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Vol. XLV • Issue 07

- BDPA2020 ‘All Digital’ Preview
- Youth Technology Camp

Naval Aviation History:
LTJG Madeline Swegle
U.S. Navy’s First Black Female TACAIR Pilot Earns Her Wings

July 2020
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TIERA FLETCHER
STRUCTURAL ANALYSIS ENGINEER, BOEING

GIRLS IN STEM BECOME WOMEN WHO CHANGE THE WORLD.
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BDPA, formerly known as Black Data Processing Associates, was founded in Philadelphia, Pennsylvania in 1975 to promote professional growth and technical development to those in or entering information and communications technology (ICT) career fields and related industries.

Now in its 43rd year (Volume XLIII) National BDPA (NBDPA) and participating local BDPA Chapters publish daily and weekly blogs with quarterly or monthly newsletters. For bdpatoday or web banner advertising rates, publication schedules, and online calendars with Industry events, contact regional offices or local BDPA Chapters by visiting bdpa.org or bdpatoday.com.

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DAYTON, OH — The Small Business Innovation Research (SBIR) program was established by Congress in 1982 to fund research and development (R&D) by small businesses of 500 or fewer employees. Eleven federal agencies participate in this program, including the Department of Defense (DoD).

The Small Business Technology Transfer (STTR) program was established in 1992 to fund cooperative R&D projects with small businesses and non-profit U.S. research institutions, such as colleges or universities. Five federal agencies participate, including DoD. Both programs focus on projects and services with the potential to develop into products, solutions, or services for both military and commercial sectors.

Small businesses and new startups can respond to Air Force Broad Agency Announcements (BAAs), three times a year. These topics address critical needs identified by U.S. warfighters. Small business proposals are reviewed and awarded SBIR/STTR contracts based on their likelihood to fulfill the identified need.

With the initiation of open innovation topics, through work with AFWERX, Air Force SBIR contracts are being issued with unprecedented expediency. Small businesses that have been awarded a Phase I open innovation topic contract also are being invited to present their solutions for a Phase II contract at Air Force Pitch Day events, where contracts are awarded on the spot. Historically Black Colleges and Universities (HBCUs) are highly encouraged to partner with start-ups and small businesses when pivoting from “Grants-To-Contracts.” Learn and earn more by visiting: https://www.afsbirsttr.af.mil/.

National BDPA is co-hosting an Air Force STTR HBCU Collider with Small Businesses, Start-Ups, and HBCUs during this year’s annual technology conference, BDPA2020.com.
07.13.20—The Senate is in recess this week.

There will be no votes scheduled on the House floor until the week of July 20, but there will a large number of House committee hearings and markups this week.

Remarkably, the House approved all 12 FY2021 appropriations bills in subcommittee last week and 5 of them went on to be approved by the full House Appropriations Committee. This week, the final 7 appropriations bills will be taken up by the full committee, getting all of the 12 bills ready for floor action.

Last week, Maryland and Virginia Senators Cardin (D-MD), Van Hollen (D-MD), Kaine (D-VA) and Warner (D-VA) sent a letter to Trump Administration officials warning against ending telework options for federal employees and forcing them to return to their offices, which they said could result in a coronavirus surge.

On July 1, the Administration’s goal was for 80% of formerly teleworking employees to be back at their regular worksites.

WASHINGTON — In May 2015, the Congressional Black Caucus (CBC) launched CBC TECH 2020 to bring together the best minds in the tech, non-profit, education and public sectors to chart a path forward to increase African American inclusion at all levels of the technology industry. The lack of African American representation in tech means that many of our best and brightest – the problem solvers, critical thinkers, and those that challenge conventional thinking – are not included, and America’s global competitiveness suffers as a result.

As a part of the CBC TECH 2020 five-year plan, members of the CBC Diversity Task force held several meetings with Industry’s most influential tech executives in an effort to encourage them to implement diversity plans that place more African Americans directly into their tech pipelines.

The CBC understands that each company or organization requires a unique approach to diversity and inclusion. Toward this end, CBC continued working with companies and organizations to adopt diversity inclusion plans or African American inclusion plans that would outline specific, measurable steps the company would take to increase recruitment and retention of African Americans within their respective industry verticals.

CBC TECH 2020 reports from participating mission partners are expected shortly after year’s end. National BDPA and local BDPA Chapters have supported CBC’s inclusion plan by accomplishing the following since fiscal year 2015 (FY15).

Prior to the conclusion of this plan, National BDPA continues to work with Industry to establish and formalize partnerships with Silicon Valley technology firms to facilitate a pipeline of internships, as well as entry-level and experienced-hire talent. These partnerships may include any or all of the following: financial commitment, in-kind donations, recruitment opportunities, scholarships, internships, strategic and executive support National BDPA’s plan with CBC is available on the association’s CBC TECH 2020 landing page: https://www.bdpa.org/page/CBCTech2020.

During our next decade, trade associations and community tech organizations such as BDPA will continue their work with Industry, Academia, Congress, General Assembly, and City Councils to address and properly fund technical workforce development, cybersecurity, anti-trust, ethics, intellectual property, and data privacy initiatives.
WASHINGTON, D.C. — In May 2015, the Congressional Black Caucus (CBC) launched CBC TECH 2020 to bring together the best minds in the tech, non-profit, education and public sectors to chart a path forward to increase African American inclusion at all levels of the technology industry. The lack of African American representation in tech means that many of our best and brightest – the problem solvers, critical thinkers, and those that challenge conventional thinking – are not included, and America’s global competitiveness suffers as a result.

CBC understands that each organization requires a unique approach to increasing African American inclusion. With this in mind, CBC works with companies and organizations such as National BDPA to adopt an African American Inclusion Plan which outlines specific, measurable steps that participating companies would take to increase recruitment and retention of African Americans across the industry.

Join the conversation. To follow our mission goals and objectives in your community, join, renew memberships, or start new student BDPA Chapters this semester by visiting BDPA.org. Follow new Industry insights with your community’s success stories in tech and cyber by visiting bdpatoday.com and bdpatoday’s social media channels.
**Outlook* | Tech + Cyber Engagements**

*In fiscal year 2019 (FY19), the Bureau of Labor Statistics (BLS) reported employment of computer and information technology (IT) occupations is projected to grow **12%** from **2018** to **2028**, more than the average for all other occupations.

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Career Summary</th>
<th>Entry-Level Requirements</th>
<th>Estimated Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Computer and Information Research Scientists</td>
<td>Computer and information research scientists invent and design new approaches to computing technology and find innovative uses for existing technology.</td>
<td>Master’s Degree</td>
<td>$118,370</td>
</tr>
<tr>
<td>Computer Network Architects</td>
<td>Computer network architects design and build data communication networks, including local area networks (LANs), wide area networks (WANs), and Intranets.</td>
<td>Bachelor’s degree</td>
<td>$109,020</td>
</tr>
<tr>
<td>Computer Programmers</td>
<td>Computer programmers write and test code that allows computer applications and software programs to function properly.</td>
<td>Bachelor’s degree</td>
<td>$ 84,280</td>
</tr>
<tr>
<td>Computer Support Specialists</td>
<td>Computer support specialists provide help and advice to computer users and organizations.</td>
<td>Associate’s Degree or Certificate</td>
<td>$ 53,470</td>
</tr>
<tr>
<td>Computer Systems Analysts</td>
<td>Computer systems analysts study an organization’s current computer systems and find a solution that is more efficient and effective.</td>
<td>Bachelor’s degree</td>
<td>$ 88,740</td>
</tr>
<tr>
<td>Database Administrators</td>
<td>Database administrators (DBAs) use specialized software to store and organize data.</td>
<td>Bachelor’s degree</td>
<td>$ 90,070</td>
</tr>
<tr>
<td>Information Security Analysts</td>
<td>Information security analysts plan and carry out security measures to protect an organization’s computer networks and systems.</td>
<td>Bachelor’s degree</td>
<td>$ 98,350</td>
</tr>
<tr>
<td>Network and Computer Systems Administrators</td>
<td>Network and computer systems administrators are responsible for the day-to-day operation of computer networks.</td>
<td>Bachelor’s degree</td>
<td>$ 82,050</td>
</tr>
<tr>
<td>Software Developers</td>
<td>Software developers create the applications or systems that run on a computer or another device.</td>
<td>Bachelor’s degree</td>
<td>$105,590</td>
</tr>
<tr>
<td>Web Developers</td>
<td>Web and full-stack developers design and create websites, portals, and mobile apps.</td>
<td>Associate’s Degree or Certificate</td>
<td>$ 69,430</td>
</tr>
</tbody>
</table>
NAS KINGSVILLE, TX — The U.S. Navy’s first Black female tactical air (TACAIR) pilot received her Wings of Gold July 31, marking a significant milestone for Naval Aviation.

Virginia native Lt. j.g. Madeline G. Swegle was designated a naval aviator and received her Wings of Gold with 25 classmates during a small ceremony at Naval Air Station (NAS) Kingsville, Texas.

Swegle is assigned to the “Redhawks” of Training Squadron (VT) 21 under Training Air Wing 2 at NAS Kingsville and completed her final undergraduate TACAIR training flight in a T-45C Goshawk jet trainer aircraft July 7. VT-21 Commanding Officer Cmdr. Matthew Maher presented Wings of Gold to each of his graduates during the ceremony.

Amidst the Navy’s response to the global pandemic, instructors and students adjusted to COVID-19 spread mitigation measures including sterilizing surfaces, wearing masks, and social distancing when practical. Despite these challenges, this is the largest graduating class of strike aviators in almost a decade.

A 2017 U.S. Naval Academy graduate, Swegle reported to Naval Aviation Schools Command at NAS Pensacola, Florida, where she completed Initial Flight Screening and Aviation Preflight Indoctrination. She completed Primary flight training with the “Boomers” of VT-27 at NAS Corpus Christi, and after selecting the TACAIR, or Strike, pipeline, Swegle progressed to Intermediate and Advanced training with VT-21.

Swegle is part of a new generation of TACAIR pilots to qualify on state-of-the-art Aircraft Launch and Recovery Equipment (ALRE) unique to aircraft carrier USS Gerald R. Ford (CVN 78): the Electromagnetic Aircraft Launch System (EMALS) and Advanced Arrester Gear (AAG). She completed carrier qualifications in the Atlantic Ocean off the Florida coast, May 20.

“I’m excited to have this opportunity to work harder and fly high performance jet aircraft in the fleet,” Swegle said. “It would’ve been nice to see someone who looked like me in this role; I never intended to be the first. I hope it’s encouraging to other people.”

— United States Navy
ATLANTA, GA — National BDPA’s premier annual technology conference, now in its 42nd year, brings the best and brightest diverse talent together to discover the latest in technology and innovation. Through education, mentoring, business networking, immersive experiences, scholarships and jobs, the BDPA annual technology conference gives professionals, executives, entrepreneurs and students an IT pathway from the classroom to the boardroom and promotes innovation, technical skills, business savvy and personal growth.

This year’s digital experiences during vBDPA2020 are virtual for S.I.T.E.S (Students in Information Technology Education and Scholarships) activities. Students with internet access or hot-spots may participate wherever they are directly from their desktop PCs, notebook PCs, tablet PCs, or mobile phones. This year’s proposed virtual schedule follows.

**Day 1 – Thursday, August 20th**
- I.T. Showcase, Mobile App Competition, and National High School Computer Competition (HSCC) coding events

**Day 2 – Friday, August 21st**
- Youth Technology Conference (YTC), I.T. Showcase, Mobile App Competition, National HSCC coding events

**Day 3 – Saturday, August 22nd**
- YTC, I.T. Showcase, and National BDPA scholarship and 45th Anniversary award ceremonies

National BDPA is co-hosting an inaugural *Air Force STTR HBCU Virtual Collider* with Small Businesses, Start-Ups, and HBCU/MSIs during this year’s annual technology conference next month, via BDPA2020.com. YTC students, Junior ROTC (JROTC) Cadets, Naval Sea Cadet Corps (NSCC) Sea Cadets, and Civil Air Patrol (CAP) students also are invited and encouraged to join these virtual workshops and advance program briefings. Contact BDPA for sponsorships. Register by August 15, 2020 at bdpa2020.com.
Theme: DiversIT: Digital in Transformation

Dress for the day:
Business casual / service dress

All time zones are Eastern Standard Time (EST)
All activities are virtual; attendees need to register to attend. The Diversity Career Fair is free to the public. Registration to the Career Fair is required for those who have not registered for the conference.

For more information, visit bdpa2020.com

Wednesday, August 19th

SITES activities

1:00PM – 4:00PM  IT Showcase Virtual Practice Session

Adult Activities

No adult activities planned for this day; conference starts on Thursday, August 20, 2020
Thursday, August 20th

**SITES activities**

**High School Computer Competition**
8:30AM – 6:30PM   Programming session   Closed to judges
6:30PM – 9:00PM   HSCC Judging   Closed to judges

**Mobile App Competition**
8:00AM – 12:00PM   High school app presentations   Closed to judges
12:00PM – 5:00PM   College Student app presentations   Closed to judges

**IT Showcase**
1:30PM – 5:00PM   Virtual Poster Board Session   Closed to judges

**Adult Activities**

12:00PM – 12:15PM   Opening ceremony with founder (featuring Earl Pace) – BDPA’s 45th Anniversary & 42nd National Technology Conference & Diversity Career Fair

12:15PM – 1:15PM   “Digital Transformation” Kick-off Panel, featuring Robert Partee (Amazon Web Services), facilitator; Chris Jackson (Deloitte); Ibrahim Jackson (Leading Edge Forum), Scott Lindsey (Eli Lilly), and Michael Robinson (Healthcare VMWare)

1:15PM – 1:30PM   Intermission

1:30PM – 2:20PM   Education series:
  - Digital Transformation track – Chris Jackson (Deloitte) “Tech Trends”
  - Entrepreneurship Success Bootcamp track – Anissa Lumpkin (Airforce SBIR/STTR) “Tech Exchange within the Airforce”
  - Career Success Experiences: Richelle Moore (Restore Counseling and Wellness Services) “Positioning for Power”
  - HBCU Hackathon workshop: Dr. Fay Cobb Payton (North Carolina State University) “Ensuring student career success”

2:20PM – 2:30PM   Intermission

2:30PM – 3:20PM   “Talent Needs in Tech” panel, Valarie Mackey (Wrightnow), facilitator; Jason Riley (GE); Jaison Williams (Fitbit); Namita Tirath (Pyramid Consulting)

3:20PM – 3:30PM   Intermission

3:30PM – 4:20PM   Education series:
• Digital Transformation track – Ryan Wade (Blue Granite) “Articulating the African American Experience with Census Data”

• Entrepreneurship Success Bootcamp track – Entrepreneurship panel, featuring Jonathan Quarles (Serial Entrepreneur), Willie Pritchett (Rack Bunker Data Centers, LLC); Anissa Lumpkin (AF SBIR/STTR); Mark Martin (UK Black Tech); Joey Womack (WeWork); Adrian Ables (Element Soccer)

• Career Success Experiences: Vincent Shorter (Abbott Lab) “Making the Business Case for Long-Term Digital Improvement”

• HBCU Hackathon workshop: Kinnis Gosha (Morehouse College), Ph.D. "Innovation in HBCU Computer Science Departments"

4:20PM – 4:30PM  Intermission
5:00PM – 6:00PM  Dinner OYO
5:30PM – 7:00PM  Eli Lilly Experience for college students
6:00PM – 8:00PM  Molson Coors sponsored virtual social hour
SITES activities

**Youth Technology Camp (YTC)**
- 7:30AM – 9:00AM Let’s eat breakfast together
- 9:00AM – 10:15AM Workshop
- 10:15AM – 11:15AM Cyber Security Activity
- 12:00PM – 12:45PM Workshop
- 12:45PM – 1:30PM Workshop
- 1:30PM – 2:30PM HBCU Panel
- 2:30PM – 3:30PM Targeted Attack Event (virtual scavenger hunt)
- 3:30PM – 4:00PM Wrap-up
- 7:00PM – 9:00PM Fun Event

**IT Showcase**
- 10:00AM – 11:00AM Virtual Poster Board Session (contd.) Closed to judges
- 11:00AM – 5:00PM Virtual Research Paper Presentations

**High School Computer Competition (HSCC)**
- 11:00AM – 6:00PM Presentations and Quiz
- 6:00PM – 9:00PM HSCC Final Judging

**Mobile App Competition**
- 8:00AM – 12:00PM High school app presentations Public
- 12:00PM – 5:00PM College Student app presentations Public

**Adult Activities**
- 12:01AM – 11:59PM Air Force Small Business Technology Transfer HBCU Collider
- 8:20AM – 9:20AM Dr. Larry Robinson (Florida A&M University – President) KEYNOTE
  “Preparing for a Future in Tech”
- 9:20AM – 9:30AM Intermission
- 9:30AM – 11:00AM Women in Tech: Breaking the Glass Ceiling, featuring Kailei Carr (The Asbury Group), facilitator; Diana Caplinger (Truist); Dwana Franklin-Davis (Reboot Representation); Nicole Hart (Georgia State University); Shayna Atkins (AtkCo)
- 9:30AM – 11:00AM Men in Tech: Thriving as a Black Man, featuring Doug Ash (Deloitte), facilitator; Eugene (Gene) Parker (Premeir, Inc.); Ken Freeman (Gartner); Vincent Shorter (Abbott Lab); Chris Jackson (Deloitte)
- 10:00AM – 4:00PM Career Success Experiences: LinkedIn: Branding/Resume tips
- 10:00AM – 4:00PM Diversity Career Fair
- 11:00AM – 12:00PM Lunch OYO
- 12:00PM – 12:50PM Small pitch competition, sponsored by 83 Ventures ($2500 prize)
- 1:00PM – 2:00PM Cindy Kent’s (Brookdale – Executive Vice President & President) KEYNOTE
  “Disruptive Leadership”
- 2:00PM – 2:10PM Intermission
2:10PM – 3:00PM  Education series:

- Digital Transformation track – Justin Brown (Eli Lilly) “Automation Age”

- Digital Transformation – Dr. Kevin Berkopes (Crossroads Education) “Understanding Inequity: How Overcoming the Digital Divide can be a Catalyst for a New Future”

- Entrepreneurship Success Bootcamp track – Mike William (IBM) “NextPreneur”

- Career Success Experiences: Samuel Davis IV (State of Ohio) “Emotional Intelligence in the Workplace & Life”

- HBCU Hackathon workshop: Stanley St-Fleur (No Status Quo) "Digital Transformation at HBCUs"

3:00PM – 4:00PM  Mark Martin (UK Black Tech – Founder) KEYNOTE "International Black Innovation"

4:15PM – 4:25PM  Intermission

6:00PM – 7:00PM  Dignitaries, Founder’s, and Lifetime Member Reception
SITES activities

**Youth Technology Camp (YTC)**
7:30AM – 8:30AM  Let’s eat breakfast together
8:30AM – 10:30AM Workshop
10:30AM – 12:30PM Workshop
12:30PM – 1:00PM Lunch OYO
1:00PM – 3:00PM Workshop
3:00PM – 4:00PM Wrap-up

**IT Showcase**
10:00AM – 12:00AM Virtual Research Paper Presentations (contd.)

**Adult Activities**

8:30AM – 9:20AM  Education series:
- Digital Transformation track – Aubrey Rembert (Pandora) “The Power and Future of Data”
- Entrepreneurship Success Bootcamp – Joey Womack (WeWork) "How to Start my Own Business"
- Career Success Experiences: Helio Fred Garcia (Logos) "Inspiring Others through Effective Communication"
- HBCU Hackathon workshop: Judy Lane (City of Memphis) "Chartering BDPA chapters at HBCUs"

9:20AM – 9:30AM  Intermission

9:30AM – 10:30AM  CIO Panel, featuring Kathy Collins (Deloitte), facilitator; Gary Brantley (City of Atlanta); Rona Bunn (International Trade Administration); Karriem Shakoor (UL); Earl Newsome (Linde)

10:30AM – 11:20AM  Education series:
- Digital Transformation track – Dorsh Deans (Eli Lilly and Company) "AIXA: A chatbot changing the narrative for minorities in Tech"
- Entrepreneurship Success Bootcamp – Zack Lemelle (New Hope Coaching & Consulting) "So You Want to be an Entrepreneur?"
- Career Success Experiences: Dave Steward interview (Worldwide Technology) - "Conversation with a Billionaire"

11:20AM – 11:30AM  Intermission

11:30AM – 12:45PM  Lunch OYO

1:00PM – 2:00PM  Ibrahim Jackson (Leading Edge Forum – North America Leader) KEYNOTE

2:00PM – 2:50PM  Education series:
• Digital Transformation track – John B. Sneh (IBM) “Hyper Automation - A Digital Journey”


• Career Success Experiences: Shellye Archambeau (Verizon) “How to get to the C-Suite – It’s never too early to start planning”

3:00PM – 4:30PM Awards Ceremony (Wayne Hick’s Scholarship Fundraiser)
For 40 years, BDPA has enabled the upward mobility of African Americans and other minorities in the Information Technology (IT) and STEM fields. Through its 40+ local community chapters in major cities across the United States, BDPA has been at the forefront of promoting the minority agenda within the IT profession since 1975. BDPA has been a leader and pioneer in technology and STEM training for IT professionals and High School students since 1986.

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MEMBERSHIP BENEFITS
- Connect to a network of IT professionals
- Enhance and develop additional technical skill sets
- Acquire professional and leadership skills
- Participate actively in an organization that is setting trends in emerging technology
- Discount rates to the Annual Technology Conference and Career Fair
- Obtain exposure to technical and professional topics through program meetings, seminars and workshops
- Participate in certification support groups
- Discounts on IT certifications and training courses
Internships in Tech: Next Steps for 2021

WASHINGTON — According to Forbes.com, one does NOT have to work with multi-billion dollar corporations to gain valuable and powerful experiences with tomorrow’s technology, today.

When it comes to things such as work-life balance, there is more to employment than just a paycheck because biggest is not necessarily the same as best. Agility and being nimble may open new pathways to avenues of success.

In a 2019 chart prepared by OneClass (right), some of the highest paying internships are with technology firms, two of whom are encroaching trillion-dollar market capitalizations. Consider the following options and next steps when considering internships for next fiscal year.

• Bolster weak resumes — Join and actively volunteer with local technology trade associations in your industry (AFCEA, BDPA, CompTIA, CTA, ITSA, et. al.) by leading successful projects, developing budgets, and meeting other people trading within our industry you could work with later in business

• Convert side-hustles directly into internships, apprenticeships, or a Start-Up — Companies and BDPA mission-partners always need new products, efficient services, better solutions and human resources

• Figure out how to quickly solve problems — Always add value to your Industry with a new project or an established program with a team, with a new or established Student Chapter, or with a Local BDPA Chapter. Do not go IT alone.

BDPA Students and Members (verified via BDPA.org) are invited to email their latest resumes or request additional information directly from National BDPA or local BDPA Chapters at: info@bdpa.org using subject line: “Internships.”
THE BEST CANDIDATE FOR THE JOB ISN’T ALWAYS THE TYPICAL CANDIDATE.

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