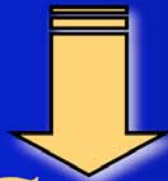


*Guillermo Jorge Izábal  
Espinoza De Los Monteros*



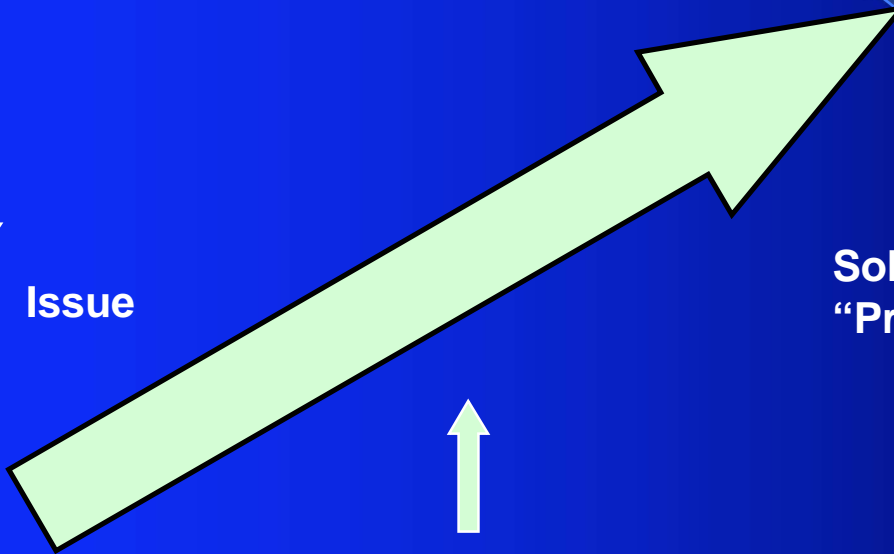
*William George Izábal*



*Bill*

**To: Latinos count in the future workforce ... to keep America strong and competitive**

↓  
**Supply: Issue**



↑  
**Demand: Why/What**

**Solution/Approach:  
"Project Listo"**

**From: The Vanishing Aerospace Engineer ...  
a dire impact on our nation**

**Guillermo "Bill" Izabal  
Boeing  
April 24, 2007**

# FROM THE VANISHING AEROSPACE ENGINEER ... ... TO LATINOS COUNT IN THE FUTURE WORKFORCE

## The Demand – Why / What

**Today** ... 1 in 3 civilian scientific and technical workers in defense department can retire NOW

**2008** ... 1 in 4 U.S. aerospace workers will be eligible to retire

**2010** ... A&D Industry can replace only about half of the 57,000 – 68,000 engineers who will retire (assumes no growth)

**2015** ... 70% of the current air traffic controllers will become eligible to retire

**2017** ... 30,000 – estimated shortfall of pilots employed at major U.S. airlines

**March 9, 2007** ... Bill Gates: “The U.S. should double the number of science, technology and math graduates

**FROM THE VANISHING AEROSPACE ENGINEER ...  
... TO LATINOS COUNT IN THE FUTURE WORKFORCE**

**Critical Needs – The Aerospace Industry**

**Systems Engineers**

**Software Engineers**

**Network Communications (EE) Engineers**

**Industrial Engineers**

**Structural Engineers**

**Logisticians**

**Supplier Management**

**FROM THE VANISHING AEROSPACE ENGINEER ...  
... TO LATINOS COUNT IN THE FUTURE WORKFORCE**

**Supply Issue ...**

**Total Engineering Degrees in U.S. (2005)**

	<b>Total</b>	<b>Latino</b>	<b>Foreign National</b>
<b>Bachelor's</b>	<b>76,003</b>	<b>4,890 (6.4%)</b>	<b>5,644 (7.4%)</b>
<b>Master's</b>	<b>41,087</b>	<b>1,194 (2.9%)</b>	<b>17,536 (42.7%)</b>
<b>Doctorates</b>	<b>7,276</b>	<b>107 (1.5%)</b>	<b>4,405 (60.5%)</b>

**Note: 12 Doctorates in Computer Science/Info Sciences**

**Total Latino Population in U.S.**

<b><u>2005</u></b>	<b><u>2025</u></b>	<b><u>2050</u></b>
<b>43 Million</b>	<b>65 Million</b>	<b>100 Million</b>

**... available Latino engineering graduates in the U.S. is miniscule in relationship to the huge Latino population in the U.S.**

# A Real Disconnect in Preparedness

## Who is College Eligible in OC?

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	<u>% Enrollment K-12</u>	<u>% UC/CSU Eligible</u>
Latino	45%	15% ←
White	39%	43%
Asian	12%	57%
Af. American	2%	21%
FILIPINO	2%	45%
Pacific Islander	1%	22%
American Indian	1%	39%
Multiple / DNS	1%	39%
ORANGE COUNTY	100%	36%
CALIFORNIA		35%

# PROJECT \*LISTO ...

Latino Infusion in Science & Technology Opportunity

... Large scale systems  
integration approach

\*Lis'to (Sp. Adj.)

Prepared or ready to act immediately.

Prepared in mind-intelligent.

## FROM

- **Fragmented**
- **Short Term**
- **Some Stakeholders**  
(educators, parents, gov't)
- **Event/Program Driven**
- **Single Providers**
- **Some Influence**



## TO

- Integrative approach**
- Strategic**
- All Stakeholders**  
(parents, educators, affinity groups, non-profits, gov't, business)
- Results Driven**  
(with metrics/targets)
- Best of the Best (lessons learned)**  
**Integrated/Collective Approach**
- Integrated Advocacy**



Latinos **will** count in the future workforce to keep  
America strong and competitive ...

When **Latinos / Latinas** can say ...

***Estoy Listo!***

***Estoy Lista!***