

Pensacola City Council Briefing

February 22, 2022

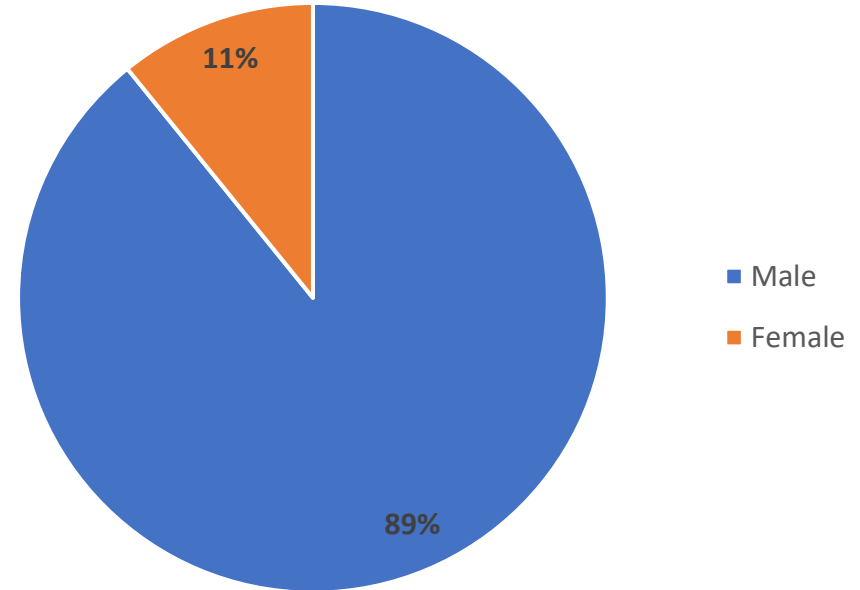
Pensacola, FL Operations Employee Demographics

Pensacola Florida Operations

- 203 Total headcount as of February 2022
 - 11% female
 - 27% ethnic minority
 - 18% military veteran
 - 86% Florida residents
 - Average wage \$58,993

Gender Composition

- Women in Leadership
 - 25% of Project Management are females
 - 12% of Leadership positions are held by females
- Women make up 2.6% of aircraft mechanics in the U.S*.
 - 3.8% of ST Engineering, Pensacola, mechanics are female

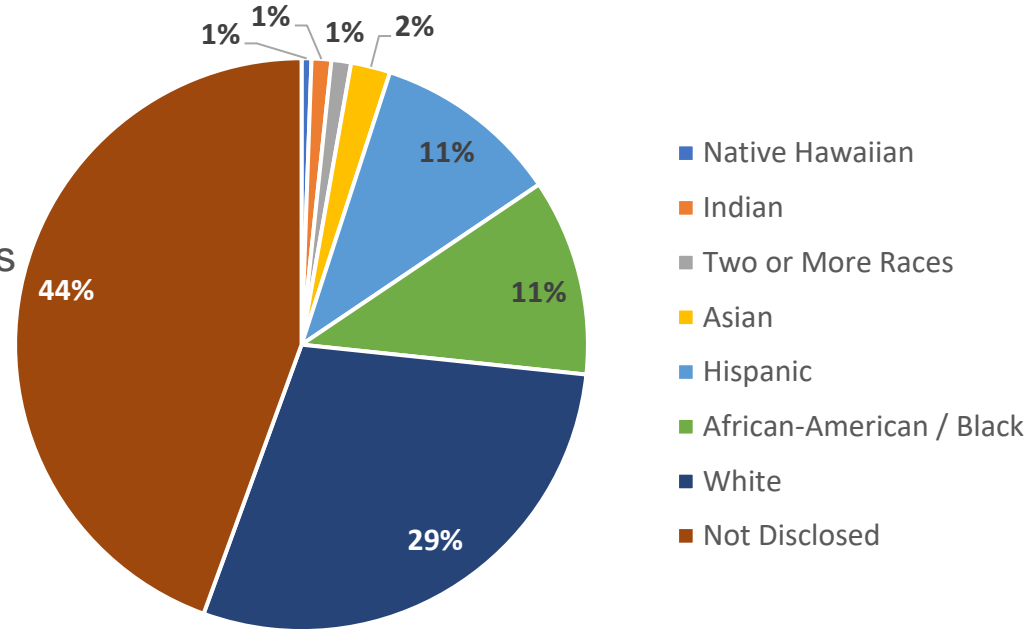


**Source: FAA's Aeronautical Center (December 31st, 2020, data)*

Employee Demographics

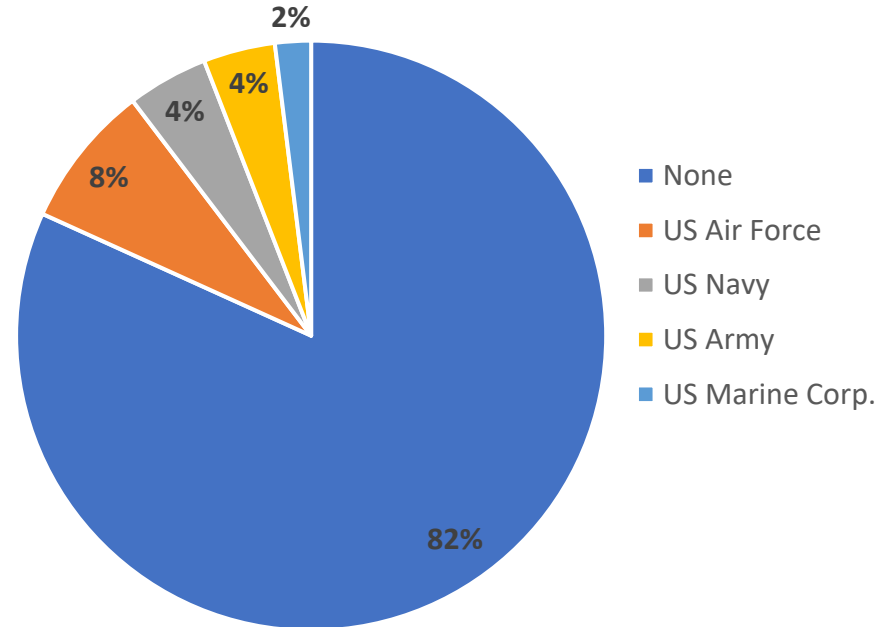
Ethnicity Diversity

- 27% of the workforce identifies as an ethnic minority
- Diverse population of different cultures and backgrounds



Military Veterans

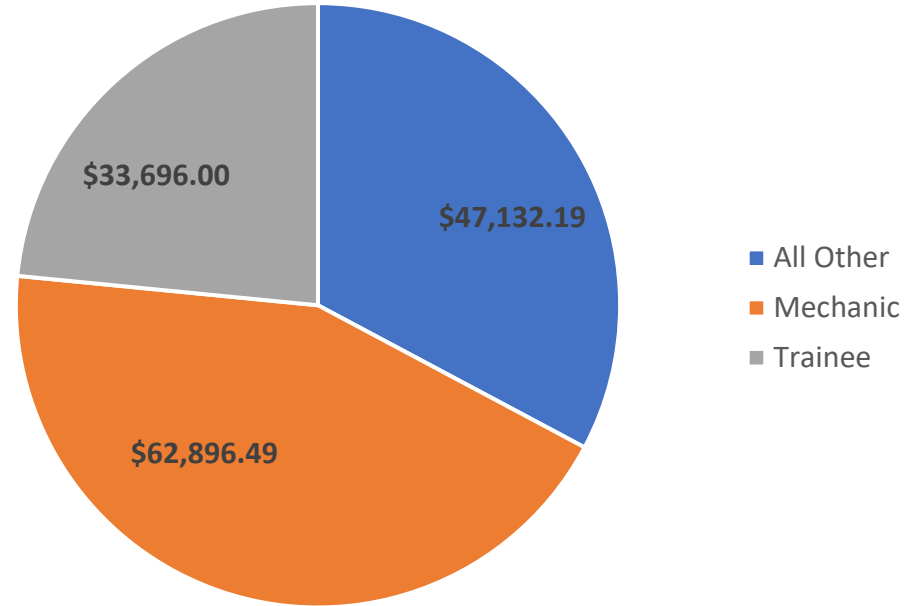
- Actively pursuing military veterans
- Fast track training programs designed to transition from military to commercial aviation
- VeteransFlorida partner



Employee Demographics

Average Wage

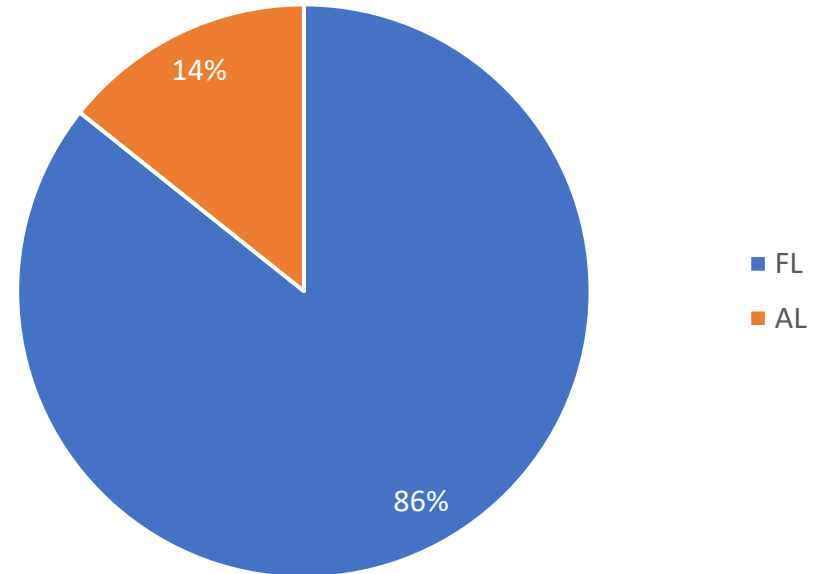
- Total average wage ST Engineering, Pensacola \$58,993



Employee Demographics

Residence

FL Zips	Number	Count as a %
32583	3	1.7%
32577	6	3.5%
32571	5	2.9%
32570	8	4.6%
32566	2	1.2%
32563	8	4.6%
32561	5	2.9%
32539	1	0.6%
32536	6	3.5%
32534	16	9.2%
32533	14	8.1%
32526	21	12.1%
32514	24	13.9%
32507	3	1.7%
32506	10	5.8%
32505	9	5.2%
32504	19	11.0%
32503	10	5.8%
32501	1	0.6%
32428	1	0.6%
32401	1	0.6%
Grand Total	173	100.0%



Pensacola, FL Operations Projected Growth Plan

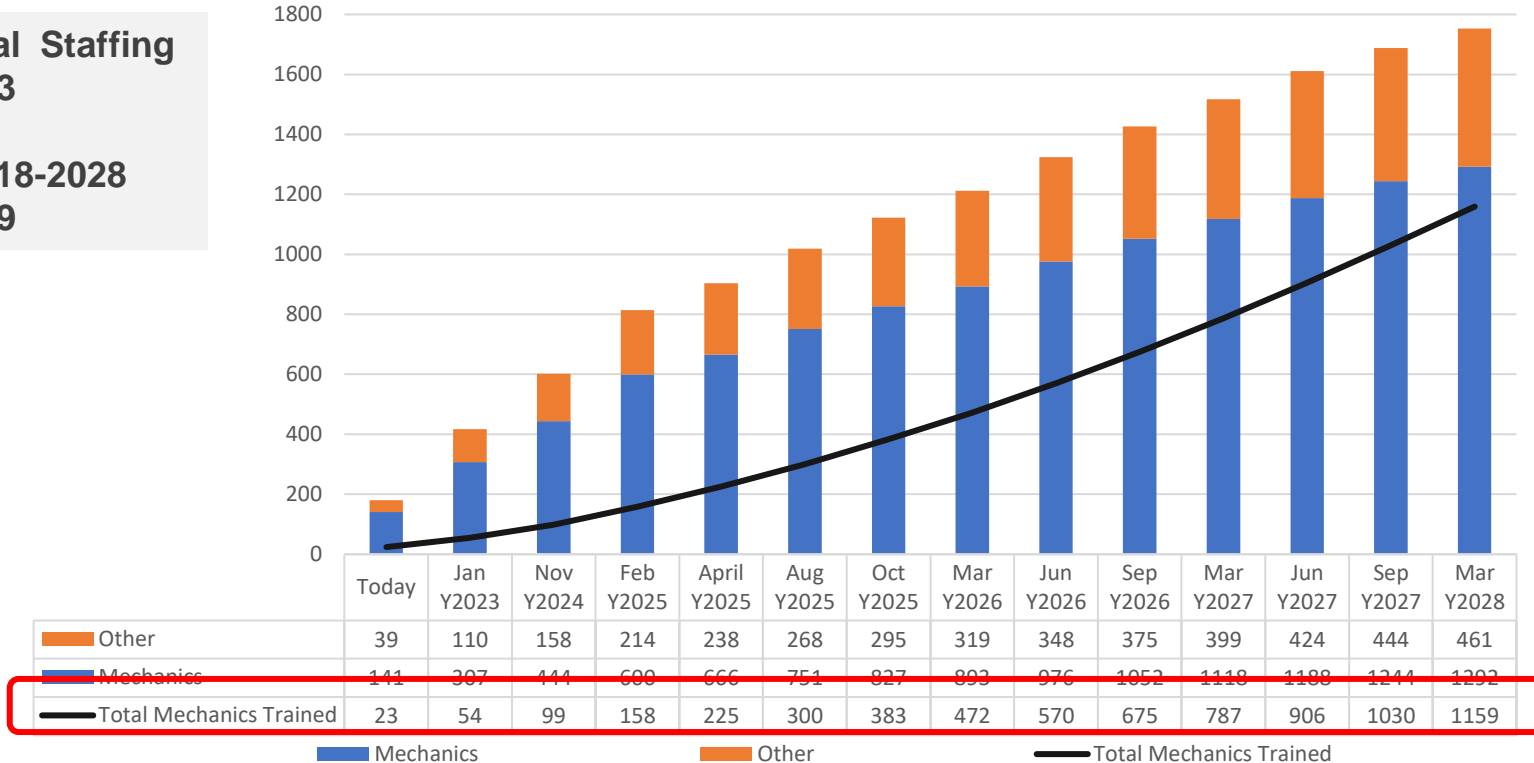
ST Engineering – Growth Plan



Expected Total Staffing
1,753

Trained 2018-2028
1,159

Staffing Y2021-Y2028



Pensacola, FL Operations Talent Pipelines

Hiring Females



- Participation in organizations that promote females in aviation
- Award four (4) annual scholarships to young women enrolled in an aviation college or technical program

Hiring Military



- Each year over 200,000 Service members transition out of the military.
- DoD SkillBridge Program
- Veterans Florida



Legend

- 0 - 500 Service members transitioned to this state in FY 18
- 501 - 1,000 Service members transitioned to this state in FY 18
- 1,001 - 1,500 Service members transitioned to this state in FY 18
- 1,501 - 2,000 Service members transitioned to this state in FY 18
- 2,001 - 4,999 Service members transitioned to this state in FY 18
- 5,000+ Service members transitioned to this state in FY 18

Talent Pipelines

Training Programs

Aircraft Maintenance Technician (AMT)

Full Time Student



Practical experience on the job while attending school to obtain FAA A&P License

Part Time Employee



Aircraft Maintenance Pathway Program



Structures/Interiors Intern Program



6-month training program



Specialized skills training

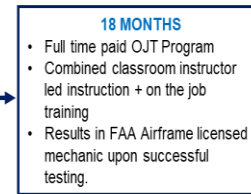


Paid on the job

Successful completion results in permanent employment with ST Engineering.



Airman Trainee Program (ATP)



Thank you