Developing Effective Industry / Education Partnerships: An Employer Perspective

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Presentation Topics

- Who We Are
- Program Strategy and Description
- Program Metrics
- Summary
GENERAL DYNAMICS

AEROSPACE
$5.5 Billion

Gulfstream Product Line

<table>
<thead>
<tr>
<th>Model</th>
<th>Range (nm)</th>
<th>Speed (M)</th>
<th>Notes</th>
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Co-op Program Strategy . . .

*Develop the Next Generation of Gulfstream Technical Leadership*

Primary Means of Staffing Entry-Level Engineers
Why Co-op?

• Experience
  – Cross-Functional Training
  – Teamwork
  – Cultural Immersion

• Added Value
  – Ties Both Employer & Student to Performance Objectives
  – Benefits Schools

Opportunity for Evaluation Prior to Commitment
How Does it Work?

- **Work Assignments**
  - Challenging
  - Varied
  - Value-Adding to Student & Gulfstream

- **Work Culture**
  - Job Environment
  - Interaction with Staff
  - Housing

- **Hiring Activity Complete Prior to Last Rotation**

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Co-op Program Goals Align with Company Goals
Why Partnerships?

• Educational Institutions:
  – Understand Industry (Customer) Needs
  – Input Regarding Student Job Assignments
  – Research Grant / Sabbatical Opportunities

• Employers:
  – Understand Curricula / Course Offerings
  – Familiarity with Co-op Program Administration
  – Meet Faculty and Co-op Advisors
  – Better access to Top Students
  – Less Administrative Burden

Key Enabler for Effective Communication Between Employer and Schools
Current Program Participation:

By Major

- Aerospace: 38
- Mechanical: 5
- Electrical: 3
- Computer: 1

Diversity

- Diverse Male: 16%
- Diverse Female: 11%
- Non-Diverse: 73%
Program Participation By School:

Current Co-Ops (47):
- A (17)
- B (9)
- C (9)
- D (8)
- Other Schools (4)

Graduates (72):
- A (39)
- B (20)
- C (9)
- D (8)
- E (4)
- F (2)
- Other Schools (7)
2009 Hiring Results

- Total Completing Program (13)
- Interviewed Full-Time (13)
- Offers Extended (12)
- Offers Accepted (11)
124 Students have completed the Program since 2001
Engineering Co-Op Program Scorecard

24 Students have not completed the Program

- Changed Major (6)
- Terminated (6)
- Accepted Co-Op Positions with other Companies (11)
- Health Reasons (1)
Engineering Co-Op Program Scorecard

Hiring History

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<th>Diverse Male</th>
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Diversity

- Non-Diverse: 73%
- Diverse Male: 13%
- Diverse Female: 8%
What Makes Co-op Work at Gulfstream?

• Implement Best Practices:
  – Challenging & Varied Job Assignments
  – Cultural Acknowledgement and Accommodation
  – Job Offers Extended Prior to Graduation
  – Metrics Tracking

• Establish Partnerships with Schools
  – Long-Term Relationships
  – Maintain ‘Critical Mass’ of Students

• Make Adjustments as Necessary

Encourage Frequent Communication Among Stakeholders
The Proper Balance

Each has a Responsibility . . .

Each benefits in a Job Well Done!

The Keys to a Successful Program