



**This workforce solution was funded by a grant awarded under Workforce Innovation in Regional Economic Development (WIRED) as implemented by the U.S. Department of Labor's Employment and Training Administration. The solution was created by the grantee and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This solution is copyrighted by the institution that created it. Internal use by an organization and/or personal use by an individual for non-commercial purposes is permissible. All other uses require the prior authorization of the copyright owner.**

It all started in 2001...

And hasn't finished,

Just yet.

# ***IT Workers Transition to Aerospace***



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Actually, the bigger picture issue  
started earlier than 2001.

And will continue forever,  
most likely...

Lifelong learning in technical  
fields.



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Once there was a ***Silicon Valley*** space company that desperately needed ***hundreds*** of software engineers...

While there were ***thousands of*** displaced dot-com technical professionals without jobs.



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Once there were two seemingly  
disparate organizations, one  
industry (***California Space  
Authority***), one workforce  
(***NOVA***)...

That talked.



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Once there was some money in the Governor's discretionary pot...

While there *were two organizations* talking about *possibly transitioning dot-com workers into space careers*



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Once there were ***employer*** vocabularies that did not seem to overlap, ***even though the skills needed were similar...***

Until some persistent people delved below the surface.



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Once there was an initial ***State*** grant that got the issue defined, but only defined...

Followed by a seemingly different opportunity – ***a federal grant*** - that funded the balance of the project.



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What may not have been worth  
doing for one company...

Was valuable across an industry.



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There was more to it than skills  
assessment and curriculum...

Industry culture.

Creative, multiple-source funding.

Industry/Assoc's/Workforce partnering.

Project role swapping.

Flexibility.



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Now that the training is in place...

The loop needs closed re.  
awareness and respect for the  
value of the program by the  
companies.



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In other words...

Industry champions.



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When there are many players...

Passing the baton and keeping  
your eye on the ball count.



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Where there are many  
obstacles...

Passion and persistence matter.



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# Initial assessment project:

<http://www.californiaspaceauthority.org/awia-sicoa/>

## UCSC Extension Certificate: Software Engineering for Aerospace and Defense Applications



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