

# Boeing

A Potential Employer for Alliance University Students



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Students here at Alliance University have to make a lot of decisions when it comes to finding a job after graduating. There are countless options out there and it is very difficult to look into a large number of companies and doing research about them, while still being in college. This is why the students at Alliance University get help from Career Services in order to not only find possible internships during their time of studying but also to get help finding jobs for after graduation. Career Services does this by bringing in companies that possibly fit and get students in contact with them. Some professors might already have good insights into the companies themselves and can help students in the decision making process, by giving recommendations.

Boeing is the company that serves as the subject for this report.

## **Introduction**

Based on the results and findings of my research, I can confidently say that Boeing is a good company for Alliance University Career Services to recommend to their students.

### **Purpose and Scope**

For the purpose of this report, I have chosen to investigate whether Boeing would fit as a company for Alliance University students to pursue internships or full time employment after graduation. In the report, I will display how Boeing is as a company, what the overall climate is like and what possible future employees can expect.

### **Assumptions**

The information regarding several questions, as well as the working climate etc. is mostly primary information from a contact of mine working in the field of finance for Boeing. I tried to gather information from other resources about the overall climate, but I assume that the climate in other departments is similar to the insights I got from my primary resource.

### **Methods**

The primary method for gathering information was through a contact I have that works as a finance manager in the company. Additionally, I gathered information on the official Boeing company website as well as statistics I got from another source.

### **Limitations**

There might be a limitation in the form of most of my information stemming from a contact that works in the finance department. The answers for questions concerning the working climate etc. are based on the answers of my contact. However, while it is

probably similar, there might be differences in the climate between the different departments, as Boeing is a company of such a large size.

## **Background**

Boeing is an American company that was founded in 1916 by William Boeing. Since its start over a century ago, the company has grown immensely and became one of the largest aerospace companies in the world. The company's headquarters are located in Chicago, while it operates and has locations all over the world. It is a major manufacturer of commercial airplanes as well as defense and space products. Boeing is the largest US exporter by dollar value.

## **Topics of Investigations**

### **What training is available to new employees?**

For Boeing it is a high priority to not only deliver quality products and services for their customers, but it is of incredibly high importance to develop their employees on all different levels. The company offers a lot of support in the growth of their employees through different programs. For example, assisting their employees with tuition is a big aspect, Boeing invests about \$70 million annually in employee tuition assistance. Furthermore, Boeing offers leadership development programs, as well as upskilling, digital learning platforms and other services and networks in order to help their employees develop. Apart from that, on the job training plays an important role in general. Overall, Boeing motto when it comes to the development of their employees is "We Never Stop Learning".

### **How soon is the average entry-level person promoted?**

There is not one specific amount of time that one could mention here as an average, since there are so many factors that go into being promoted. Being promoted first of all depends on the current position of an employee, which is why it is difficult to give an average answer. Furthermore, aspects like skills and expertise that the employee displays are factors that go into being promoted or not. This means that to a certain extent, it definitely depends on the employee and the value and determination they provide to the company. It is definitely possible to get promoted after a certain level of training and experience has been reached and the employee has the necessary skill set. However, it is also important to mention that Boeing is a very large company and additionally promotion is a competitive topic, meaning that it can get difficult to get

promoted. Therefore it is important to develop not only skills but also a network around oneself, and to constantly demonstrate the value one brings to the company.

### **How much travel and weekend work are expected?**

While depending on the position, in general there is no weekend work to be expected for employees. Furthermore, travel also depends on the position one works in. Since Boeing is a large company that operates worldwide there might be cases where team meetings etc. are being held or visits are taking place in a different region or country. These also sometimes are being offered in order to personally get to know the people that you work with around the world, while they might not be required. Additionally, the aspect of Boeing being a global company also offers the possibility for employees to request and possibly get a position in a different country, if they want to get an experience abroad.

### **Is there a “busy season,” or is the workload consistent year-round?**

Based on the interview with my contact who is working for Boeing, there is no general “busy season”. While there might be positions where the workload increases to the end of each quarter, and also the end of the year, this depends on the position one is working in. Usually, it is pretty busy year round and there is always enough work to do.

### **What fringe benefits are offered?**

Boeing overall offers a wide range of benefits including insurance, health, and wellness benefits (including mental health care), Financial and retirement benefits, family and parenting benefits (like maternity & paternity leave), Vacation and time off, Perks and discounts, and professional development (including the aspect of tuition assistance). A lot of employees rated the benefits very high on Glassdoor and they expressed these benefits are also certainly higher than usual in this industry.

### **What is the corporate culture?**

On Boeing's company website, there is a large list of principles and values that can be found. However, instead of copying this, I tried to see what a current employee of the company would tell me about these values, that could possibly give a better insight into how things actually are. Based on my talk, I found that Boeing has been known for being focussed on innovation, however, also the aspects of safety, quality, and customer service are seen as keys to success for the company. After two fatal accidents with the Boeing 737 Max airplanes, the company's corporate culture has undergone some changes. Values have shifted more towards transparency and safety, in order to generally regain trust, since trust is of very high importance. Apart from that, Boeing values a range of aspects, including environment, ethics, human rights, inclusion, diversity etc. These aspects can partly be seen from the outside, additional aspects that

are valued very highly internally are teamwork and integrity, they are crucial for Boeing and its corporate culture.

The reviews about the company's culture on Glassdoor are overall positive, with a few exceptions. However, it is often mentioned that the teams work really well together and the overall culture is one that is focused on growing together and making the world a better place.

### **Is the climate nonracist and nonsexist?**

According to Boeing, their diversity numbers are similar to those of others in the aerospace industry. The company's diversity report shows that about 23% of employees are women. Furthermore, most of the company's employees are white (68%), while black, hispanic, and asian employees are pretty evenly distributed. Additionally, it is important to mention that the company follows a zero-tolerance approach when it comes to racism and sexism. An article by Forbes states that over the course of about one year, 65 employees were fired, following racist or hateful conduct, which supports the company actually following the approach. Moreover, the company has set goals when it comes to diversity numbers and is following them, showing their care for inclusion.

### **How strong is the company economically?**

As one of the largest aerospace companies in the world, Boeing has a major economic presence in the market, making high billion dollar revenues year by year. However, in recent years, the company has faced several challenges that have negatively influenced the company's economic performance. The fatal crashes of two 737 Max planes have resulted in major financial losses for the company, following the grounding of the aircraft model. In addition to that, the covid pandemic has also negatively affected the company's financial performance, as air travel has largely decreased, following travel restrictions etc., lowering the demand for new aircrafts in general.

Figure 1 shows the company's worldwide revenue annually. This figure also represents the challenges that the company faced, what also can be seen is a recent increase in revenue, which is seen very positively, while still not being back at the old level. The company still works on regaining customer's trust.

Figure 2 shows the competition between Airbus and Boeing in terms of gross orders of aircraft over the years. It can be seen that overall the companies have always been at a similar level until the 737 Max accidents happened, where it can clearly be seen that Boeing lost a major amount of orders. However, this figure also shows that the recent years have generally been challenging following the covid pandemic. Additionally, a

recent increase in orders for Boeing aircraft can be seen. The company has actually had a higher amount of gross orders than Airbus in 2021, showing they are recovering and slowly regaining trust.

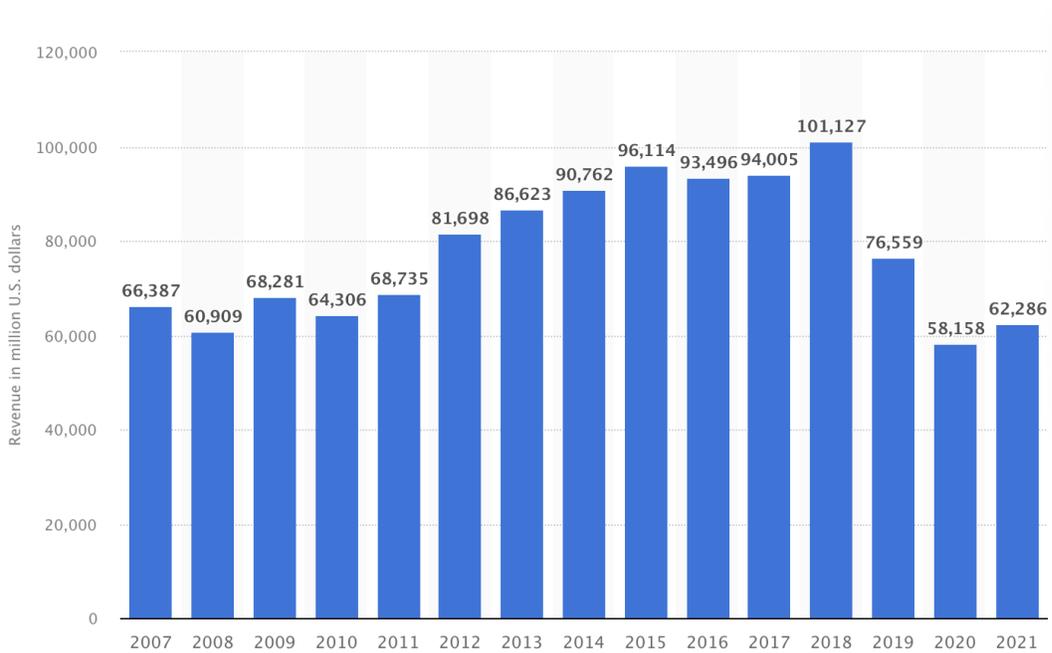


Figure 1: Boeing's worldwide revenue from 2007-2021

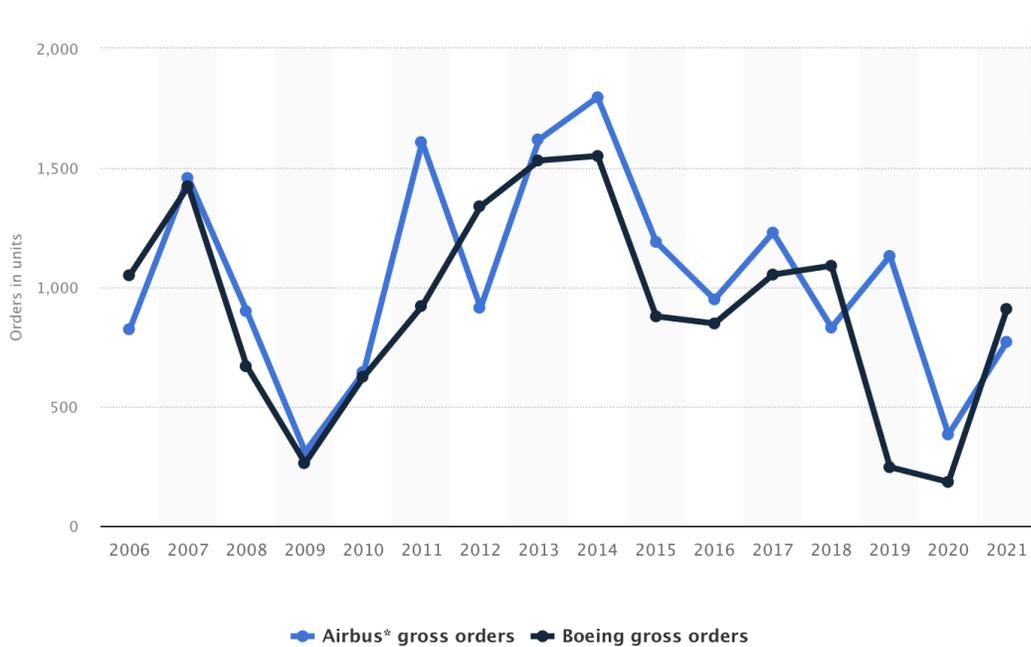


Figure 2: Number of gross orders for Airbus and Boeing aircraft from 2006-2021

**How is it likely to be affected by current economic, demographic, and political trends?**

Boeing is overall likely to be affected by economic, demographic, and political trends, which has also been seen over the years, with examples of the covid pandemic. These changes can be seen in both figures above. The company will need to constantly adapt to changes in order to stay competitive in the market.

**Conclusion and Recommendation**

Alliance University students look for jobs where they can develop in their career as well as personally, and get treated fairly and compensated for hard work. As a global company of such large size, Boeing offers great opportunities for advancing with several programs that are being offered. Furthermore, the company has high benefits for its employees, which they largely value. Boeing offers a good environment, in which hard work is rewarded and values like diversity and inclusion are being valued, something that our University also largely stands for. On the basis of my findings in the process of creating this report, I can confidently recommend Boeing as a good potential employer for Alliance University students interested in going into a range of different departments.

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Figure 2: *Number of gross orders for Airbus and Boeing aircraft from 2006-2021*.

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