1. **Committee Goal**: Increase the number of professional engineers, surveyors, design technicians, construction inspectors and others that service the consulting engineering community in Indiana.

   a. **Year 1 (2018-2019)**: Broad and diverse scan of resources already in place, including existing programs at universities, corporations, other non-profit entities, to determine most effective and efficient path in reaching goal. Develop detailed Scope of Work/Strategy for membership "buy in" and Board approval.

   b. **Year 2 (2019-2020)**: Launch it with membership support. 

   *TMap partnership was launched in 2019 with 35 participating companies in Year 1. See Item #2 below for TMap updates/data.*

   c. **Year 3 (2020-2021)**: Review, adjust, evolve for continued growth.

   *Goals for the committee this year are to review 2019 performance, adjust priorities and direction if necessary, and evolve for continued growth.*

   *See TMap – ACEC Project spreadsheet in Item #2 below for TMap performance updates / data.*
2. TMap Updates

2020 TMap Membership Support Update - down to 6 participating firms in first enrollment period of 2020 (Year 2).

TMap feedback from Participating Firms for current 2020 enrollment period:
- The quality of candidates being presented has improved in 2020, and the feeling is that matching has improved.
- More senior level candidates are being presented than expected.

Feedback from TMap / ACEC:
- Continuing to look for ways to improve the process (see Unclaimed Talent Proposal discussion in Item 2.b. below):
  - Get more engineers to Indiana
  - Merchandise talent subscribers don’t want to unsubscribed firms without diminishing the value proposition for subscribing firms
  - Demonstrate the quality of talent to unsubscribed firms / provide value to unsubscribed firms

Committee will work with Colleen / TMap to assess willingness of candidates to move to Indiana in current environment, and to better understand the reason why the 29 firms did not re-subscribe in 2020.

a. Reminder of Performance Metrics below:
   i. Identification of a minimum of 100 qualified candidates annually.
   ii. Arrangement of interviews for a minimum of 50 candidates with ACEC Indiana member firms annually.
   iii. Placement of a minimum of 21 candidates at ACEC Indiana member firms annually.

<table>
<thead>
<tr>
<th>TMap - ACEC Project</th>
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<tbody>
<tr>
<td><strong>Candidate Data</strong></td>
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<tr>
<td># of Candidates Presented</td>
</tr>
<tr>
<td># of Unique Candidates who Received Interest</td>
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<tr>
<td># of Total Candidate Interviews</td>
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<tr>
<td># of Active Interviews in Progress</td>
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<tr>
<td># of Candidates in an Active Interviewing Status</td>
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<td># of Candidates with an Inhouse Interviews</td>
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<td># of Inhouse Interviews Setup or Being Setup See # of Active Interviews in Progress</td>
</tr>
<tr>
<td># Candidates Successfully Placed</td>
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<tr>
<td><strong>Company Data</strong></td>
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<tr>
<td># of Companies who have Rated Candidates</td>
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<tr>
<td># of Companies who have Set Up an Interview</td>
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b. “Unclaimed Talent Proposal” discussion

Proposal from TMap - If all 6 currently enrolled firms have passed on a qualified candidate, is there an opportunity to present to the 29 firms that signed up in the Year 1 subscription? The unsubscribed firms would then pay a placement fee that is higher than the current subscriber placement fee.

Committee engaged in discussion regarding the Unclaimed Talent Proposal and made recommendations to ACEC staff to negotiate with TMap.

c. Is our previous premise or message of “Why Indiana?” still valid to recruit out-of-state engineers/technical personnel and those currently enrolled in Indiana schools?

Discussed updating previous survey of all member firms to make sure the message is still accurate for the industry/area, needs are still the same, performance matrix still accurate, etc. Committee and ACEC to review data from most recent Salary & Benefits Survey.

Discussed timing of survey if it is updated:
- Full survey after November to have more time to understand the impacts of COVID/election/etc.
- Possibly complete quick survey of the Board represented firms prior to next enrollment period. Colleen to review previous survey to see if it can be tailored quickly.

d. What does current TMAP subscription rate mean for the short-term and longer term efforts to recruit outside of Indiana?

Discussed completing a quick survey of the 29 firms that did not re-subscribe to better understand why they left the program and try to gain feedback from 2019 experiences.

3. ACEC Staff Position

a. How has the pandemic impacted immediate and longer-term workforce development needs for ACEC IN membership? Both the Workforce Development committee and the ACEC IN board need to address and answer this question to verify or revise the 3 year plan noted below.

Committee’s recommendation should be prior to next Board meeting (Dec. 10th).

b. Is now the time to move forward with the Workforce Development position or should we pause?

See 3.a. above.

4. University Relations
a. Should we thoroughly investigate the feasibility of a Civil program with IUPUI to increase the number of in-state students enrolled and graduating in Civil? Jon Stolz to use relationship with IUPUI Chancellor to have high-level discussion with to gain understanding on interest in adding CE program (discuss workforce gap / need in Indiana (especially Indy area) to attract workforce / ability to get graduates hired into the industry / etc. to stress the need for adding a Civil Engineering program … go with data.)

Ben Braun to start discussion with West Lafayette – CE Advisory Board to see if there is support for adding CE program at IUPUI.

b. What other outreach can we do with Indiana universities? Sanjay Patel to re-engage West Lafayette staff member that is interested in partnering with ACEC in efforts to attract more Indiana students.

Committee discussed potential opportunity to establish a virtual engagement program for ACEC firms to partner with Indiana universities to increase reach. Colleen to look back to see who engaged with universities previously to see if they can reach out again.

Discussed sending a consistent message that industry is still hiring graduates. Try to reach those deciding whether to enter the industry vs. grad school

c. Increasing diversity in the engineering pipeline

i. The 50K Coalition is a collaborative of more than 40 organizations focused on a bold national goal: to produce 50,000 diverse engineering graduates annually by 2025. The coalition was formed by the American Indian Science and Engineering Society (AISES), the National Society of Black Engineers (NSBE), the Society of Hispanic Professional Engineers (SHPE) and the Society of Women Engineers (SWE) https://50kcoalition.org/

Please check out the 50K Coalition website.

5. Next Meeting: Late Oct./ Early Nov. 2020

a. Dates/Times will be sent out via Doodle Poll.

6. Upcoming ACEC Events (ALL VIRTUAL)

a. Sept. 3- Indy DPW Designer Training
b. Sept. 15- IACIR Survey on Local Government & QBS Webinar
c. Sept. 16- Coffee with Colleagues
d. Sept. 24- Environmental Business and Funding Sources Conference