Historic investments in Indiana’s infrastructure have lead to tremendous growth in the industry, but over 50% of consulting engineering firms face difficulties in filling salaried professional positions due to lack of available talent. Continued investment in infrastructure proves a critical need for engineers and technical specialists in Indiana.

**Enrollment Declines**

The rate of high school students enrolling in college continues to drop; only 53% of 2020 high school seniors enrolled in college. There is growing skepticism that a college degree is not the right path for most students. And, while STEM degree enrollment is up, only 20% of STEM graduates are engineers, with the civil engineering discipline at the lowest level.

**Retention Challenges**

Indiana is 14th in the nation in attracting people to Indiana for college, but 40th in retaining college graduates. Of those that do remain in Indiana after graduation, many change disciplines, leaving a gap in civil engineers and professionals in related fields, such as land surveyors, construction inspectors and field technicians, without the talent pool to replace them.

**Supply & Demand**

Industry demand is outpacing available talent; too few graduates remain in the state, leaving Indiana’s firms with a gap of 50-100 civil engineering graduates each year. At the same time, Indiana will face a severe retirement cliff over the next decade within engineering and related fields, such as land surveying.

ACEC Indiana’s 2022-2026 strategic plan introduced a workforce development pillar, focused on developing partnerships with K-12 schools and partners, with higher education institutions and developing talent attraction resources for the consulting engineering industry.

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Scan to learn more about ACEC Indiana’s workforce development efforts
Participate in speaking opportunities for aspiring engineers (National Engineers Week, STEM Education Week, etc.).

Recruit and hire college students as interns or apprentices.

Extend ACEC Indiana Scholarships ($1,500-$5,000 awarded per student; personal check for school expenses).

Participate in college/career fairs.

Engage with students at industry spotlights/panels.

Partner on the development of innovative solutions to address industry challenges.

Support industry-focused needs of Indiana’s colleges and universities.

Our partners can support the consulting engineering industry...

Serve as an advocate/resource to the state on issues related to the engineering profession.

Increase student awareness, interest and recruitment for the civil engineering profession and related careers (land surveyors, field technicians, etc.).

Bolster connections with educators and post-secondary institutions to fuel the pipeline of civil graduates that plan to stay in the state of Indiana.

Increase opportunities for industry to engage with students earlier in their education.

Encourage in-state recruitment of engineering talent from Indiana colleges and universities.

ACEC Indiana and our member firms can support our partners...

Participate in speaking opportunities for aspiring engineers (National Engineers Week, STEM Education Week, etc.).

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The American Council of Engineering Companies (ACEC) is a federation of 51 state and regional councils, including Indiana, that serves as a unified voice for the business interests of engineering companies. ACEC Indiana represents over 135 engineering and associate firms in Indiana, over 5,000 employees.

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