



# Strategy

To identify emerging talent, understand future skill needs in modeling and simulation, and build partnerships that strengthen the defense workforce pipeline. She's focused on both immediate hiring goals and long-term strategy for recruiting, retaining, and developing STEM and M&S professionals.

**"My job is connecting the right people with the right mission—and that starts by understanding where the field is headed."**

A horizontal bar chart with a white background and light gray vertical grid lines. The y-axis lists five program components: Program Briefs, Workshops, Special Events, Tutorials, and Technical Papers. The x-axis represents percentages from 0 to 100. The bars are dark blue. The lengths of the bars are approximately: Program Briefs (45%), Workshops (75%), Special Events (100%), Tutorials (45%), and Technical Papers (30%).

Program Component	Percentage of Attendees
Program Briefs	45%
Workshops	75%
Special Events	100%
Tutorials	45%
Technical Papers	30%

Sandra Williams leads workforce strategy for a large defense integrator and oversees outreach to universities, professional networks, and transition programs. She attends I/ITSEC to meet potential hires, learn how technologies are evolving, and ensure her organization is aligning talent planning with mission priorities. Sandra is particularly active in diversity-focused events and panels, and she's passionate about helping early-career professionals understand the breadth of opportunities in M&S.

- Access to student events, networking lounges, and resume drops
- Panels on workforce trends, DEIA, and upskilling in emerging tech
- Visibility into what skills are in demand for future M&S roles
- Connections with academia and training content providers
- Metrics or briefings on M&S workforce development challenges

# Recruiter/Workforce Strategist



Title	Day	Time	Location	Event Type
Opening Ceremonies & Keynotes	Tuesday	08:00–10:30	Hyatt Windermere Ballroom	Special Event
Senior Leader Panel	Tuesday	10:30–12:00	Hyatt Windermere Ballroom	Signature Event
The Future of Healthcare Simulation	Tuesday	14:00–15:30	320CD	Special Event
Exhibitor Networking Event	Tuesday	17:00–18:30	Exhibit Hall	Special Event
USAF PEO Training: Acquisition Update	Wednesday	08:30–10:00	330CDGH	Program Brief
Cutting Edge Innovation – Rapidly Advancing M&S to Support Joint All-Domain Training	Wednesday	10:30–12:00	330CDGH	Signature Event
NTSA Career Fair at I/ITSEC	Wednesday	13:00–16:00	330EF	Community of Interest
Disrupt, Design, Deploy: A Human Centered Approach to Learning and Development	Thursday	13:00–16:00	210C	Workshop