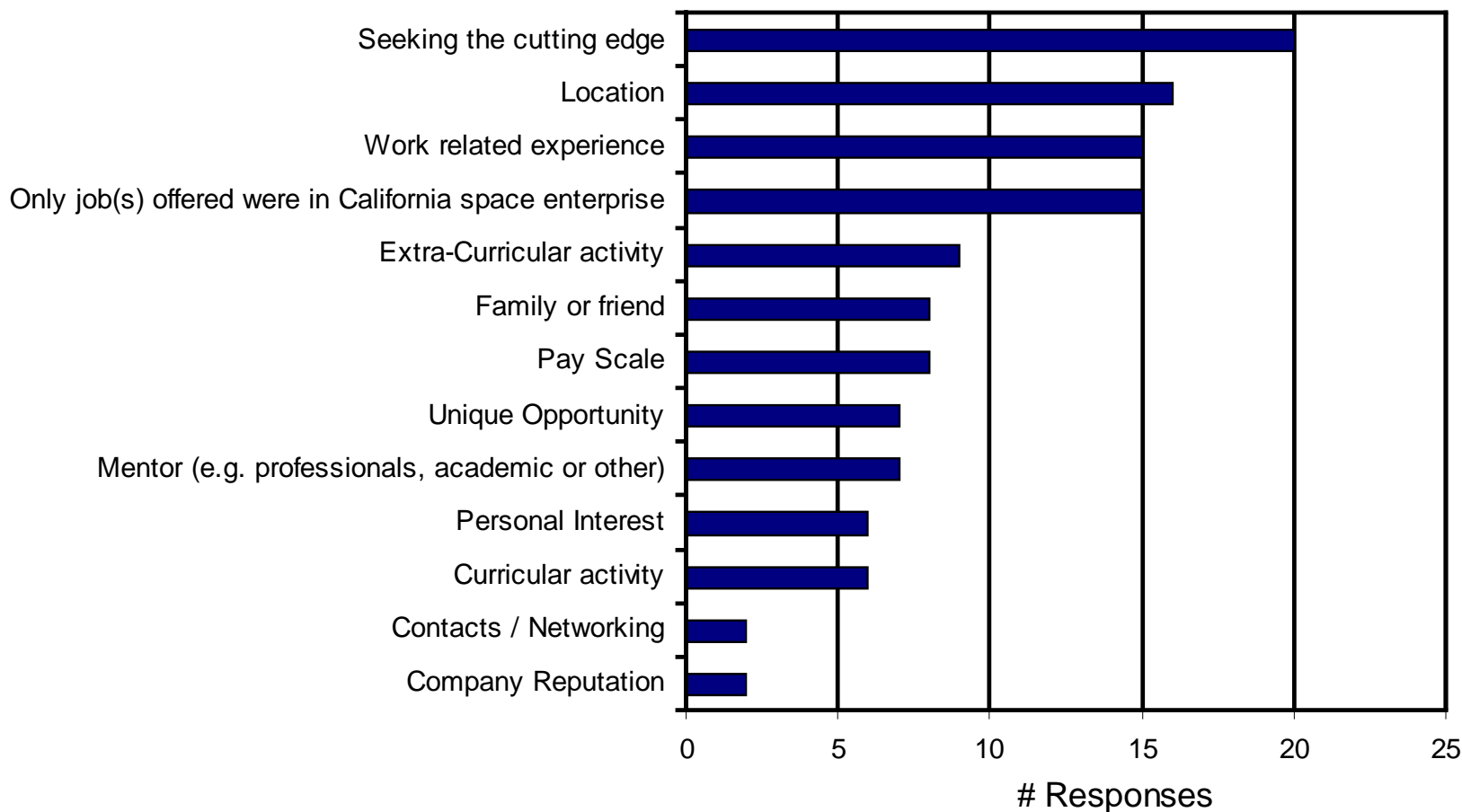


Other: “When I got hired.”, “When I got the job offer.”, “Just applied and got in.”, etc.



# Responses

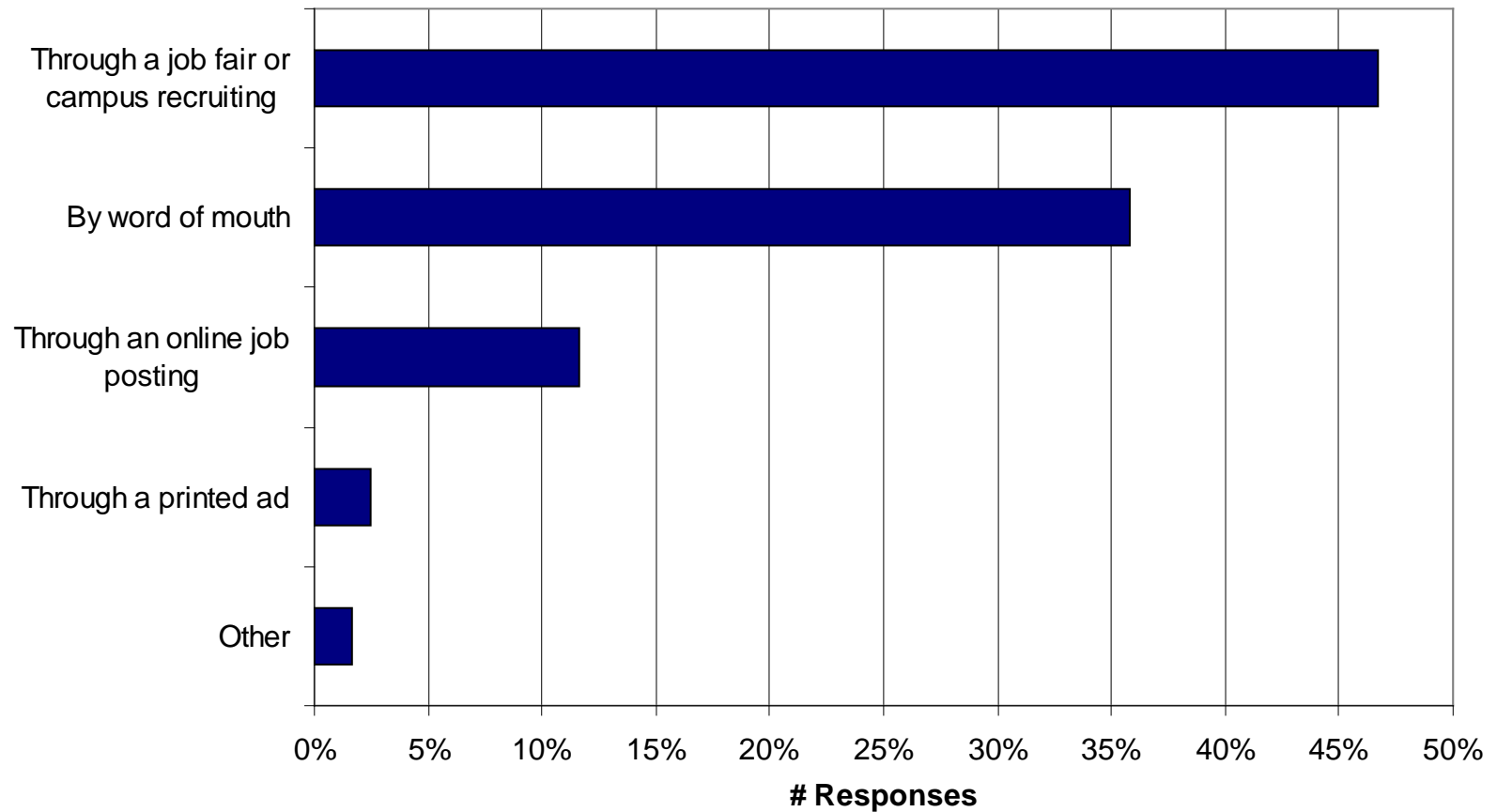
## 2. What had the greatest influence on your decision to become a space professional and hence, a part of California space enterprise?





# Responses

## 3. How did you find your current position?



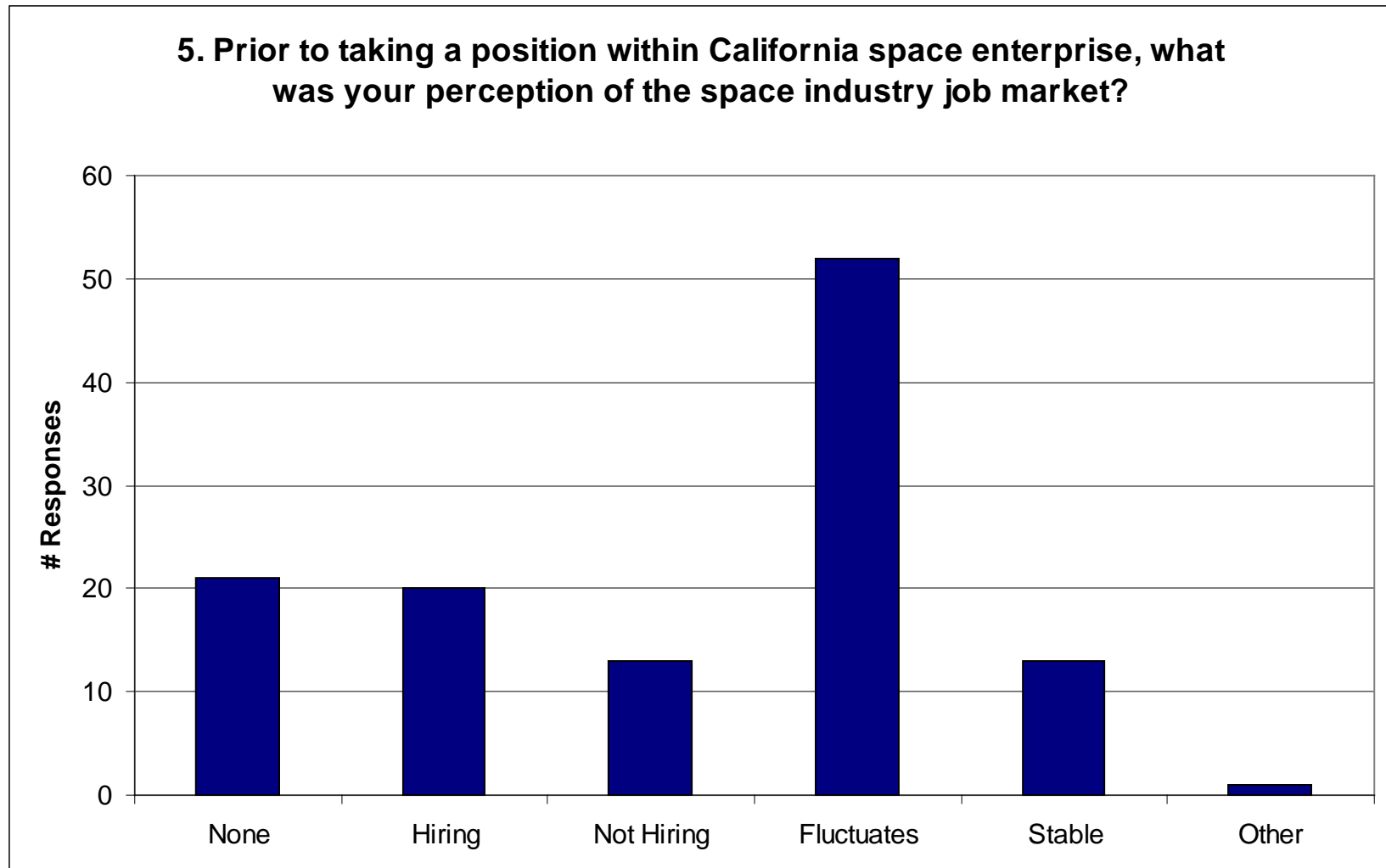


# Responses

4. What skill, trait, professional/academic experience, or other factor do you feel was the most responsible for your being offered your current position?
  - About two thirds cited Education or Technical skills as primary factor
  - Followed by Interpersonal/communication skills and personality (approximately half as many)
  - Other reasons include student projects, military experience and effective networking



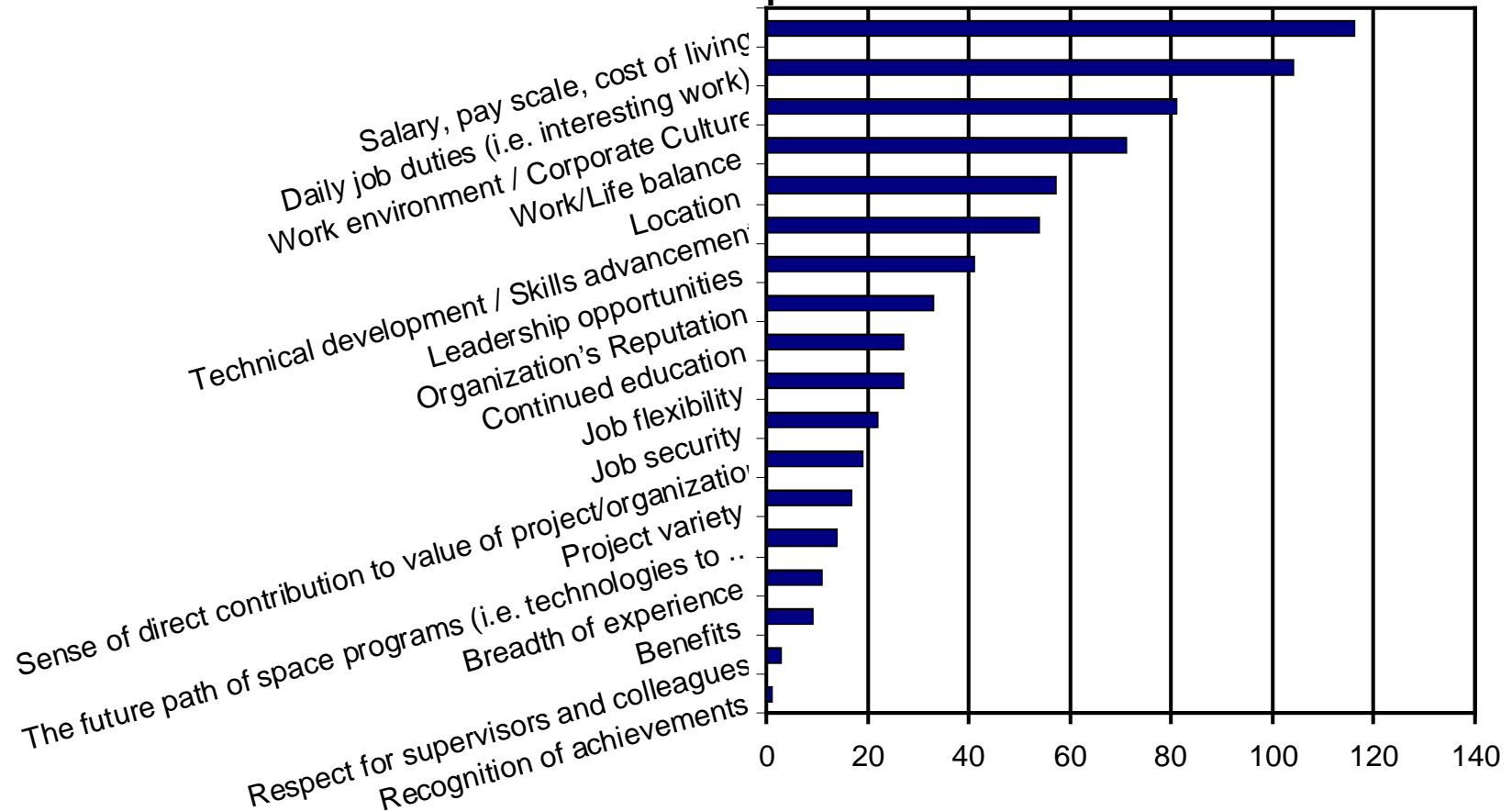
# Responses





# Responses

6. When making career related decisions, which factors do you consider to be the most important?



Rank Based Score



# Responses

7. What do you feel is the most exciting aspect of your job?
  - Most popular responses:
    - Working with cutting edge technology
    - Wide range of activities and concepts
    - Coolness of working in engineering/technology field
    - Challenging and complex systems
    - Seeing the hardware
  - Interesting quotes:
    - “Working on a cutting edge program that is far beyond anything ever done...”
    - “The things I design end up in outer space. Not many people can say that.”
    - “The wide range of tasks I take on. It is very difficult to get bored.”
    - “Participating in meetings with high-level people.”
    - “Contributing to humanity’s progress.”



# Responses

8. What do you feel is the most difficult obstacle or challenge to overcome, encountered during the course of doing your job?

– Top Responses:

- Bureaucracy
- Communication
- Building enough experience
- Keeping up with latest technologies
- Generation gap
- Office politics
- Time management and prioritization



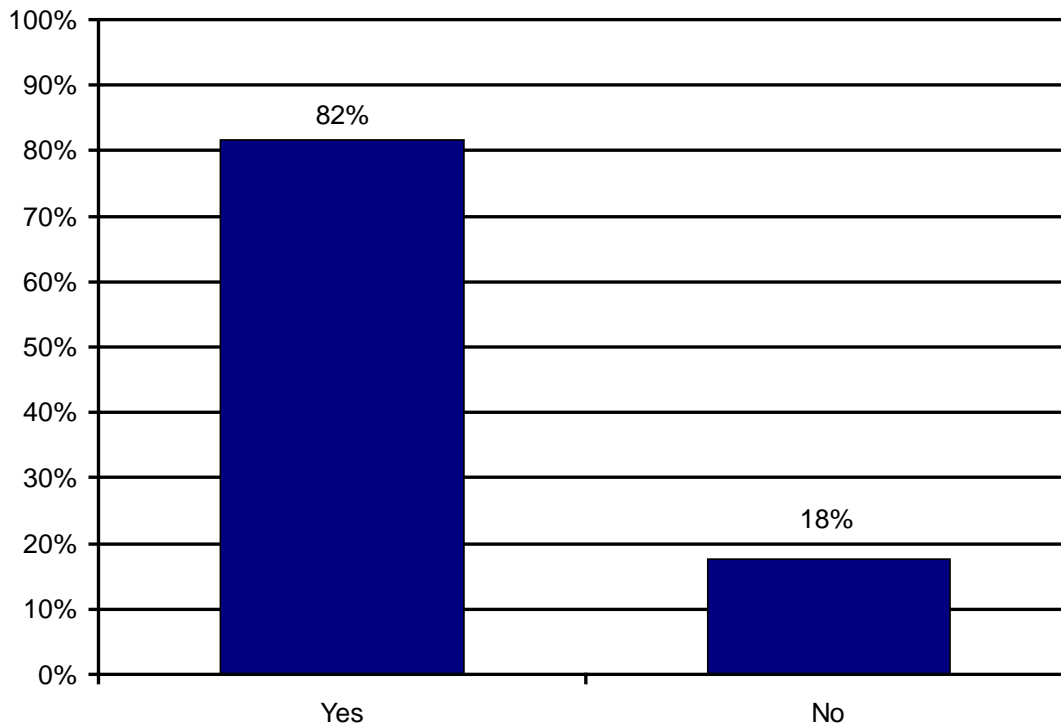
# Responses

9. Please describe, briefly, your ideal work environment.
  - Most popular ideas:
    - Fast paced, challenging work
    - Teamwork oriented, supportive culture
    - Creativity and collaboration encouraged
    - Flexible hours
    - Work/life balance
    - Incentives for work well done
  - Interesting quotes:
    - “Lively and creative, but still quiet enough to get work done.”
    - “...where a strong emphasis is placed on collaboration rather than individual effort...”
    - “Clear incentive based goals, team environment...”



# Responses

10. Do you feel a personal connection to the projects you work on and with the success of your organization?



-Discussions during brainstorming phase indicated there may be an issue attached to this

-Results show that it is not as significant as anticipated

## Interesting Comments:

“The more responsibility I get, the more connection I feel.”

“...the impression I get of my co-workers’ connections to the project strongly influence me.”

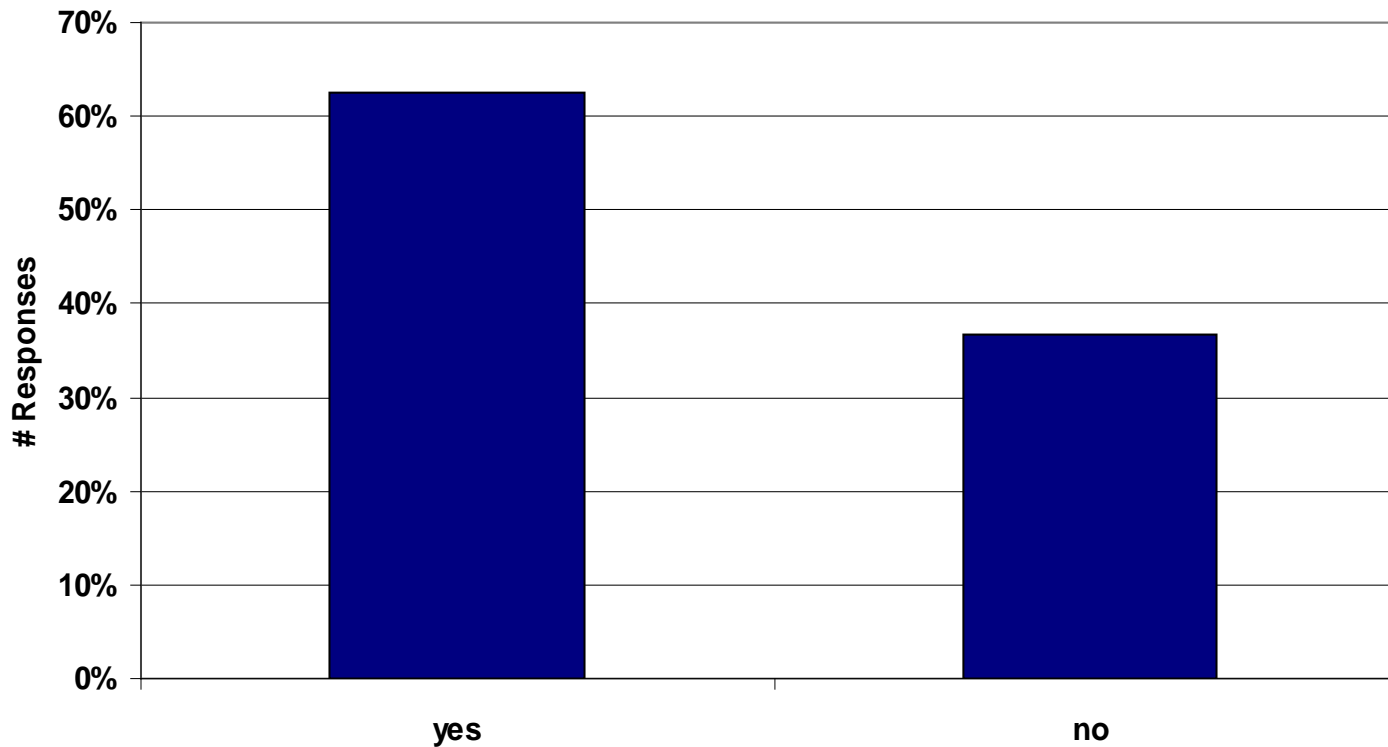
“My designs are my babies.”

“I can’t wait to see our satellite fly!”



# Responses

11. Since becoming a space professional, have you ever considered seeking a job outside of California, why or why not?

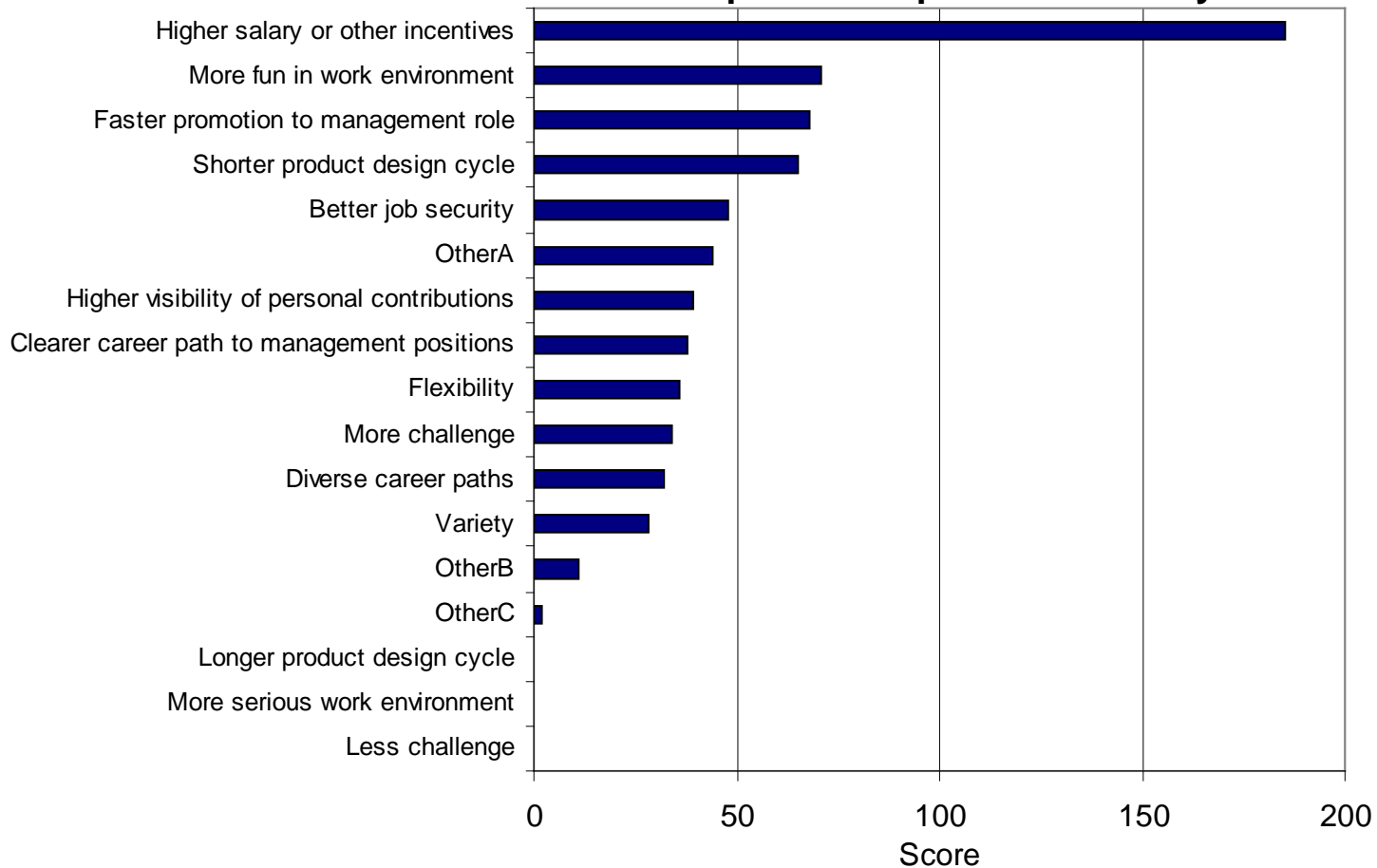


- 66% of comments connected to “yes” related to cost of living or real estate in CA
- Isolation of CA grads shows very little difference between CA grads and non-CA grads
- Positive comments referenced culture, family, weather, broad industrial/tech base



# Responses

## 12. What are you looking for in your career that you feel might be easier to find outside of the space enterprise community?



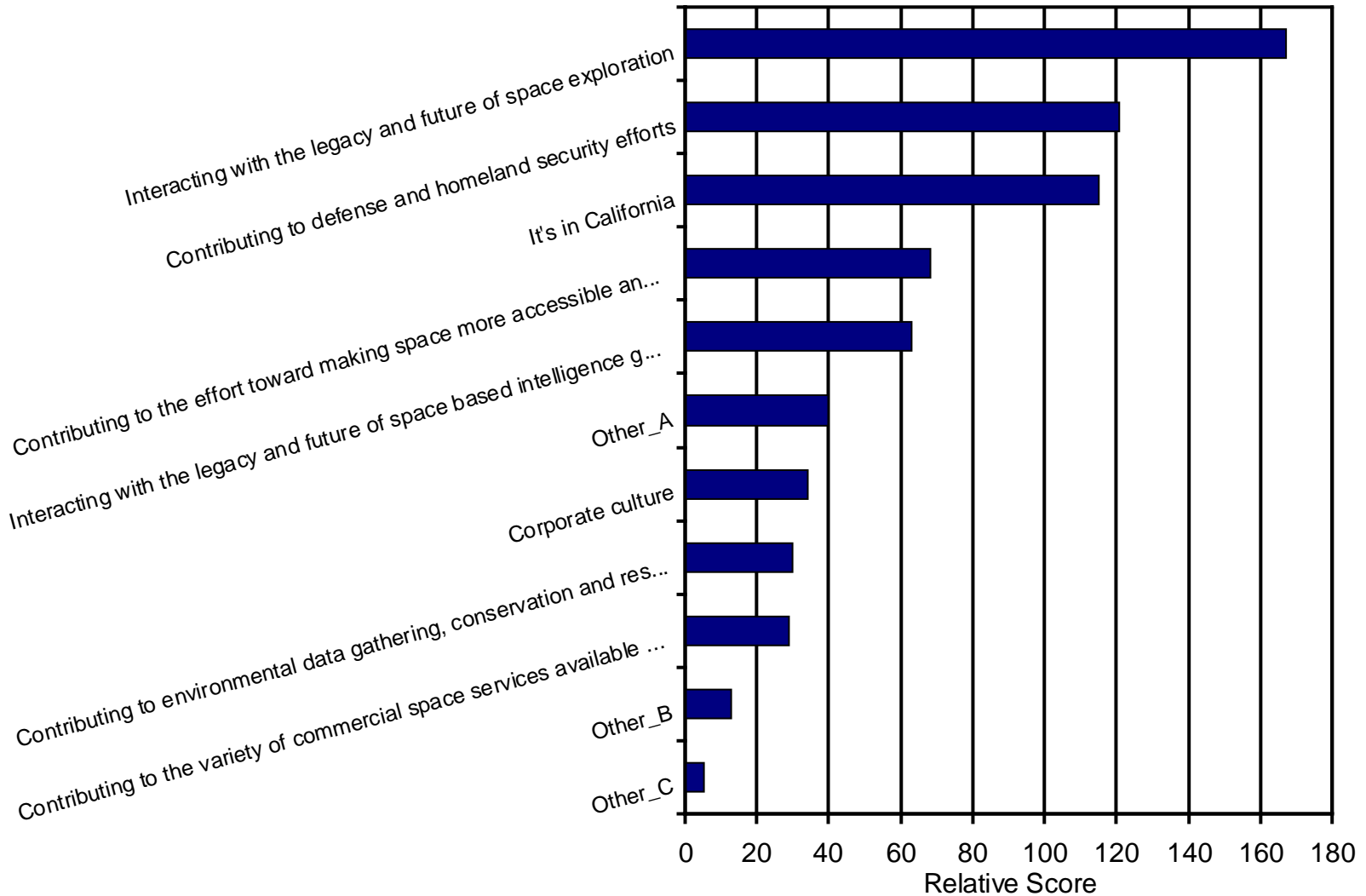
-Intended to determine the perceptions of what else is out there

-Little change between CA grads and non-CA grads



# Responses

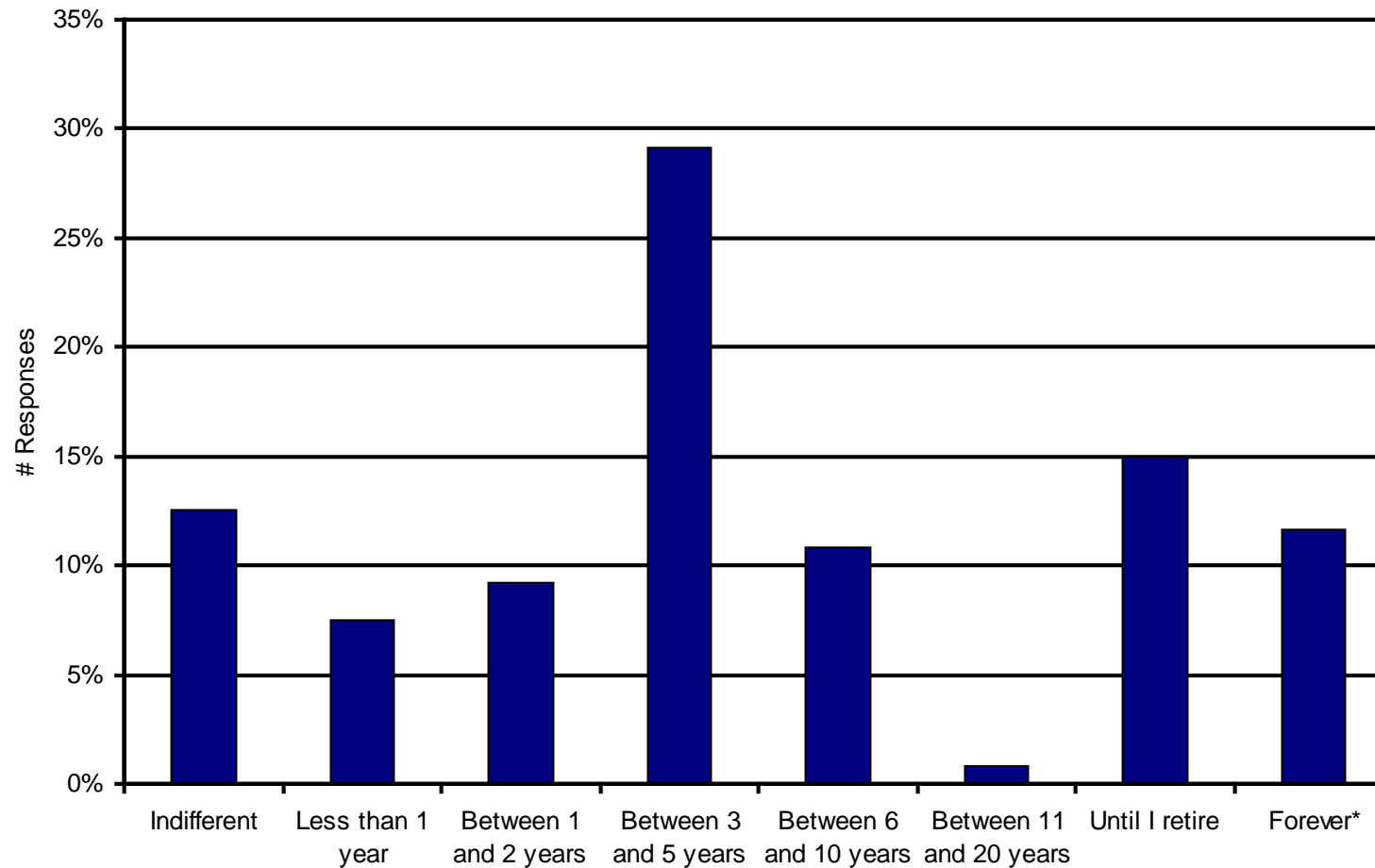
13. Please rank the top three things you like most about being a part of California space enterprise:





# Responses

## 14. How long do you hope to keep your career path within California space enterprise?



Two distinct groups:  
-Stay 3-5 years  
-Until retirement or longer



# Themes/Image of Results

- How did you become a part of the CA Space Enterprise Community?
  - Space Enterprise came on the radar predominantly during K-8, with another spike during college
  - Hired via campus recruiting or similar (half from out of state)
  - Seeking the cutting edge leads people to CA Space Enterprise
- Notable Motivators:
  - \$. With cost of living issues, this is a big motivator
  - Opportunities, Job Duties, Work Environment, Work/Life Balance
  - Connection with Space Exploration and Defense/National Security



# Themes/Image of Results

- Pay vs. Cost of Living - Known issue
  - Comparison between CA and Non-CA grads shows little variation on cost of living issues
  - Possibly warrants a more detailed look
- Work Environment
  - Intertwined issue; analysis of non-multiple choice feedback indicates combination of modernity of work environment, management styles, and generation gap within workforce
  - Predominant ideas relating to work environment match well with “typical” Generation-X and Generation-Y attributes