IN FOCUS

As we talk about topics of succession planning, the next generation or business climates, what role do we all play in any of these? I assume most may say that it is the human resources department, CFO or even CEO who drive these areas of the business, but everyone should have a role.


Here is another article that is a quick read but very informative regarding mentorship. https://www.trainingjournal.com/articles/opinion/five-tips-being-better-mentor

When a new staff person is hired, do you assess their needs to grow and prosper? What type of mentorship program do you have within your company? Do you also have an Executive Leadership program for those individuals who have the potential for higher positions but require more of the “soft skills” such as accounting, human resources, strategic planning and others?

ACEC/PA has been working diligently to set the stage for an emerging leaders or PAthways to Leadership program. We will be focusing on a small group of handpicked individuals with various skills, background, experiences and knowledge to create a program. Several other ACEC state chapters have similar programs and ACEC national is looking at ways to collaborate so the entire industry has access to grow their leaders.

ACEC/PA is also partnering in the development of a program with PennDOT to firms and industry partners so the industry to create an even more aligned relationship with our clients and partners. ACEC/PA’s members solve problems, create solutions, deliver results and drive momentum for innovative change. This can’t happen only at the top but needs to be many layers within your organization.

Over the last year we have seen substantial committee growth, more engagement at our chapter meetings and educational conferences and significant involvement in advocacy which has always been strong. This April, we will hold our 2nd ACEC/PA Spring Conference in Harrisburg. We will provide education, resources, business best practices, data and information, amazing speakers on topics you need to know and networking opportunities.
So, what is your role in the future of the people in your company? Everyone has a role but it requires action on your part to move forward.

Leeann Sherman
ACEC/PA Executive Director

**Member Firm**

**Earth Engineering Incorporated**
115 West Germantown Pike
East Norriston, PA 19401
610-277-0880
*About:* Full service geotechnical/environmental engineering consulting firm.

**Affiliate**

**ACE Construction, Maintenance & More**
20 S. 3rd Street
West Hazleton, PA 18202
570-599-0214
*About:* Ace Construction, Maintenance & More is a versatile business that has the capability to work with firms from the conception of a project to its completion. Our passion begins with the inspection of a project and ends with customer satisfaction. Our focus is in the monitoring and observation before, during and after a project. We believe that communication at every stage of a project is vital for its success in completion within time, scope, and budget, and overall project requirements. Our staff is bilingual which allows us to communicate in a multi-cultural setting. With our certifications and experience, we bring a drive and determination to work with each client for a successful project.

**Brehm, Nofer & McCarter, P.C.**
Eight Tower Bridge, Suite 1450
161 Washington Street
Conshohocken, PA 19428
*About:* Brehm, Nofer & McCarter, P.C. provides legal services to design & construction professionals throughout Pennsylvania and the Mid-Atlantic region.
Pa. Congressman Tom Marino says he is resigning
Tom Marino, a five-term Republican congressman who helped steer Donald Trump’s successful presidential campaign in Pennsylvania, said Thursday that he is resigning just days into a new term…Read more

State Sen. Rich Alloway plans to resign
State Sen. Richard Alloway II announced Friday he will resign from his Senate seat effective Feb. 28…Read more

January 18th Ups & Downs
The Governor was sworn-in for a second term this week, the FBI raids the Scranton Mayor’s home and Scranton City Hall, and a Pennsylvania Congressman announces his resignation…Read more

Senate Dems Release Committee Assignments
Yesterday, Senate Democratic Minority Leader Jay Costa Jr. announced the new committee assignments for the 2019-2020 session…Read more

Bob Casey says he's not running for president
Pennsylvania’s senior U.S. senator won’t be among the crowded field of Democratic presidential hopefuls hitting the 2020 campaign trail…Read more

A Road Map for Our New Governor to Improve Women’s Health and Economic Security
Democratic challenger Tom Wolf defied a national tide and 60 years of Pennsylvania history in defeating incumbent Republican governor Tom Corbett on November 4…Read more

Top Pennsylvania House of Representatives staffer dies at 55
Karen Coates, a top legislative attorney for state House Republicans throughout their current eight-year run in the majority, died Thursday at Hershey Medical Center after a brief illness…Read more

Pennsylvania jobless rate stable as payrolls hit record high
Pennsylvania's unemployment rate stayed the same in December, at close to a two-decade low, although payrolls still jumped to a new record high…Read more

‘Let’s have faith in what we can fix together,’ Wolf says in inaugural address seeking to unite Pa. | Analysis
Saying Pennsylvania had “gone from a Commonwealth at a crossroads to a Commonwealth on a
comeback,” Democrat Tom Wolf began his second term Tuesday by striking a bipartisan note, asking Pennsylvanians to help move the state even further forward…Read more

Central Susquehanna Valley Thruway project clears major hurdle
A major hurdle has been cleared so the final section of a major central Pennsylvania highway project can proceed…Read more

The Keystone State may have found the key to the next wave of transportation electrification
Pennsylvania's breakthrough collaboration of private sector, utility, legislative and regulatory leaders may be the template for a national transportation electrification program that can drive the next wave of market expansion…Read more

PennDOT has a plan to widen 'dangerous' I-81 in southcentral Pa., but $2.9 billion needed
Many big players along the Interstate 81 corridor want to see the highway expanded to six lanes, but that does not mean physical progress will be made anytime soon…Read more

Is chaos ahead for transportation funding in Pa.? | Opinion
A nasty storm could be brewing for Pennsylvania’s transportation funding regimen, says a scholar at the Allegheny Institute for Public Policy…Read more

Plan to widen part of I-83 to 12 lanes irks Harrisburg officials
As part of a decade-long effort to improve Interstate 83, Pennsylvania Department of Transportation engineers are looking at widening the highway to 12 lanes -- adding three in each direction -- between Paxton Street and Second Street…Read more

Gov. Wolf Says For PA To Have A Strong Natural Gas Industry; We Need Pipelines
The Governor of Pennsylvania joined the KDKA Radio Morning News on Tuesday to discuss a number of topics…Read more

UPCOMING EVENTS

February Government Affairs Breakfast with Rob Wonderling, President & CEO of The Chamber of Commerce for Greater Philadelphia discussing Grow PA
Wednesday, Feb.13
Hershey Country Club, Picard Pavillion
Read more
Register now
February Central Chapter Meeting with Jennie Granger, AICP, Deputy Secretary for Multimodal Transportation, PennDOT
Wednesday, Feb. 13
West Shore Country Club
Read more
Register now

February Eastern Chapter Meeting with Timothy Stevenson, P.E., PennDOT
Tuesday, Feb. 19
The Desmond Hotel
Read more
Register now

ACEC/PA Diamond Awards Gala
Thursday, Feb. 28, 2019
Lancaster Marriott at Penn Square
Register now! Sponsorships also available.

We would like to thank our sponsors (as of Jan. 22, 2019)
SAVE THE DATE

ACEC/PA Legislative Day
March 20, 2019
PA State Capital

ACEC/PA Spring Conference
April 16 - 17, 2019
Hilton Harrisburg

ACEC Convention
May 5 - 8, 2019
Learn more here

ACEC/PA Annual Meeting
May 19 - 21, 2019
Kimpton Aertson Hotel, Nashville, TN

COMMITTEE NEWS

You Are ACEC/PA
We have 22 different committees looking for your leadership and expertise. Check out the committee page to see which one is for you. Those interested in learning more should contact the ACEC/PA office at (800) 651-1946 or ACEC/PA Executive Director Leeann Sherman.

PARTNERS

2019 e-Construction & Partnering (eCP) Regional Workshop
April 17-18
Learn more here

U.S. DOT to Propose Changes to Drone Regulations
U.S. Secretary of Transportation Elaine Chao announced proposed changes this week to federal rules governing commercial use of small unmanned aircraft systems (UAS) to permit flights over people on the ground and at night. ACEC has called for these changes since the current restrictions were established in 2016.

Under existing FAA rules, commercial drone operators can apply for a waiver to fly drones over people and at night, but the exemption process is slow and restrictive. The proposed rule would create a new framework of three categories of permissible UAS operations over people, based on the risk of injury, and modify pilot certification knowledge testing and training standards for nighttime operations.
Click here to view the proposed rule. Public comments will be due in 60 days of publication in the Federal Register.

ACEC will be developing and submitting industry feedback on the proposal. For additional information, contact Matt Reiffer.

---

**Nominate Outstanding Engineering Students for 2019 ACEC Scholarships; March 15 Application Deadline**

Under the auspices of ACEC’s College of Fellows, the ACEC Research and Management Foundation (ACEC/RMF) will award seven general scholarships and one specialty scholarship to top engineering students in 2019.

The general scholarships are:

- ACEC Scholar of the Year Scholarship
- The Rina Lee Scholarship
- College of Fellows Scholarship
- a/e ProNet Scholarship
- Professional Liability Agents Network (PLAN) Scholarship
- Life/Health Trust (LHT) Scholarship
- Small Firm Council Scholarship

The specialty scholarship is the Council of American Structural Engineers (CASE) Scholarship.

The deadline for applications is March 15, 2019.

Scholarship winners will be selected by the ACEC Fellows Committee. All scholarship applicants must submit applications through their respective state Member Organizations. Click here for eligibility and submission guidelines. For additional information, contact ACEC’s Director of Awards Programs Daisy Nappier.

---

**RESOURCES**

**IMPORTANT:** Please share the following important information with your CFO, Finance or other appropriate staff member within your company.

**New Revenue Recognition Standard**

A new revenue recognition standard for financial statements became effective for 2019. It requires significant judgment to determine when revenue is recognized. This new standard applies to firms that issue accrual basis financial statements. It does not apply to tax returns or if you issue financial statements on the cash basis. The terms of each contract must be considered to determine how and when revenue is to be recognized. Now is the time to take a closer look at this, to ensure that 2019 revenue is properly recognized. While each company is unique and will have to consider its specific facts and circumstances,
it is generally expected that the guidance will not materially impact revenue recognition for most AE firms but will require additional consideration and documentation to support that position, as well as additional detailed disclosures in the notes to financial statements.

New Lease Accounting Standard
Effective in 2020, the new lease accounting standard will require all leases, not just capital leases, with lease terms longer than 12 months to be recorded on the balance sheets as “right-of-use” assets and corresponding liabilities. This will have the effect of grossing up assets and liabilities with no impact on equity in most cases. However, this new accounting treatment may impact the calculation of certain debt covenants, including current ratio and debt-to-equity ratio. It is recommended that you discuss the impact of this change with your lenders before 2020 to avoid issues with meeting these covenants.

Emerging Technologies for Engineers
Thursday, Jan. 31 • 1:30 – 3 p.m.
Learn more here

ACEC Highlights Workforce Development at National Transportation Conference
ACEC Senior Director of Transportation Programs Matt Reiffer discussed industry workforce challenges on a panel session at the 2019 Transportation Research Board (TRB) annual meeting this week. According to ACEC’s most recent Engineering Business Index (EBI) survey, 37 percent of engineering firm CEOs point to the shortage of engineering talent as the greatest threat to their firm’s success.

The panel discussed on-going efforts for recruiting and retaining workers into engineering and other transportation and infrastructure fields, including traditional construction and maintenance trades as well as emerging technologies. Additional concerns involved skill shortages in data management, robotics, artificial intelligence, nanotechnology, additive manufacturing/3D printing, and fully autonomous vehicles.

Among the recommended solutions were crafting an in-company lifelong learning system, investing in human capital, promoting and enhancing a diverse workforce, and collaborating with other stakeholders on strategies to expand the pool of available talent.

On a broader scale, panelists discussed improving education and training systems, implementing policies and programs to help workers repurpose their existing skills or retrain to acquire new skills.

The session was hosted and moderated by the FHWA Center for Accelerating Innovation. Other panelists were Stephanie Ivey, associate dean for research, Herff College of Engineering, University of Memphis; Marshall Elizer, assistant secretary, Washington State DOT; Thomas O’Brien, executive director, Center for International Trade and Transportation (CITT), California State University, Long Beach; and King Gee, director of engineering and technical services, AASHTO.
Congratulations!
Congratulations to Rose Bougher from Ad Marble for being named Woman of the Year by international organization, Advancing Women in Transportation, Central Pennsylvania chapter.

York College of Pennsylvania Career Expo
You’re invited to attend the York College Career Expo on Wednesday, March 20, 2019. Space is limited. Please register here.

ACEC/PA Needs Your Help
- Do you have committee news to share or know of a colleague/firm making a difference? We’d want to share that news! Please send ACEC/PA Executive Director Leeann Sherman the information for inclusion in an upcoming edition of forward.
- We want to communicate with you. Please take a moment to update your profile with us so you don’t miss any important news or events.

Did You Know?
The snowboard was invented by an engineer?

Connect with Us on Social Media
Follow ACEC/PA on social media to keep up-to-date with the latest company news, industry highlights and benefit from a range of useful resources.
Our mailing address is:

ACEC/PA

800 North Third Street

Suite 301

Harrisburg, Pa 17102

Add us to your address book

Want to change how you receive these emails?
You can update your preferences or unsubscribe from this list.