Workforce Diversity &
Engineering Business Acumen

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YOUR MISSION PARTNER

TOGETHER, WE GO BEYOND®

 Powered by endlessly curious people with an unwavering mission focus, Ball Aerospace pioneers discoveries that enable our customers to perform beyond expectation and protect what matters most.
A&D Workforce Trends
Evolving with a changing workforce

**WORKFORCE GROWTH**

- **2.4M**
  - Number of jobs in the U.S. A&D industry\(^1\)

- **58-60K**
  - Number of jobs A&D industry is expected to hire in 2019\(^2\)
    - Up from **50K** in 2017

**DIVERSITY & INCLUSION**

- **21%**
  - Average total diversity\(^3\)
    - Up from **15%** in 2016

- **24%**
  - Percent of women A&D executives\(^3\)
    - Up from **16%** in 2017

**MULTI-GENERATIONAL**

- **5**
  - Number of generations in the workforce

- **30%**
  - Percent of A&D workers over 50\(^2\)

- **47**
  - Average age in A&D industry in 2018\(^2\)

**EVOLVING EXPECTATIONS**

- **50%**
  - Percent of young professionals (YP) satisfied with their jobs\(^3\)

**What YPs are looking for in jobs\(^3\):**
- Work/life balance
- Benefits and compensation
- Valued as an employee
- Challenging work on high-visibility missions/programs

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\(^1\) Aerospace Industries Association
\(^2\) LA Times/Aviation Week
\(^3\) Aviation Week
Diversity & Inclusion
Building stronger, more innovative teams

WHY D&I MATTERS

- Essential to our long-term success
- A wider variety of people deliver the widest variety of ideas
- An embracing culture
- A stronger global company
- As One Ball, we all benefit from inclusion and diversity

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Ball Resource Groups

#1
Rank on Forbes' Best Employers for Diversity list

41%
Diversity of 2018 new hires (913)
Power of Teams & Business Acumen

Balancing IQ & EQ

soft skills • team building & development • business acumen