



**ENGINEERING
WORKFORCE
CONSORTIUM**

MEMORANDUM OF UNDERSTANDING TO ESTABLISH THE ENGINEERING WORKFORCE CONSORTIUM

PURPOSE

This Memorandum of Understanding (MOU) establishes the Engineering Workforce Consortium, hereinafter "EWC," between the undersigned parties to address the engineering and public works workforce shortage pursuant to the outcomes of the Engineering and Public Works Workforce Summit.

On April 19, 2024, the Summit concluded with a commitment to ongoing collaboration, formalized through the EWC, led by the American Council of Engineering Companies, the American Society of Civil Engineers, and the American Public Works Association.

SCOPE OF COLLABORATION

The undersigned parties agree to cooperate in the following areas:

Attracting Students and the Next Generation

- Identify and support existing outreach and engagement programs that effectively target elementary and secondary-level students to promote engineering careers.
- Identify strategies targeting young women and other under-represented populations to promote engineering careers.
- Develop a strategy to promote careers in the engineering space beyond those that require a four-year degree or engineering license, such as job roles and pathways through community colleges and trade schools.
- Identify and engage influencers – such as educators and parents – to inspire students to pursue engineering careers.

Retaining the Current Workforce

- Identify and promote successful strategies that attract and retain engineering talent within public and private sector entities, including programs targeting women and other under-represented populations.
- Promote awareness of career pathways and professional development as retention tools.
- Evaluate mentorships and other programs that focus on retaining employees.
- Work with public agencies to streamline hiring processes and provide immediate hiring authority to recruiters to reduce bureaucratic delays.

Advocacy Solutions to Expand the Workforce

- Expand investments in STEM education.
- Reinforce strong state licensure for engineers.
- Other initiatives as identified.

COMMITMENTS

The undersigned parties commit to:

Establishing the Engineering Workforce Consortium to develop and implement solutions.

Developing a blueprint for scalable and tailored solutions for the EWC.

Ensuring ongoing collaboration and regular meetings to assess progress and make necessary adjustments for the EWC.

Sharing resources, data, and best practices to achieve common goals for the EWC.

Developing metrics to evaluate the effectiveness of implemented solutions for the EWC.

DURATION:

This MOU will remain in effect for a period of three years from the date of signing, with the option for renewal upon mutual agreement of the undersigned parties.

STEERING COMMITTEE

ACEC



ACE Mentor

APWA

UNDERSIGNED PARTIES

Army Corps of Engineers

ASCE



Donna M. Shea

Connecticut Transportation Institute

Discover Engineering

ElevateHER

Engineers Without Borders USA

Institute of Electrical and Electronics Engineers

Institute of Transportation Engineers

National Academy of Construction

National Society of Professional Engineers

Society of American Military Engineers

Society of Women Engineers



American Society of
Heating, Refrigerating
and Air-Conditioning
Engineers



