IEEE-USA Annual Plan

Career & Workforce Policy Committee
Chair: Hank Lindborg
Proposed: January 2009
Staff: Vin O’Neill

Mission: To advance the career-related policy interests of electrical, electronics and computer engineers and related information technology professionals with a specific focus on the career needs of IEEE’s U.S. members and the overall health of the U.S. engineering workforce.

Committee Goals and Objectives

Public Policy Priorities

- **Competitiveness and Innovation** – Promote enactment of Federal legislation needed to sustain U.S. technological leadership, promote economic competitiveness and create high wage/high value added jobs in science, technology, engineering and math (STEM) fields in the United States. [IEEE-USA Government Relations Council]

- **Education and Lifelong Learning** – Continue to promote enactment of Federal legislation to improve the quality of science, technology, engineering and mathematics (STEM) instruction in grades K-12 and enable more Americans to pursue university degrees and continuing professional education in STEM fields. [STEM Education Coalition]

- **Health and Retirement Security** – Increase health care accessibility and affordability for the employees of small businesses, for association and professional society members and for self-employed individuals and improve financial security in retirement for more Americans by: strengthening tax-favored retirement savings programs; reforming Social Security; and eliminating statutory impediments to phased retirement for older workers. [Small Business Health Care Coalition and Savings Coalition of America]

- **High Skills Immigration Reform** – Promote enactment of Federal legislation to increase the availability of permanent, employment-based (EB) visas; facilitate the transition of international students with advanced degrees in STEM fields from U.S. schools from temporary to legal permanent resident (LPR) status; reform temporary, employment-based admissions programs for high tech professionals; and streamline visa processing for short term visitors coming to the United States to conduct business, education or research. [Employer, Educational, Immigrant, Labor and Professional Organizations]

- **Workforce Globalization** – Continue to assess the impact of offshore outsourcing on high tech employment in the United States and its long-term implications for America’s technological leadership, economic vitality and national security. [House Science & Technology Committee]
Member Communications

- Publish updated editions of Ten Tax-Favored Ways to Save for Retirement and An Engineers Guide to Educational and Employment-based Visas as E-Books [Staff]

- Publish selected engineering workforce statistics (education, employment, immigration, salaries and job projections) on-line [Staff and Consultants] <pending completion>

- Expedite the dissemination of careers and workforce policy information in Today’s Engineer (6), at IEEE Conferences (2) and in instructional webinars (2).

Member Education

- Continue to offer Career Survival/Makeover Workshops in conjunction with CWPC meetings with help on promotion, registration and facilities from local IEEE sections.

- Offer a one day “emerging engineering employment opportunities” seminar in cooperation with an IEEE-USA policy committee or an IEEE technical society. [Computer Security, Critical Infrastructure Protection, Power Generation, or RFID]

Multi-Generational Workforce Research Project

- Publish findings, conclusions and recommendations from survey research conducted in 2008 to help improve the professional productivity and personal satisfaction of younger, mid-career and older engineers in today’s multi-generational workforce. [Kostek, Lindborg and Perkins] Research]

Organizational Outreach

- Continue to hold meetings with employers of engineers and with local IEEE section leaders in conjunction with CWPC business meetings in high density population centers.

- Re-establish liaison with the Engineering Workforce Commission (AAES) and re-consider becoming an individual member of the Commission on Professionals in Science and Technology (AAAS). [Staff]

- Develop opportunities to partner with internal IEEE and external entities (employer organizations, educational institutions and government agencies) on careers and workforce policy issues of mutual concern.
Committee Membership

- Refresh committee membership listings; identify and recruit Regular, Resource, Section and Society Representatives and Corresponding members.

Committee Budget

<table>
<thead>
<tr>
<th>Year</th>
<th>Budget</th>
<th>Modified</th>
<th>Projected</th>
<th>Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008</td>
<td>$30.0 K</td>
<td>$82 K*</td>
<td>$88 K</td>
<td>$ 99.4</td>
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<tr>
<td>2009</td>
<td>$30.6 K</td>
<td>$70.6**</td>
<td></td>
<td></td>
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- 2008 modifications included $10K for Career Fly-In expenses and $42K for legislative advocacy on immigration issues by the Morrison Public Affairs Group

- 2009 modifications include $10 K for career Fly-In expenses and $30K for legislative advocacy on immigration issues by the Morrison Public Affairs Group

Committee Events Schedule (Committee Meetings and Telecom Dates TBD)

<table>
<thead>
<tr>
<th>Quarter</th>
<th>Event</th>
<th>Dates</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Winter</td>
<td>Annual Meeting</td>
<td>Feb 26-Mar 4</td>
<td>Salt Lake City</td>
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<tr>
<td></td>
<td>Career Fly-In</td>
<td>Mar 23-24</td>
<td>Washington DC</td>
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<tr>
<td>Spring</td>
<td>Congressional Visits</td>
<td>Apr 28-29</td>
<td>Washington DC</td>
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<tr>
<td></td>
<td>CWPC Meetings</td>
<td>May 01-03</td>
<td>Washington DC</td>
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<tr>
<td>Summer</td>
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<tr>
<td>Fall</td>
<td>STEM Measures Con</td>
<td>Oct 21-23</td>
<td>Washington DC</td>
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Q:CPC/Plans/Draft 2009 Annual Plan