

research facility whose mission it is to ensure the security, stability, and reliability of the nation's nuclear deterrent.

"After about seven years, I decided to apply for a group leader position, since I was interested in the 'inner-workings' of the division and being an active participant in how line management decisions were made," he shares.

After five years in that role, Ulitsky left LLNL to participate in a two-week guide dog training school in California, where he was paired with Salem. "I knew that the first year with a guide dog was really important in terms of bonding, and I wanted to focus my attention on that."

Two years later, when another group leader position opened up at LLNL, he applied and was rehired. "I realized that having Salem at the lab was quite natural and didn't interfere with my work," recalls Ulitsky, who's currently a computational physicist and code group leader for the LLNL's Design Physics Division.

He works as a code physicist on a radiation-hydrodynamics code. In this role he's in charge of the turbulence and equation of state physics packages. "I add new models, work with code users to test new features or improve existing ones, and run problems of interest to compare to other multi-physics codes at LLNL or at Los Alamos National Laboratory (LANL)," Ulitsky explains.

As a group leader, he has line management responsibilities such as writing performance appraisals for his group members, participating in ranking, dealing with personnel issues, serving on interview panels and approving time cards.

For many years, Ulitsky's low vision only required that he enlarge the font sizes and reverse the contrast in many applications on his computer and use magnification to make text easier to read. But his vision continued to deteriorate. "I recently received training from a visual services company in San Francisco, CA called Adaptive Technology Services," he notes.

The training, paid for by the Department of Rehabilitation, taught him how to use a screen reader called JAWS. In addition, he's currently in the process of getting a laptop computer that already has both JAWS and magnification software called Zoom Tech installed on it. He's also trying to get diction software for more efficient typing. However, "I perform classified work, so there are security issues that need to be considered," he adds.

A typical day for him includes participation in physics-related and management-related meetings and doing technical work - scientific computer programming in C++ and Python - for his code project.

"I also need to carve out some time to take my guide dog, Salem, on some walks and feed him an early dinner before I head home," he points out.

In the past, when he had questions relating to plasma physics or equation of state, he'd ask a more experienced code physicist, who was always there for him. "Most scientists here are very approachable and eager to share their knowledge and experience with you," he remarks.

Currently, Ulitsky does about 80% to 85% technical and 15% to 20% management work each week. "The lab offers internal and external training, and as a group leader, I'm always looking for candidates to send to the available training classes. The lab covers the cost of this work-related training."

He's also taken some on-site training classes, and, also

works with the Department of Rehabilitation for training related to his low vision, such as iPhone, computer and white-cane training.

In addition to all of this support, there's also the LLNL Abilities Champions employee resource group. It promotes the inclusion of interns and employees with physical, psychological, developmental and neurocognitive differences as valuable contributors to the laboratory's mission, says Ulitsky.

**Information about LLNL can be found at [careers-llnl.ttcportals.com](http://careers-llnl.ttcportals.com). Connect on Facebook, LinkedIn, Twitter, Instagram, YouTube and Glassdoor.**

#### BRINSON'S ARMY EXPERIENCE TRANSLATES PERFECTLY INTO HIS CIVILIAN POST AT CACI

GARY RAY BRINSON IS A VETERAN OF THE U.S. ARMY WHO RETIRED AFTER 20 YEARS IN THE MILITARY AS A CHIEF ENGINEER, PORT ENGINEER AND MARINE SAFETY INSPECTOR. HE JOINED CACI INTERNATIONAL TO PERFORM ENGINEERING RESEARCH FOR SHIPS OF THE MILITARY SEALIFT COMMAND (MSC).

"After two years of doing engineering research," he says, "I also started to handle weapons orders for ships."

Three years later, his responsibilities were changed so that now, as a project manager, he spends all of his time on the weapons and ammunitions program, which now includes more than 165 ships, training centers and offices.



*A veteran of the U.S. Army, Gary Ray Brinson is a member of the Veteran Employee Resource Group (VERG) and a project manager overseeing the engineers and finance team and working exclusively on the Small Arms/Weapons and Ordnance Accounting Ashore Program at CACI, which supports Virginia Patriot Guard Riders where he's an assistant state captain and board member.*

After transitioning out of the Army, Brinson attended job fairs, looking for a position matching his skills and experience with Army ships. He received several offers. But it was a request to leave his resume at one job fair “just in case” someone came looking for a candidate with his particular skills and experience, that led to his coming on board at CACI, a global company which, from its Arlington, VA headquarters, provides technology and expertise to mission and enterprise customers in support of national security.

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**“I OVERSEE THE SMALL ARMS AND ORDNANCE ACCOUNTING OF  
more than 165 ships, two training centers  
and three overseas offices.”**

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Brinson was hired into the company as a logistics engineer III and assigned to work at the Washington (DC) Navy Yard in the logistics office of the MSC headquarters (MSCHQ). In this initial position, Brinson says, he “changed a few of the processes and improved our turnaround time of completing the engineering feedback from the ships.”

A year later, he was put in charge of the engineers working there. A year after that, he was promoted to lead, where he was in charge of three additional engineers and approximately 15 finance team members, all of whom worked in the logistics office.

“On the anniversary of my fifth year,” he says, “I was promoted to project manager, still overseeing the engineers and finance team, but working exclusively on CACI’s Small Arms/Weapons and Ordnance Accounting Ashore Program.

He holds this same position today. “I oversee the small arms and ordnance accounting of more than 165 ships, two training centers and three overseas offices,” he explains.

Because he works at a desk, Brinson doesn’t require any accommodations for his disability. But CACI has more than 22,000 employees worldwide, 38% of whom are veterans, like he is. Many of these veterans have disabilities, too. “CACI goes out of its way to afford everyone every opportunity to succeed,” he underscores.

According to Brinson, CACI provides many training opportunities for all of its employees via its Virtual University, which includes mentoring and leadership programs. There are training courses for job improvement, college courses, management courses, technical courses and courses required by the government.

In addition to his job duties, Brinson is a member of the Veteran Employee Resource Group (VERG), which searches for veterans who are seeking employment. “We actively seek these vets, and tell them about CACI’s commitment to [them] and all

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## EXAMINING THE A&D WORKFORCE & HIRING

A burgeoning commercial space industry, continued demand for U.S.-built commercial aircraft, and increased federal budgets have all contributed to the American aerospace and defense (A&D) industry's continued growth in 2019, according to the *2019 Workforce Study Executive Summary*.

According to the study, A&D's soaring success has also brought job opportunity, with A&D outpacing its 2018 hiring projection by more than **86%**. The industry's average wages also increased at a higher rate than the national average.

**However, there's still room for the industry to grow, especially when it comes to diversity and inclusion (D&I):**

- While women hold senior leadership roles at a number of the industry's largest companies, women represented just **23%** of 2018 new hires. In addition, Hispanic Americans and African Americans accounted for only **7%** and **8%**, respectively, of last year's new hires.

**The survey results also included the following, in terms of hiring and wages, retention, internships and reskilling:**

- Driven by greater production in manufacturing and the need for expertise in emerging technological areas (including artificial intelligence, aka AI, and autonomy), **industry hiring increased beyond expectations in 2018.**



- A&D companies were planning plan to hire **55,000 to 75,000 people or more in 2019**, not only in traditional manufacturing, but also those with skills in vital areas, from software to models-based engineering.

- A&D industry jobs are found to be well-paying and competitive, with wages increasing over the previous year by **3.9%** for the average software engineer and more than **17%** for the average entry-level manufacturing worker.

- A&D workers are more likely to stay with their employers than the general U.S. workforce, with the industry's attrition rate lowering to **5.4%** compared to the overall country's **8%**. Young professionals currently working in A&D also have a positive view of the industry: **81%** would recommend an industry career in general to a friend or relative.

- A&D is also taking steps to recruit the workforce of tomorrow. Industry internships clearly offer a fertile recruiting ground, with **83%** of interns accepting full-time offers. But, as the study notes, those internships could be offered sooner, especially since **72%** of sophomore college students surveyed are interested in A&D opportunities.

- Hiring new workers can't be the only priority. As AIA's *A Vision 2050: What's Next for Aerospace and Defense* report has shown, A&D workers are going to need different and more expansive skills than ever before - including those workers who are already part of the industry. Companies recognize that reskilling offers a significant chance to meet this demand, which is why **34%** of the workforce took part in some form of reskilling in 2018. Given the growing need of advanced skills, that number will likely grow in the coming years.

Sources: *The 2019 Workforce Study Executive Summary published in September 2019 by Aviation Week Network in partnership the Aerospace Industries Association (AIA), American Institute of Aeronautics and Astronautics (AIAA) and PwC, and Aerospace Industries Association's (AIA) A Vision 2050: What's Next for Aerospace and Defense report*

of the great opportunities we have," he notes, adding that VERG also does community work for vets, volunteering with fundraising and other supportive events.

In addition to this work, Brinson personally helps veterans by writing their resumes, teaching them interviewing skills, and helping with job-seeking and job placements. He's an assistant state captain and board member of the Virginia Patriot Guard Riders, an organization CACI supports. Among other activities, its members attend veteran funerals and provide motorcycle funeral escorts.

**Information about CACI career opportunities is available at [careers.caci.com](https://careers.caci.com).**

**Connect on Facebook, Twitter, YouTube and LinkedIn.**

### EATMAN PROVIDES ACCURATE DATA ANALYTICS TO COLLINS AEROSPACE

COLLINS AEROSPACE, A UNIT OF UNITED TECHNOLOGIES, IS ONE OF THE WORLD'S LARGEST SUPPLIERS OF PRODUCTS AND SOLUTIONS FOR THE AEROSPACE AND DEFENSE INDUSTRIES.

As a data engineer on Collins Aerospace's workforce analytics team within its HR department, Christian Eatman is responsible for building automated data pipelines for many of the company's key projects such as self-service dashboards that equip its HR partners and leaders with business insights.

"I also work on advanced projects involving statistical analysis and text mining," he notes. "A typical day involves building automated data processes or conducting analyses in tools such as Alteryx or Python."

Eatman learned about West Palm Beach, FL-headquartered Collins from a professor and worked as a co-op at the company for two years while studying for his master's degree in industrial/organizational psychology, which is a blend of business, science, and data analytics. His co-op role aligned well with his interest in HR and data application, as did an earlier internship at an energy company where he gained valuable experience in data analytics.