REDEFINING FUTURES
At Collins Aerospace, we never shy away from the toughest challenges. We embrace them every day. Challenges motivate us. They inspire us. They bring us together and unite us behind common purposes. We believe that, through our collective strength, dedication and focus, we can make a real impact in the places it’s needed most.

This is the philosophy that drives us to redefine the entire aerospace and defense industry. Now, through a new approach to corporate social responsibility (CSR), let’s use it to redefine futures.
At Collins Aerospace, vision and forward thinking have always been parts of who we are. When we look to the future, we see critical issues facing our global society – and more importantly, we see opportunities to play a definitive role in solving them. Through an increased focus on corporate social responsibility, we will look at not only what we are doing here and now, but also the impact we can make on future generations around the world. We call it Redefining Futures.

Redefining Futures is the embodiment of our commitment to improving societal issues. Racial and gender inequality. The skills gap. Limited access to quality education and economic mobility. These are some of the most pressing challenges facing our society. And as a global organization, 70,000 strong, we are uniquely positioned to address them.

Redefining Futures is the embodiment of our commitment to improving societal issues.

We are aligning our efforts in our local communities and around the world to focus on key issues where we believe that we can have a significant impact. These include engaging and inspiring youth to enter science, technology, engineering and mathematics (STEM) fields; developing and expanding skills of current and future workforces; and strengthening communities in which we live and work.
Inspiring the next generation of thinkers and leaders in STEM careers is critical to meeting the workforce needs of tomorrow. But when you look closer, there’s an opportunity to make an even larger societal impact.

In middle school, 74% of girls express an interest in STEM, but only 0.3% go on to choose computer science as a major in college. And while underrepresented racial and ethnic groups make up 27% of the population, they comprise only 11% of the STEM workforce. By encouraging girls and minorities to pursue opportunities in STEM and engaging with them at an early age, we can help close the gender and race gaps in technology and drive progress toward parity.

At Collins, we will inspire kids – particularly girls and African American and Latino youth – to reach higher, think bigger and form a new path in life.

Our efforts will focus on reaching these groups between ages 5 and 16, when interest in STEM is high. We will do this through partnership with nonprofits whose efforts and mission align closely with ours, providing volunteerism, mentoring and financial support.

Together, we will help enhance diversity, drive innovation and reshape the STEM workforce – all while inspiring future generations to redefine their futures.
There’s a critical skills gap in our society today. And as baby boomers continue to retire at an unprecedented rate with no skilled pipeline to fill their roles, the gap is only growing wider. Over the next decade, 2 million of the 3.5 million available manufacturing jobs likely needed will go unfilled because of the skills gap. At the same time, individuals around the world continue to struggle to achieve economic mobility.

These are two critical global challenges facing our world, but at Collins, we believe they can be addressed with a single solution. By educating our near-term and current workforce of available jobs and providing skills training to these workers, we can help to both alleviate the skills gap and introduce individuals to more lucrative job opportunities.

We will advance this multipurpose mission through a focus on reskilling and up-skilling individuals currently in the workforce, introducing underrepresented groups to possibilities in the aerospace and defense industry and working to train the global workforce for the jobs of tomorrow – today. Our efforts will include investments in skills training, partnerships with organizations accelerating equality in the workforce and programs that connect us with everyone from high school students to veterans transitioning from military to civilian careers.

By investing in our workforce, we can close a widening skills gap and create opportunities for more people to lift themselves out of financial hardship.

It’s one way we’re working to redefine futures – for both industry and humanity.

Picture: Iowa Governor Kim Reynolds with Collins employees at Iowa State Fair

By investing in our workforce, we can close a widening skills gap and create opportunities for more people to lift themselves out of financial hardship.
At Collins Aerospace, we understand that achieving change on a global scale often starts at a local level. We have a presence in nearly 300 communities around the globe. And while those communities and the people that comprise them are all unique and different, many are facing similar challenges.

Increased poverty. Lack of access to quality health care and education. Strains on our environment.

With these challenges in mind, we are reaffirming our commitment to supporting communities in which we live and work, and doing so with a focus on areas in which we can make the greatest impact.

We believe that, by rallying our employees around common purposes, we can drive true change in communities around the world. We will support community initiatives that are important to our people and our businesses. We will help underserved communities grow and prosper through innovative programs and ideas. We will foster local projects that drive sustainability and responsibility toward the environment.

And we will partner with nonprofit organizations that execute programs across our global footprint, but where the impact can be felt locally.

Our commitment to caring for and investing in communities is as strong as ever. And in order to continue to drive change, we will further align our volunteering, civic leadership and charitable investments to maximize the difference we make.

We’re proud of the communities we call home – and the role our employees and organization play in supporting them. Now, we’re taking steps to strengthen those communities today – and well into the future.

We will help underserved communities grow and prosper through innovative programs and ideas.
OUR
3 PILLARS

INSPIRING
OUR YOUTH

INVESTING
IN OUR WORKFORCE

STRENGTHENING
OUR COMMUNITIES
At Collins Aerospace, we care deeply for the communities around the world where we live and work. We have a long history of supporting a broad range of causes and organizations that are important to our employees and neighbors.

Now, as a company of 70,000 creative thinkers and visionaries from every corner of the globe, we have a unique opportunity to drive real change by aligning our efforts around our three pillars. Working alongside our customers and non-profit partners, we are rallying behind a common purpose – shaping a better future for our company, for each other and for generations to come. Together, we are *Redefining Futures.*

Picture: Collins employees with students from Project Scientist in Charlotte