

Summary of Initiative

Lockheed Martin is working to engineer a better tomorrow through technological advancements and integrated solutions that increase safety, global security, and human knowledge. To do this, we need scientists, engineers, and workers with 21st century skills. For this reason, we are proud to partner with schools, policymakers, and non-profit organizations to improve educational attainment in science, technology, engineering, and math (STEM).

The Need

We need a highly skilled workforce to produce innovative solutions that meet our customers' needs and advance our country's ability to create cutting-edge technologies, products, and services. The demand for skilled workers is made more urgent by demographic shifts in the labor markets and increasing retirements.

The Solution

Lockheed Martin's multi-pronged strategy includes the following areas of focus and outreach:

- ⦿ **Inspiring the Next Generation:** We have created programs such as Generation Beyond, which inspires K-12 students' interest in space exploration. We sponsor STEM partnerships with organizations such as Imagine Science, Discovery Education, and Girls Inc. Lockheed Martin and the U.S. Naval Academy created the Cyber Operations Center Summer STEM Program.
- ⦿ **Building the STEM Talent Pipeline through STEM Education:** We partner with schools, universities, and communities to contribute to STEM education, provide financial resources, volunteers, professional opportunities, and immersive experiences.
- ⦿ **Growing Technical and Manufacturing Talent:** Lockheed Martin has multiple Apprenticeship Technical Programs across the country, which increase opportunities for those not seeking four-year degrees. At the high-school level, we've developed an internship program with Project Lead the Way to complement students' existing academic and engineering curriculum with the long-term goal of converting interns into full-time hires upon college graduation.
- ⦿ **Focusing on Diversity:** In 2016, we partnered with over 25 national organizations that represented a broad cross section of talent with respect to women, minorities, veterans, and people with disabilities.

Partnerships and Enabling Public Policies

Our programs and partnerships elevate student achievement, improve teacher development, and improve gender and ethnic diversity in educational attainment. Lockheed Martin's partnerships go beyond universities to include technical schools. We also leverage relationships with minority-serving organizations, such as historically black colleges and universities (HBCUs), and other organizations such as the National Society of Black Engineers, the Society of Women Engineers, and Great Minds in STEM.

Outcomes/Benefits

We have strengthened our talent pipeline, increasing entry-level hiring by 50 percent. In fact, the majority of our interns choose to stay on as permanent employees. As we look to the future, we will continue to improve manufacturing capacity through apprenticeships and technical training programs to spread the skills needed for the challenges of the 21st century.

"To take on 21st century challenges, our nation needs a workforce with 21st century skills. To develop such a workforce, we will need every sector of society to do its part to promote science, technology, engineering, and math — from grade schools to universities, from apprenticeships to worker retraining. Only then, will we have a talent pipeline equal to the challenges ahead."



Marillyn A. Hewson

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Chairman, President and Chief Executive Officer
Lockheed Martin Corporation