



NATIONAL SOCIETY of BLACK ENGINEERS

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BLACK ENGINEERS ASK: 'WHAT HAPPENED TO THE STABILITY?'

"This article raises important issues about the adequacy of our technical work force data for policy decisions."

— Debra S. Knopman, Ph.D., Vice President and Director, Infrastructure, Safety, and Environment, the RAND Corporation

I recognize the need to address the serious concerns raised in this article about high-tech unemployment. Economic globalization, employers' reliance on part-time and temporary workers — including temporary foreign workers — as well as outsourcing and offshoring, have hit engineers hard, most especially minorities."

— Jean Eason, Chair, Employment & Career Services Committee, IEEE-USA

If the demand for engineers is as great as U.S. employers say it is, then why are some American engineers finding it hard to get a job?

In its November/December 2005 Fall Recruitment Edition, *NSBE Magazine* talks with top employers, industry researchers and working and unemployed engineers, in search of answers to this question, in an exclusive investigative report titled **"Who Needs Black Engineers?"** *NSBE Magazine* has been published since 1986 by the National Society of Black Engineers.

"This article raises important issues about the adequacy of our technical work force data for policy decisions," says Debra S. Knopman, vice president and director of Infrastructure, Safety, and Environment of the RAND Corporation, one of the sources cited in the article by *NSBE Magazine*. "As the RAND report* highlights, these issues include the need for current data on: job market conditions in various occupational categories, disciplines, and career stages; the movement from academe to industry, which hires almost 40 percent of the U.S. scientific, technical, engineering, and mathematics (STEM) doctoral graduates; the nature of STEM career paths; and the size and characteristics of the global STEM work force."

IEEE-USA's Employment & Career Services Committee chair, Jean Eason, says, "I recognize the need to address the serious concerns raised in this article about high-tech unemployment. Economic

globalization, employers' reliance on part-time and temporary workers — including temporary foreign workers — as well as outsourcing and offshoring, have hit engineers hard, most especially minorities."

"IEEE-USA advocates retraining of displaced engineers, improving K–12 math and science education, and enacting immigration reforms that make good-faith efforts to fill positions with U.S. citizens first, including women and minorities," Eason adds. "The engineering profession must make more effective use of the knowledge, skills and abilities of talented human resources, regardless of race, sex or age."

"Engineering is a great profession that needs more black participants," says Eric Addison, editor of *NSBE Magazine* and author of the report. "But in promoting the benefits of this field for our young people, we also need to make them aware of the extent of the challenges they'll be facing."

"This article is about beginning to bridge the 'Reality Gap,' " Addison continues, "by telling our readers what's really going on in the American workplace."

"Who Needs Black Engineers?" has executives of some of the world's largest companies – IBM Corporation, Microsoft Corporation, General Electric Company and Exxon Mobil Corporation – on the record answering the hard questions, such as, "Is the engineer shortage real?" It examines whether the business case for diversity is being undercut by increased global competition. And it gets honest talk from some black engineers who say they are suffering in the job market, and some who say they are not.

NSBE's 2005 Fall Recruitment Edition also presents the National Society of Black Engineers' 17th annual "Employer Preference Survey," headlined by the "NSBE 50," the companies and government agencies most preferred by NSBE's membership.

"This edition of *NSBE Magazine* is a watershed," says NSBE Executive Director Carl B. Mack. "As the employment picture for our members becomes more challenging, NSBE will be stepping up its game to support their interests, through harder-hitting journalism, strategic alliances and other creative means."

Founded in 1976, the National Society of Black Engineers is one of the largest student-run organizations in the world, with 15,000 members, more than 300 chapters on college and university campuses and more than 80 Alumni Extension chapters and interest groups in the U.S. and abroad.

For more information about NSBE, *NSBE Magazine* or "Who Needs Black Engineers?", contact Eric Addison by e-mail at eaddison@nsbe.org or by phone at (703) 549-2207, ext. 209.

❖ Terrence K. Kelly, William P. Butz, Stephen Carroll, David M. Adamson, and Gabrielle Bloom (eds.), *The U.S. Scientific and Technical Workforce: Improving Data for Decisionmaking*, "Conference Proceedings, CF-194-OSTP/SF, RAND Corporation, 2004.

