Opening Remarks, Sanjay Patel, Chair

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
- **Northern Indiana**
  - Reaching out to 725 students from 5 different schools
  - Still need volunteers in South Bend and Logansport
- **Southern Indiana**
  - Reaching out to 100 students at 2 schools
  - Still need volunteers in Evansville
- **Central Indiana**
  - Reaching out to 1,225 students at 20 different schools
  - Still need volunteers in Fishers, Mooresville and Indianapolis

Review Survey Results
- 23 Responses from 105 consulting engineering members. Reviewed responses to survey questions regarding firms’ current level of workforce development efforts, hiring needs and desire of industry coordination, etc.
- Determine strategy moving forward based on responses
- Develop objectives and request for Board when allocating resources and budget in the spring of 2019
University Reports
- 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

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 Replogle
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
University of Kentucky  Charlie Starling

- Identify pipeline for non-engineering professionals and gap in pay
  - Programs for surveyors, inspectors, CAD technicians

- ACEC Indiana’s job to tell the story of why a student should consider a career in civil engineering and why should he/she works 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
  - What is effective?
    - Explore cost and materials needed for effort at each level of education
Explore immediate and short term results at each level of education
- Identify how Civil Engineering can attract the attention of students
- Determine level of education to pursue using gathered information

Discussion Items
- National Engineers Week
  - Connect with Colleen Merkel for volunteering, several spots still open in private sector, public sector welcomes more volunteers
- Compare current vs 5-year outlook hiring needs
- Attracting diversity in our firms, students connect with the brand and culture of a firm
- ACEC to partner with universities at high school level career fairs
- Survey Results
  - Consider an average justifiable value to recruit one person at firm
  - Utilize pre-organized events for recruitment and educational programs to funnel prospective students

Action Items
- Sanjay to meet with Student Experience Director at Purdue’s Civil Department
  - Connected with Sue Khalifah on 02/14/2019 to learn more about their specific Civil Engineering recruitment efforts
    - Sue is the sole person responsible for civil engineering recruitment at the high school and college freshman levels
    - Civil engineering students assist with school visits – college student to high school student connection is stronger than with professors or industry engineers
    - Primarily works with high school science teachers, PLTW and vocational/technical programs to coordinate ways to reach high school students
    - Middle school students tend to get more excited in general engineering over specific engineering disciplines
    - Working with Imagination Station in Lafayette to reach 5 – 8 year old children. Purdue helps sponsoring STEM education and is listed on their website homepage
    - Polytechnic High School is connected with Purdue Polytechnic Institute, not with Purdue’s engineering program
    - Works with PLTW to meet students and families interested in civil engineering
    - Sponsors “learning communities” with band, ROTC and Effects Technical reaching over 300 students
    - Planning on future partnership with Girls Scouts and working with individuals to develop content
- Sanjay to connect with TMAP to attend next ACEC Workforce Development Meeting
- Continue University reports and compile spreadsheet of information
- Funnel target audience for Workforce Development outreach
- Prepare a method for membership engagement in ACEC Workforce Development

Future Meeting: March 13, 2019 10:00-11:30 a.m. at VS Engineering