

Hill Air Force Base Fast Facts

Hill AFB hires between 1100-1300 new civilian employees per year. **We have a sustained demand for approximately 250-300 software/hardware and IT/cybersecurity professionals PER YEAR for the next 8-10 years (and likely well beyond).** These skill areas are at the core of the Air Force's ability to provide national security.

The primary driver for growth is the software, avionics and security maintenance of the F-35 Lightning II (Joint Strike Fighter) aircraft. The F-35 fighter jet is essentially a flying computer with over 8 million lines of code.

Sustainment (i.e., maintenance, repair, overhaul and major modification) of weapon systems such as fighter jets and long range missiles typically lasts 40+ years.

While offering a comfortable wage and good benefits to civilian (non-military) employees, the Air Force is still able to perform sustainment work at a *fraction* of the cost that a DoD contractor charges, thus saving a significant amount of taxpayer dollars. Bringing the work to UT also encourages smaller companies in the aerospace supply chain and major DoD contractors to locate or expand within the state. What is good for Hill AFB is good for Utah, as a general rule. (See attached Economic Impact Statement.)

Many who listen to the local news believe that our current work associated with the F-16 and F-22 fighter jets has gone to other states and that much of our work with older aircraft (such as the A-10) is also going away. Not true.

Only the flying operations (pilots and military crews) have been reassigned to other bases to make room for the F-35 pilots and military crews. The depot-level maintenance of these aircraft is still performed at Hill AFB and has in fact increased with Service Life Extension Programs, which re-engineer and modify the vehicles to extend their life cycle another 10-20 years. That is why Hill AFB continues to grow. We have been assigned additional work programs that could have gone to other states, to other DoD installations, but we competed successfully to bring them to Hill AFB. We are not losing work – just gaining, gaining, gaining. And we can only do this because of the state of Utah's exceptional support with education and workforce investments and priorities.

Currently, over 300 software and IT professional positions remain unfilled due to lack of facilities (military construction funds are extremely limited) and/or lack of candidates (nationwide shortage of electrical/electronics engineers and computer scientists). This delays the transfer of sustainment (i.e., maintenance, repair, overhaul, and major modification) activities from the Department of Defense (DoD) contractors in TX, GA, etc., to UT and Hill AFB.

In many ways Hill AFB is not in direct competition with Silicon Slopes companies because of the stringent qualification requirements for performing military aerospace and national security work. We do compete for students pursuing BS or higher college degrees in computer science, electrical/electronics engineering, and network security. Because of the complexity and safety of flight issues associated with our work, we often pay for our civilian employees to get advanced degrees.

We do not hire those who have attended coding camps, tech schools, etc., in lieu of a college degree. We require versatility and a deeper understanding of the science behind software programming, automatic test equipment, cybersecurity, etc. Also, we can only hire U.S. citizens. Obviously we recruit nationwide.