

# ACEC *Indiana*

## Workforce Development Minutes 12.12.18

VS Engineering, 4275 N High School Rd, Indianapolis, IN 46254

Name	Firm	Position	E-mail	Attended?
1 Patel, Sanjay	VS Engineering	Chair	sbpatel@vsengineering.com	√
2 Brand, John	Butler, Fairman & Seufert		jbrand@bfsengr.com	
3 Braun, Ben	American Structurepoint		BBraun@structurepoint.com	√
4 Brooks, Randall	RQAW		rbrooks@rqaw.com	√
5 Cunningham, Cheryl	I Can Be An Engineer		cheryl@icanbeanengineer.com	
6 Kerstein, Mary	CHA Companies		MKerstein@chacompanies.com	√
7 Kline, Alex	Infrastructure Engineering		akline@infrastructure-eng.com	√
8 Mulryn, Erin	Green 3 LLC		erin@green3studio.com	√
9 Replogle, Dawn	Resolution Group		dawnreplogle@resogrp.com	√
10 Schickel, Seth	HNTB		sschickel@hntb.com	√
11 Stephen, Natalie	Etica Group		nstephen@eticagroup.com	√
12 Stolz, Jon	Christopher B. Burke Engineering	Board Liaison	jstolz@cbbel-in.com	√

- Opening Remarks, Sanjay Patel, Chair
- Introduction of new committee members
- Recap of Young Professionals Event and pertinence to Workforce Development and driving connectivity to those close to university age students
- Goal: Increase the number of professional engineers, surveyors, design technicians, construction inspectors and others that service the consulting engineering community in Indiana.
- Expectations: Commit to a three- year term to gain traction on the effort
  - Year 1 (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.
  - Year 2 (2020): Launch it with membership support.
  - Year 3 (2021): Review, adjust, evolve for continued growth.
- ACEC Indiana National Engineers Week Feb. 18- 22, 2019 Outreach Update
  - Central, North and South push
  - Need more volunteers all over, encourage your colleagues
    - Young professionals and diverse employees
  - Current list of schools signed up:

	School Name	School County	School Address
1	Ben Davis High School	Marion	1200 North Girls School Road
2	Bosse High School	Vanderburgh	1300 Washington Avenue Evansville IN 47714
3	Brownsburg East Middle School	Hendricks	1250 East Airport Road Brownsburg IN 46112
4	Christ the King Catholic School	Marion	5858 N Crittenden Avenue
5	Columbus East High School	Bartholomew County	230 S Marr Road Columbus Indiana 47201
6	Columbus Signature Academy New Tech High School	Bartholomew	2205 25th St, Columbus, IN 47201
7	COQUILLARD PRIMARY	ST. JOSEPH	1245 N Sheridan St, South Bend, IN 46628
8	Decatur Central High School	IN	6804 Ridge Crest Way
9	GOSHEN HIGH SCHOOL	IN	401 Lincolnway East 5745338651
10	Hamilton Southeastern Intermediate and Junior High	IN	12278 Cyntheanne Road
11	Kennedy Academy	St. Joseph	609 N. Olive St. South Bend, IN 46628
12	Lebanon Middle School	Boone	1800 North Grant Street, Lebanon, Indiana 46052
13	Penn High School	St. Joe	56100 Bittersweet Rd Mishawaka, IN 46545
14	Perry Township	Indiana	7525 Wellingshire Blvd.
15	Purdue Polytechnic High School	Marion	49 W. Maryland St Space H10B, Indianapolis, IN 46204
16	Sand Creek Intermediate	Hamilton County	11550 E 131st St, Fishers, IN 46038
17	Southern Indiana Career and Technical Center	Vanderburgh	1901 Lynch Road Evansville, IN 47711
18	Westfield High School	Hamilton	18250 N Union Street Westfield, IN 46074

- Report on discussion with universities
  - How is your school recruiting for engineering (region, target age, etc.)? Many smaller programs seem to rely upon regionality to attract students
  - Where is the engineering school spending recruiting funds?
  - How many civils start in your program? In state vs. out of state?
  - How many civil graduates in your current class? In state vs. out of state?
  - How many graduates are placed in engineering firm?
    - For those who sought employment elsewhere:
      - What caused shift from civil? Lack of internships? Hard classes?
  - Include surveyor programs
  - For Purdue: seek responses for civil, environmental and construction schools
- Added assignments for Midwest/ Regional schools

Rose-Hulman University	Alex Kline
Purdue West Lafayette	Ben Braun via Rick Conner
Trine University	Cheryl Cunningham
University of Southern Indiana	Colleen Merkel
Ohio State	Dawn Repogle
Notre Dame University	John Brand
Indiana Institute of Technology	Jon Stolz
Michigan, Michigan State	Jon Stolz
University of Evansville	Mary Kerstein
University of Louisville	Mary Kerstein
Indiana University-Purdue University Indianapolis	Natalie Stephen
Purdue Northwest (formerly Calumet)	Randy Brooks
Southern Illinois	Randy Brooks
Purdue University Fort Wayne	Sanjay Patel
Illinois	Sanjay Patel
Valparaiso University	Seth Schickel

- Sanjay and Colleen to pull together a spreadsheet with findings, glean data from state and regional programs to make a recommendation to the Board
- Identify pipeline for non-engineering professionals and gap in pay
  - Programs for surveyors, inspectors, CAD technicians
    - IUPUI- BS in Mechanical Engineering (BSME), BS in Energy Engineering (BSEEN), BS in Engineering – Interdisciplinary Engineering (BSE), BS/MS in Mechanical Engineering 5-year programs (BSMS), MS in Mechanical Engineering (MSME), MS in Engineering (MSE), Master of Science (MS), Doctor of Philosophy in Engineering (PhD)
    - Ivy Tech- Design Technology, Computer-Aided Design, Mechanical Design – all Certificates
    - Vincennes University- 1 year Certificate of Graduation, a 2 year Associate's of Science Career/Technical Degree, and a 4 year Surveying Management Technology Bachelor's Degree
- Better identify the need we are all stating we have—develop ACEC Survey to send to primary contacts at all firms
  - What is your current need in Indiana?
    - # of civils, environmental, mechanical, technical

- # entry level hires, # experienced hires
    - Average cost per person for recruitment?
    - What are our firms already doing HS, university?
    - Number of years in progress?
    - What is successful? Rank on a ROI scale 1-10?
    - Would you be interested in participating into a program like this? STEM elementary, middle/ high school, university (check all that apply)
    - Where have you hired from in the last 5 years
    - Create SurveyMonkey to membership after Jan. 1
      - Have info by April for budget prep
      - Go to Board with ask as end goal for year 1
- ACEC Indiana's job to tell the story of why a student should consider a career in civil engineering and why should he/ she work in Indiana?
  - We have funding in Indiana! Sell that as job security
  - Civil offers smaller firms – leadership and ownership opportunities
  - Cost of living excellent in Indiana, why we are a good place to live
  - Promote opportunities with engineering degree
  - Have a chance to convince Purdue students to become civils when they are a freshmen
- Infrastructure Academies
  - Regional approach
  - Bring together educators, funded by grant/ others
  - Training for engineering companies and asset companies
  - Something to research, State of Indiana to take advantage of, IVY Tech etc.
  - Need and desire to have it is already there, just need the funding—Chris Price's model
- Target elementary/ middle/ high schools
  - Limited resources and where do we want to target?
  - Engineers speaking at Career Day as often as possible
  - Where are others investing, like PLTW? Where are the gaps in coverage?
  - Find out what EWeek schools are currently doing
  - Indy, Fort Wayne, The Region, Evansville
  - What STEM activities does your school have already? Opportunity for semi-annual visits? Add to online EWeek form
  - What is effectiveness?
    - Exposure for pre-K-5
    - STEM awareness/ recognition middle school
    - Branches of civil engineering high school
  - Superintendents as outreach effort?
  - [Indiana STEM Certified Elementary, Middle and High Schools](#)
- Future meetings: February 6, 2019 and March 13, 2019 from 10- 11:30 a.m. at VS Engineering