

Meeting Summary  
**Career and Workforce Policy Committee**  
May 20-21, 2005

IEEE-USA's Career and Workforce Policy Committee met in the IEEE-USA office in Washington D.C., on Friday, May 20 and Saturday, May 21, 2005.

**Participants** included: CWPC Chair Paul Kostek, Dick Ellis, Greg Hutchins, Tarek Lahdhiri, Rich Larson, George McClure, Ed Perkins and IEEE-USA staffers Chris McManes, and Vin O'Neill.

**Invited Guests** included: Eleanor Babco, Executive Director, Commission on Professionals in Science and Technology (CPST); Jerry Gibbon, IEEE Region 2 South Area Coordinator; and Amarjet Basra, IEEE Northern Virginia PACE Chair.

**Offsite Meetings:** Paul Kostek and Vin O'Neill met with Compete America representatives including: Sandy Boyd, NAM Vice President for Human Resources Policy; Gina Bancroft, EDS Director of Global Government Affairs; and Warren Leiden, a former Executive Director of the American Immigration Lawyers Association (AILA) at the National Association of Manufacturers office in Washington on May 19. The purpose of the meeting was to exchange perspectives on needed reforms in work visa programs used by employers of engineers and the outlook for Congressional action on immigration legislation in 2005.

### May 21 Business Meeting Summary and Action Items

- 1. Meeting Summary** – Committee members approved summaries of the CWPC Meeting held in Santa Clara, California on March 4-5 and the Careers Fly-In held in Washington D.C. on March 8-9. During the Fly-In, 20 IEEE volunteers from eight states met with key legislators and staff to discuss needed reforms in the H-1B visa program, the impact of offshore outsourcing on U.S. engineering employment and a recommended expansion of the trade adjustment assistance program to include displaced service sector workers.
- 2. Legislative Status Report** – IEEE-USA staff reviewed the status of pending Federal legislation affecting careers issue clusters of special concern to IEEE members. These clusters include: 1) health and retirement benefits, 2) education and training ranging from K-12 Math and Science Educational Partnerships to Workforce Investment Act amendments, 3) immigration reform, including temporary work visa programs and expedited admissions processing, and 4) offshore outsourcing, including data needs, displaced worker assistance programs and the impact of offshoring on U.S. economic and technological competitiveness.
- 3. IEEE-USA Immigration Reform Initiatives** – including: 1) Publicity for Senator Charles Grassley's (R-IA) efforts to get to the bottom of the 2004 "H-1B cap flap," 2) provision of legislative language for inclusion in an H-1B reform proposal being prepared for introduction by Congressman Jim Pascrell (D-NJ), and 3) discussions with industry representatives on needed reforms in the permanent employment-based admissions system.

4. **Educational Reform Proposals**- including: 1) proposed college educational loan forgiveness legislation(The Math and Science Incentive Act – H.R. 1547/S.765) introduced by Virginia Congressman Frank Wolf and Senator John Warner, 2) educational reform provisions (financial assistance for teachers and students in areas of national need) being prepared for introduction by Congressman David Dreier (R-CA), and 3) discussions with Senator Edward Kennedy’s (D-MA) staff about provisions that should be included in a new National Defense Education Act.
5. **Selected Offshoring Impact Assessments** – including: 1) efforts to ascertain the whereabouts of a June 2004 Commerce Department report on the impact of globalization on U.S. knowledge-based industries including computer software, semiconductor chip design and manufacturing and pharmaceuticals, 2) a Sept 2004 GAP report entitled “Current Government Data Provide Limited Insight into Offshoring of Services,” and 3) an invitation to provide input to a new, \$2 million offshoring g study being conducted by the National Academy of Public Administration.
6. **Committee (Staff) Research and Educational Initiatives**- including 1) a joint research effort with the Commission on Professionals in Science and Technology (CPST) to identify factors contributing to the choice of college majors and careers by talented high school and college students, 2) an extensive bibliography of current sources of information on offshore outsourcing (with links to original documents), and 3) plans to assist the minority staff of the House Science Committee to identify issues, recommend witnesses and organize Congressional briefings on the impact of offshoring, technological change and productivity improvements on U.S. engineering labor markets.
7. **Expiring IEEE-USA Policy Statements** – including 1) Alternative Certification of Engineers as Math and Science Teachers, 2) Pre-College Education in Science, Math, Engineering and Technology, and 3) Corporate Competitiveness and Environmental Sustainability.

**Action** – Staff recommended that current and expiring positions on education and training issues be combined in a single document highlighting pertinent issues and consensus policy recommendations and then circulated electronically for committee review and approval.

8. **Commission on Personnel in Science and Technology** – Executive Director Eleanor Babco described the CPST’s mission, history, membership, publications and services. Founded in 1953, CPST is a participating member of the American Association for the Advancement of Science (AAAS) that collects, analyzes and distributes current information about human resources in science and technology. Members include: educational institutions, private corporations, professional societies and individuals. CPST is particularly aggressive and very successful in securing grants and contracts to support the conduct of research projects and the dissemination of findings, news and opinions through conferences as well as print and electronic publications.

**Action** – Meeting participants recommended that IEEE-USA become a participating society member of CPST (\$700 in annual dues) and that Greg Hutchins be considered for appointment as the committee liaison/IEEE-USA representative on the CPST Board.

- 9. IEEE-USA Communications** – Received reports on IEEE-USA vehicles for communicating news on policy matters (Today’s Engineer and Eye on Washington) and ongoing efforts to build a grassroots network of individuals to help communicate current concerns and recommendations to legislators.

**Action** – Paul Kostek urged committee members to draft articles on pertinent issues for including in IEEE-USA publications. Kostek also recommended that committee members receive media training to help prepare them to speak out on issues of special concern to print and broadcast journalists.

## **10. Other Committee Business**

**Action** – Ed Perkins, Tarek Lahdhiri and Greg Hutchins agreed to identify topics and prepare a content outline for a daylong seminar on career transition issues for review at the August meeting and possible presentation to interested IEEE members in conjunction with the October meeting.

**Action-** Paul Kostek offered to work with IEEE-USA staff to develop a web log (blog) to supplant the committee reflector as the primary vehicle for the exchange of ideas and opinions on careers issues of special concern to IEEE members.

**Action-** Staff was instructed to refresh the Committee web page on a quarterly basis.

## **Future Meeting Dates**

August 05-06 – Boston, MA and October 28-29 – Dallas/Ft. Worth or Austin, TX