



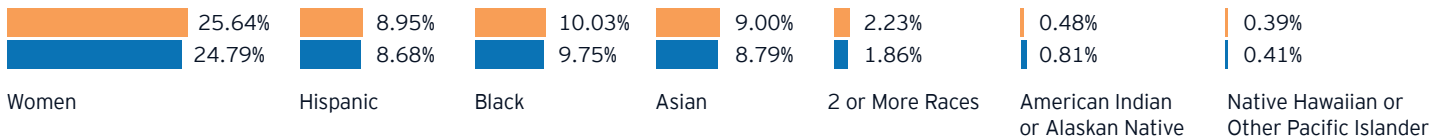
Building a better working world



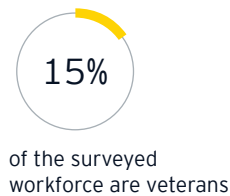
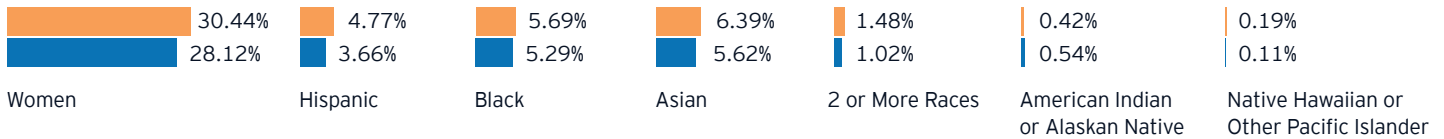
# 2022 Aerospace and Defense Workforce Study

The survey respondents represent a total global headcount of about 850,000 employees, with over 250,000 US employees with security clearances and about 105,000 veterans in the US across all of the organizations that participated.

## Employee demographics

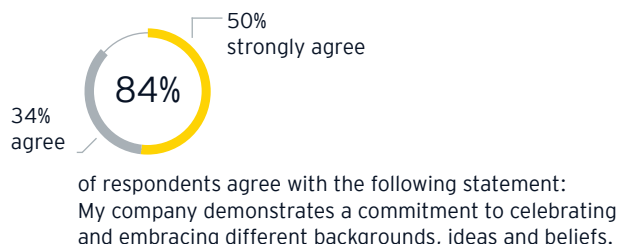
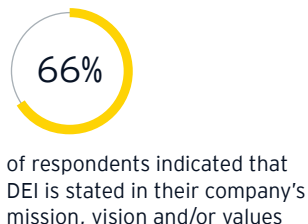


## Executive demographics



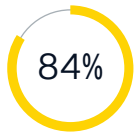
## DEI

Organizations are increasingly focused on their DEI agenda, including improving their DEI metrics, investing in different initiatives and expanding their outreach.



# Future of work

A&D organizations are providing greater flexibility in where, when and how employees work.



of respondents provide remote working options to their employees



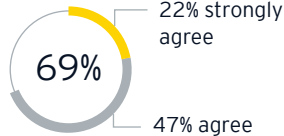
of respondents provide flexible working hours to their employees

## The talent shortage

Organizations are exploring ways of providing a differentiated EVP offering in an attempt to improve talent attraction and retention amidst strong competition.



of respondents believe that their organization needs to review the competitiveness of their compensation programs in order to address employee turnover



of respondents believe that their organization's turnover has significantly increased within the last 12 months

**2021 attrition** ..... 5.8%

**2022 attrition** ..... 7.1%

## Employee and talent outlook

As the A&D industry evolves, reskilling will be central to positioning the workforce to accommodate this evolution.

**The top five areas of investment that companies are currently prioritizing in reskilling are:**

1. Leadership

66%

2. Cybersecurity

44%

3. Engineering skills

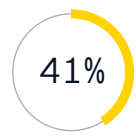
44%

4. Data science/analytics

28%

5. Digital skill sets

22%



of respondents said that they believed their organization's employee engagement worsened over the last 12 months



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