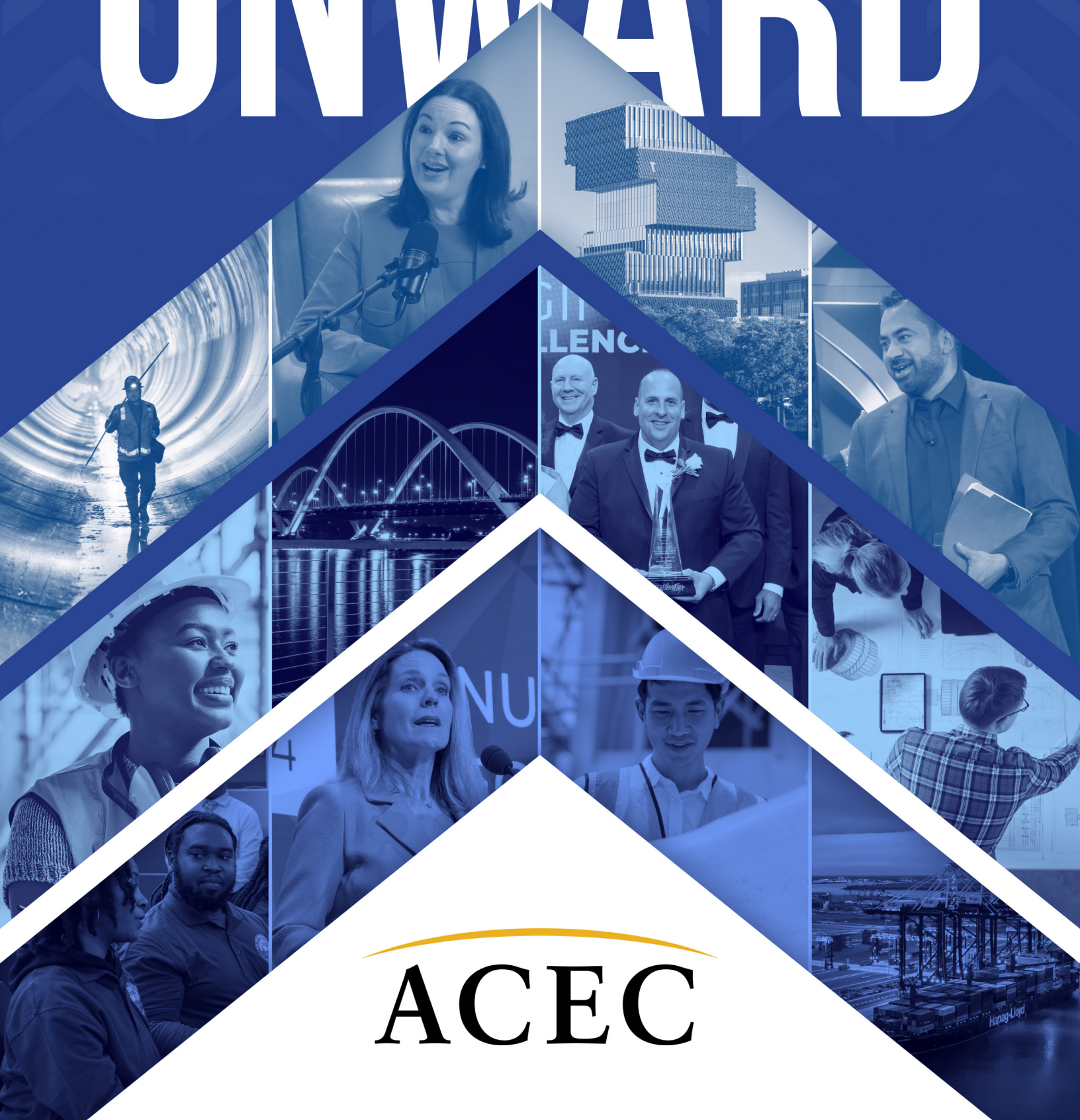


2023-2024 ANNUAL REPORT

ONWARD



ACEC



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MESSAGE FROM THE CEO AND 2023-2024 BOARD CHAIR



Linda Bauer Darr
President and CEO
ACEC National

Dear Friends:

Welcome to our 2023-2024 Annual Report, ACEC: Onward. We were deliberate in our choice of title and theme: it lends itself to a narrative that is equal parts retrospective and forward-looking. That is intentional. This Report is an accounting of our progress against our priorities: the advocacy work that moves the needle within the corridors of power, the communications work that reinforces our message on the essentiality of engineering, and the behind the scenes organizational work that ensures our member firms are positioned to win in a “blink and you’ll miss it” marketplace that becomes more technology driven with each passing day.

Yet even as we work to refine – and redefine – where we are in the marketplace, the marketplace will continue to evolve. That is the nature of business. But the future holds no fear for the prepared. And that is the constant thread within this year’s Report: the future is here, and we are ready for whatever that future may bring.

We know better than most that engineers make a real and meaningful difference in the lives of our neighbors, the health of our planet, and the continued growth and progress that secures the future of both. We are here to tell that story, but we also are here to foster a climate in which our member firms can thrive.



Jay Wolverton
2023-2024 ACEC
Board Chair
ACEC National

Our newly formed Workforce Committee (page 46) is charged with surfacing solutions – both political and practical – to our industry’s ongoing labor shortage. The Committee co-hosted an inaugural Workforce Summit in April with our partners at ASCE and APWA, gathering dozens of leaders from across academia, government, and associations. From that Summit came the creation of the Engineering Workforce Consortium, an ongoing collaborative effort to attract and retain engineering professionals.

Our state Member Organizations (MOs) play a critical role in shaping our collective future, and our Minuteman Fund (page 14) is there to help our MOs advocate for our interests on the ground. Over the last year, the Fund has disbursed nine grants to our state organizations to buttress efforts on legislative and regulatory battles with implications that can extend beyond state lines.

We recently launched a Market Intelligence Committee (page 46) focused on analyzing and interpreting trends in both the public and private sectors. Part advisory council, part content aggregator, the Committee will serve as a resource to guide direction, topics, and speakers for ACEC programming, and will function as eyes and ears and dynamic marketplace by peering around corners, keeping apprised of trends, and reporting back to our members.

Now entering its third year, our Engineering and Public Works Roadshow (pages 20-21) convenes lawmakers, industry executives, and the media to highlight infrastructure projects that make communities cleaner, safer, greener, and more accessible. Engineering contributes more than \$300 billion to the U.S. economy every year. The Roadshow serves to personalize and humanize the depth and breadth of those contributions, the ones that can’t always be measured in dollars and cents.

We are proud to serve as champions of engineering’s essential role in our neighborhoods and our nation. Within these pages, you will find the story of a year well-spent and, even more importantly, of a path charted for continued success in the years to come.

Onward.

Sincerely,

Linda Bauer Darr
President and CEO

Jay Wolverton
2023-2024 ACEC Board Chair

ADVOCACY IN ACTION

Advocacy is the heartbeat of ACEC, and the Council's national office works closely with its volunteer leaders, committees, and Member Organizations (MOs) to navigate the political landscape of today and look ahead to what comes next.



[Click here to learn more](#)

Over the past year, ACEC has overcome several obstacles to achieve tangible results for our member firms, including passing a major FAA bill, securing long-overdue procurement reform to push back on commoditization, and supporting immigration policy to help alleviate the industry's workforce shortage.

Here is a snapshot of ACEC's advocacy accomplishments over the past year.

ACEC MOBILIZES TO FIX R&D TAX

The advocacy team focused much of its effort this year on building strong bipartisan momentum to repeal the R&D amortization requirement and restore full deductibility of R&D expenses. This effort harnessed the power of the Minuteman Fund to provide resources for a sustained media and education campaign (more on page 14). The campaign cultivated support for action in the House and Senate to fix R&D amortization.

The combined effort by ACEC National, the MOs and member firm executives played a key role in the House passage of H.R. 7024, a bipartisan business and family tax package, by a vote of 357 to 70. This legislation would delay the R&D amortization requirement until 2026, restoring deductibility and allowing engineering firms to maintain their focus on development and growth. The legislation now sits in the Senate, where ACEC continues to advocate for its passage into law.

Missoulian

The innovation of Montana's engineering firms is at risk



[Click to learn more](#)



[Click to watch](#)

WORKFORCE ADVOCACY

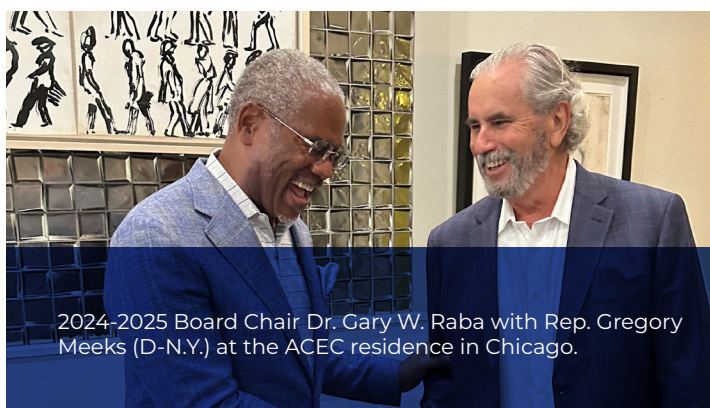
Addressing the needs of member firms includes advocating for immigration reform, a core component of ACEC's workforce agenda.

ACEC created the Workforce Committee this year and hosted the first ever Engineering and Public Works Workforce Summit with our partners at ASCE and APWA, which brought together experts from industry, associations, and academia to address the engineering workforce shortage. The summit resulted in the formation of the Engineering Workforce Consortium – a formal organization to pool resources, thought leadership, and experiences focused specifically on workforce issues (see more on page 48).

ACEC was also successful in persuading the Biden Administration to act on its recommendation to reform the H-1B visa lottery and reduce multiple entries for the same individual. The successful implementation of this change resulted in a significant reduction in lottery registrations from almost 759,000 in FY2024 to 470,000 in FY2025. Another ACEC recommendation was reflected in a U.S. Citizenship and Immigration Services (USCIS) regulatory initiative to add STEM fields to the Schedule A process for employment-based green cards, which would streamline the hiring process for engineering firms.



[Click to view gallery](#)



LIFTING THE 6%

FEE CAP FOR ENGINEERING SERVICES FOR CERTAIN GOVERNMENT AGENCIES

The 6 percent fee cap for engineering services performed for the Department of Defense and U.S. Army Corps of Engineers projects stood unchanged since 1939. ACEC worked with its federal clients and Congress to include language in the National Defense Authorization Act to increase the cap from 6 to 10 percent. By doing so, design firms have greater latitude to negotiate contract terms that better reflect the qualifications of the design team, as well as project goals, innovation, and to mitigate risks involved in the project. The increase is a victory for Qualifications Based-Selection being the driving factor in the procurement of engineering services.

UPDATES TO THE U.S. DOT DBE PROGRAM

ACEC has been instrumental in advocating for updates to the U.S. Department of Transportation (DOT) Disadvantaged Business Enterprise (DBE) program. The final rule raised the personal net worth cap for DBE owners from \$1.32 million to \$2.047 million and excluded retirement assets from the calculation. This ensures that DBE owners are not excluded from the program merely due to inflation.

Additionally, the rule facilitates interstate certification of DBEs and aligns business size standards with relevant North American Industry Classification System (NAICS) codes. These changes are pivotal in supporting disadvantaged businesses and promoting fair competition within our industry.

ADDITIONAL ADVOCACY WINS

Expanded Nuclear Energy

by enabling the efficient and predictable licensing and deployment of nuclear energy technologies like small nuclear reactors.

Secured Exemption for Engineering Industry

in the Administration's executive order mandating the use of Project Labor Agreements (PLAs) on federal projects.

FAA Reauthorization

to increase funding for airport projects, broaden authority to use drones, set aside funding for resiliency, and PFAS remediation.

NEPA Reform

to streamline project delivery – more Categorical Exclusions, timelines for completion of EA's and EIS', and "E-NEPA" to accelerate digital technology applications.

PPP Relief

language in the Senate-passed Transportation appropriations bill directing FHWA to work with State DOTs to minimize impact on small firms.

Ukraine Reconstruction

language to facilitate private sector engagement on Ukraine reconstruction planning.



ACEC West Virginia traveled to Washington, DC for a congressional reception at the ACEC Residence. Two of our representatives, Senator Shelley Moore Capito (R-WV) and Congresswoman Carol Miller (R-WV), were able to join us and knew a great deal about our industry. It was an incredible experience, and we are so thankful we were able to do it. ACEC National did an excellent job organizing and hosting the event at the ACEC Residence. We are looking forward to doing another reception in the future."

Cynthia Shamblin, PE

Vice President

Whitman, Requardt & Associates, LLP



PROTECTING ENGINEERING INNOVATION THE R&D FIX

WHY IT MATTERS FOR ENGINEERS

In November 2023, ACEC launched a national, integrated advocacy communications campaign focused on urging congressional action to fix the five-year amortization requirement for research and development (R&D) expenses. The campaign, which was supported by the Minuteman Fund, addressed one of the most pressing tax issues for ACEC members.

WHY IT MATTERS FOR ENGINEERS



Chris Anderson of
DJ&A Engineering
on Nevada
Newsmakers

Click to watch

Click here to
view all video
testimonials

A change to the tax law went into effect in 2022 that forces businesses engaged in R&D to amortize their costs over five years, instead of deducting expenses the year they were incurred. Through our conversations with lawmakers, ACEC determined there was a misperception in Congress that the R&D issue only affected industries like big-tech and pharma when in truth, engineering firms were also being unfairly harmed. In response, ACEC mounted a full-throated advocacy effort to fix this provision of the tax law. To enhance our lobbying efforts, ACEC developed an integrated media campaign that would take our message of protecting engineering innovation to audiences in Washington, DC, and in targeted states to urge action from lawmakers.

The campaign included direct outreach to media, the production of an advocacy commercial for television, radio, and digital delivery, combined with a complementary effort to push editorials in local news outlets. To make the point personal, ACEC engaged its most-affected member executives to tell their own stories about how the law affects their businesses.

CASE STUDY — GRASSROOTS MEDIA TARGETING TO REACH SEN. JON TESTER

Many associations and corporations had urged Sen. Tester (D-MT) to cosponsor the bipartisan legislation to repeal the R&D amortization requirement without success, but after five op-eds from ACEC members in Montana, along with ads in Washington, Sen. Tester's chief of staff contacted ACEC members to discuss the issue directly. Following those calls, the Senator declared his public support for the fix.

In total, ACEC ran **38 editorials in six critical states** with a targeted audience of more than a million people.

Nationally, press coverage included stories in

POLITICO

Bloomberg

THE WALL STREET JOURNAL.



RESULT

In January, the House of Representatives passed HR 7024, the Tax Relief for American Families and Workers Act of 2024, which included a short-term fix to the crippling R&D tax amortization issue. While the political considerations in Congress have not allowed for passage in the Senate yet, the strategic investment on this issue has established ACEC as a major business voice in the discussion, provided the necessary education of members of Congress, and built the playbook to further press the issue with the next Congress.

Find all the information about ACEC's efforts to fix R&D amortization at [EngineerInnovation.com](https://www.engineerinnovation.com)

THE WALL STREET JOURNAL.

A Research Tax Deduction Change May Go Away. Some Business Pain Won't.

By Jennifer Williams

Feb. 2, 2024

Whether the law is repealed, and regardless of any refunds, some will remain cautious about their research and development investments. [...]

Dawn Cartier, the founder of CivTech, a Scottsdale, Ariz.-based consulting engineering firm focused on traffic design, stopped hiring and filling empty roles in September of last year. Cartier had just learned her tax bill was around \$300,000 because of the law change. Her company, which has around \$5 million in revenue a year, now has 26 staffers, down from 30 four months ago.

The company is paying off the tax bill through a payment plan. If the law isn't repealed soon, Cartier said she would refinance her house. But a reversal won't mean business immediately goes back to where it was, she said. It will take time to ramp back up. Cartier estimates it will take three to four months to fill open spots after the business files taxes for 2023 later this year.

A repeal also wouldn't clear up all the uncertainty tied to future research investments, according to Cartier. "I just don't have my game plan totally together, because the current bill only pushes this to 2026," the founder said. "It doesn't really give me a lot of time to get back and do all of this over again just to wind it back down."



Change to R&D tax
leaves engineering
firms scrambling

MONTANA STANDARD

The innovation of
Montana's engineering
firms is at risk



Congress needs to
repeal harmful R&D
tax mandate

MAKING AN IMPACT THE MINUTEMAN FUND FOR STATE ACTION



Established in 1996, the Minuteman Fund has proven to be a powerful asset for the ACEC federation, serving as a transformative tool for Member Organizations (MOs) seeking to enhance their impact in support of the engineering industry. As ACEC's dedicated legal and legislative resource for advocacy on critical issues, the Fund has enabled MOs to safeguard and advance the business interests of the engineering sector.

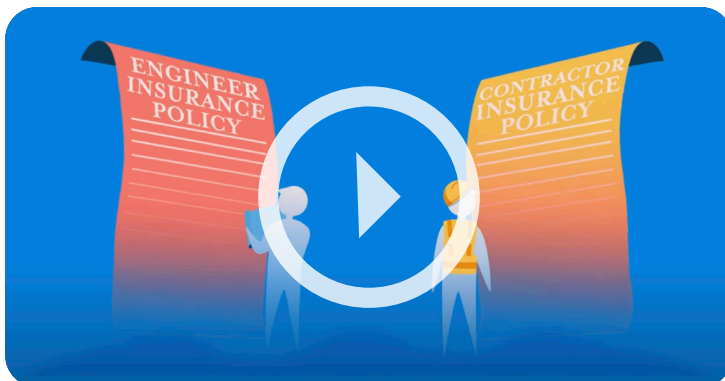
The Fund has contributed to numerous state-level successes, including the defense of QBS, the establishment of the Economic Loss Doctrine in Nevada, opposition to professional sales taxes on engineering services, enactment of protection against broad-form indemnification and duty to defend provisions in a number of states, and the approval of various state infrastructure funding initiatives.

Recent grants have supported initiatives such as reinstating the R&D tax credit (detailed on page 10), protecting access to medical coverage by the Life/Health Trust, and advancing legislation for increased infrastructure funding.



The Telly Awards

In 2024, a Minuteman Fund-supported educational video on indemnification earned a prestigious Silver Telly Award. The Telly Awards honor excellence in video advertising across all platforms, recognizing outstanding work from top advertising agencies, television stations, production companies, and publishers worldwide.



**Click to visit
indemnification
video playlist**

EXPANDING THE IMPACT

In December 2022, the Executive Committee reformed the eligibility criteria for Minuteman Fund grants, increasing access for Member Organizations and further empowering them to address state issues of critical importance.



“The Minuteman Fund had a crucial impact on our fight against indemnification and duty to defend in Wisconsin. The timely grant propelled us through intense negotiations on our bill and its passage through the legislature. Because of the Fund’s aid, we were able to pass our bill in just one legislative session, delivering a win for our members.”

Chris Klein, Executive Director
ACEC Wisconsin and 2023-2024 NAECE Chair

MINUTEMAN FUND GRANTS FY23 - FY24

DATE	STATE	CAMPAIGN PURPOSE
August 2023	South Carolina	Support for indemnification, Duty to Defend, and joint-and-several liability legislation
September 2023	Illinois	Support for campaign to prevent expansion of state prevailing wage law to surveyors
September 2023	Michigan	Support for a workforce study
September 2023	NAECE	Support for a national R&D Tax Credit Amortization Ad Campaign
December 2023	California	Support for helping LHIT-insured member firms by repurposing approximately \$54,000 of a February 2023 grant
December 2023	Minnesota	Support for passing a strengthened QBS law
December 2023	Arizona	Support for a 2024 ballot initiative to continue transportation infrastructure funding for Maricopa County
March 2024	New Jersey	Support for legislation to reauthorize the state Transportation Trust Fund Authority (TTFA)
April 2024	South Carolina	Support for an infrastructure funding impact study to assist in state advocacy efforts

ACEC/PAC REACHES NEW HEIGHTS

COUNCIL'S MILESTONES ADVANCE ENGINEERING INDUSTRY'S INTERESTS

ACEC/PAC and its members took to the challenge of raising a war chest that would carry us through the tumultuous 2024 election cycle. Ten percent of the House of Representatives and eight Senators will not return due to retirement, so it has been a priority to strengthen our existing relationships and vet open seat races.

ACEC/PAC is the only political organization in the nation that advocates for engineering firms and their legislative interests. It is regulated by the Federal Elections Commission, and it is overseen by the PAC Champions Committee, the membership of which is made up of engineering firm executives.

ACEC/PAC plays a major role in the success of ACEC's advocacy program, supporting federal candidates on a bipartisan basis who champion the engineering industry's legislative priorities in Congress. It is currently the largest PAC in the design industry, and it ranks among the top 2 percent of all association PACs.

Thanks to the commitment and generosity of our members, in the current cycle, the PAC has disbursed over \$2.6 million to elect candidates to the House and Senate who share our industry's legislative interests.

In 2023, the PAC raised a record \$1,300,534 from 3,154 unique contributors. By the fiscal year end, the PAC was up 23 percent year over year and the PAC had disbursed over \$2.6 million. This success can be attributed to a record 15 states reaching their goal by the midpoint of the year, the popularity of our ACEC Residence program, and the continued interest in the sweepstakes programs.

ACEC Indiana and ACEC/MN are leading the 2024 efforts, raising 250 percent and 150 percent of their goals, respectively, and ACEC Texas, which raised the most in the first half of the year – nearly \$79,000. This effort by the states has given a great deal of momentum towards Chair Jason Matson's "Drive for 51" goal—getting every state Member Organization to their PAC fundraising target. In 2023, 46 states made their goals, and the Executive Committee is working closely with the states to focus on this task in this critical year.

ACEC/PAC is currently the largest in the design industry, and ranks among the

TOP 2%

of all association PACs

By fiscal year end, ACEC/PAC was up

23% YEAR OVER YEAR

and had disbursed over

\$2.6 MILLION

In 2023, ACEC/PAC raised a record

\$1,300,534

from 3,154 unique contributors

The ACECdirect program, which allows members to contribute to the most pressing races, has more than doubled in contributions. Approximately \$21,000 has been raised for key candidates in 2024; a metric that will become increasingly important with the growing prominence of the political program as a whole.



"We will continue to work diligently to ensure a favorable business environment and a prosperous future for all engineering and consulting firms."

Jason Matson
ACEC/PAC Chair
 Principal
 Kimley-Horn

2023 ACEC/PAC TOTALS

\$1,300,534

Total receipts for 2023

\$1,277,645

Total receipts for 2022

37 Capitol Club
 Members (\$5,000)

276 Millennium Club
 Members (\$1,000–\$2,499)

66 Chairman's Club
 Members (\$2,500+)

3,154 Unique
 contributors

\$893,950 raised from the four PAC sweepstakes
 programs, with **7,838** entries

20 member firm federal PAC contributions totaling **\$60,325**

Giving the max contribution of **\$5,000** were: Michael Baker, Black & Veatch, CDM Smith, Hanson Professional Services, Huitt-Zollars, KCI Holdings, Terracon, and TranSystems

Top Member Firms in Employee Contributions

KIMLEY-HORN AND ASSOCIATES, INC.	\$108,605
HDR	\$23,960
HNTB CORPORATION	\$22,015
BGE, INC.	\$16,000
WSP USA	\$14,686
TERRACON CONSULTANTS, INC.	\$14,125
CHEN MOORE AND ASSOCIATES	\$13,680
GANNETT FLEMING, INC.	\$13,320
KCI TECHNOLOGIES, INC.	\$12,785
BENESCH	\$12,425

State Member Organization Achievements



46

states achieved
their PAC goal



California

Most money raised

\$108,507



Indiana

First state to
achieve its PAC goal



Illinois

Most contributors

315



Connecticut

Raised

253%

of its PAC goal



"ACEC/PAC provides us the opportunities for one-on-one conversations with lawmakers on very important issues."

Jonathan Curry
Executive Director
ACEC/MN

ENGINEERING ROADSHOW HITS ITS STRIDE



Click to watch

ENGINEERING & PUBLIC WORKS ROADSHOW INFRASTRUCTUREWORKS



Over the past year, the Engineering and Public Works Roadshow has hit its stride.

The combined effort by ACEC, the American Public Works Association (APWA), and the American Society of Civil Engineers (ASCE) to spotlight the essential value our industry provides society is a critical communications and public visibility tool for our industry. Not only does it give ACEC and its members a platform to promote our industry to elected officials, but it also provides an avenue to make inroads with the next generation of professionals who may be considering a career in engineering.

In addition to events supported by the national offices of ACEC, APWA, and ASCE, 2024 saw the start of state-based Roadshow events supported by the national Roadshow with a full digital campaign toolkit that includes the ability to live stream to the Roadshow website, YouTube, and other social media channels. One of the most successful of these state-based events was held in Charleston in April by Adam Jones, executive director of ACEC-SC. The stop brought together federal, state, and local officials to celebrate the Low Battery Seawall Restoration Project being implemented by member firm JMT along the city's historic waterfront.

The Engineering and Public Works Roadshow has been recognized with a **Power of Associations Silver Award** by the American Society of Association Executives (ASAE) in The Power of Industry and Professional Advancement category.

The Power of Associations Awards recognize and celebrate the extraordinary contributions associations make to society year-round. They are the premier program honoring associations that exemplify how the association industry and professionals are essential to a stronger America and world.



Click to watch

Another notable Roadshow event took place in January of 2024, when the Roadshow stopped in Frankfort, Kentucky, to spotlight the Mountain Parkway Expansion, a critical east-west highway infrastructure project that will unlock eastern Kentucky to economic development. The event was held in the Rotunda of the Kentucky statehouse and featured Governor Andy Beshear.



At the tail end of our Annual Convention in Washington, DC, we also welcomed District of Columbia Mayor Muriel Bowser, who joined us at the DC Infrastructure Academy where we shone a spotlight on efforts to expand the engineering workforce.



[Click to view gallery](#)

LIST OF ROADSHOW STOPS FY23 - FY24

Sep. 9, 2023

Able Pump Station, Dallas, TX

Jan. 29, 2024

Mountain Parkway Expansion Project, Frankfort, KY

Feb. 22, 2024

Northwest Valley Infrastructure Project, Phoenix, AZ

Apr. 3, 2024

Colman Dock, Seattle, WA

Apr. 25, 2024

Low Battery Seawall Restoration Project, Charleston, SC

May 16, 2024

DC Infrastructure Academy, Washington, DC

Jun. 18, 2024

Pure SoJo Water Project, South Jordan, UT

The Engineering and Public Works Roadshow has a full schedule of events planned into FY25. In late August, the Roadshow celebrated with [ACEC Colorado at the Clear Creek Canyon Gateway Segment in Golden](#). In September, the Roadshow stopped at North Carolina's Great Trails State Conference, and in October, the Roadshow will stop in New Orleans at ACEC's Fall Conference to tour the world's largest pump station. Make sure to follow the Roadshow schedule at www.infrastructureroadshow.org.

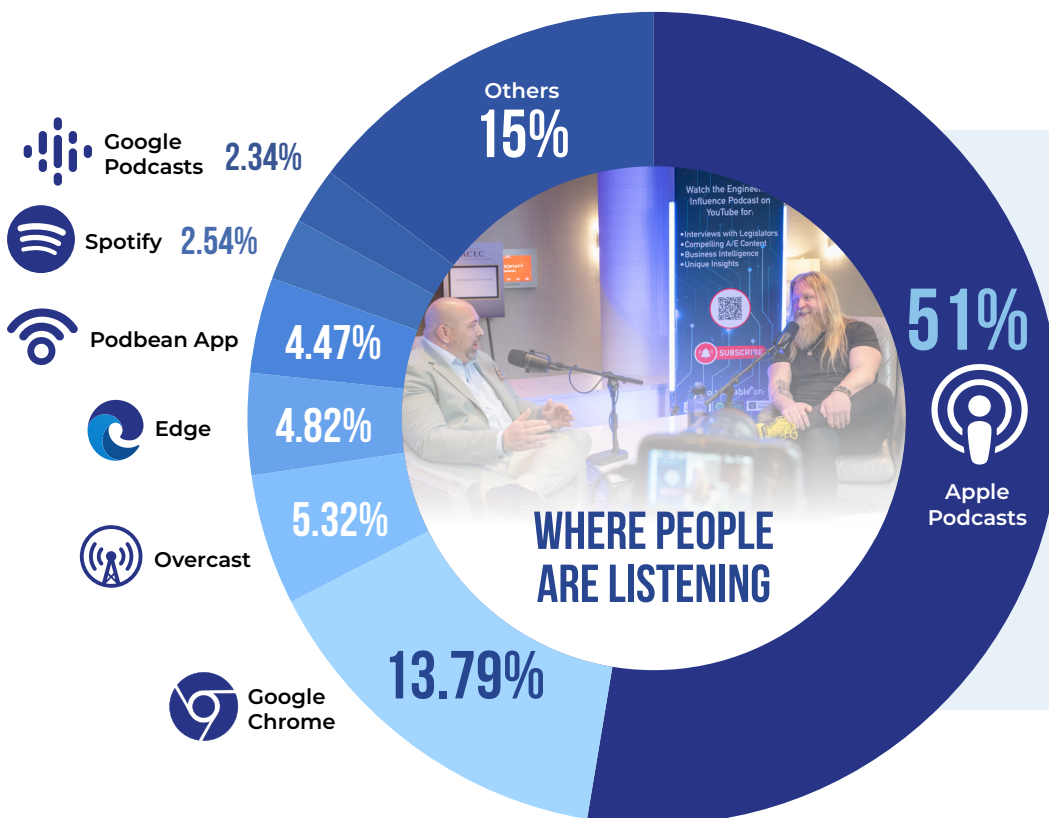
ENGINEERING INFLUENCE PODCAST

KEEPING MEMBERS ENGAGED AND INFORMED

Since breaking the 100,000-download mark in early 2023, ACEC's *Engineering Influence* podcast continues to provide listeners with engaging conversations. Episodes highlight engineering's essential role in the economy, emerging technology, and artificial intelligence, with firm executive interviews, and discussions with industry experts. Over the past 12 months, the podcast has garnered nearly 20,000 downloads. In addition, the distribution of episodes on YouTube has resulted in exponential growth in both views and watch time.

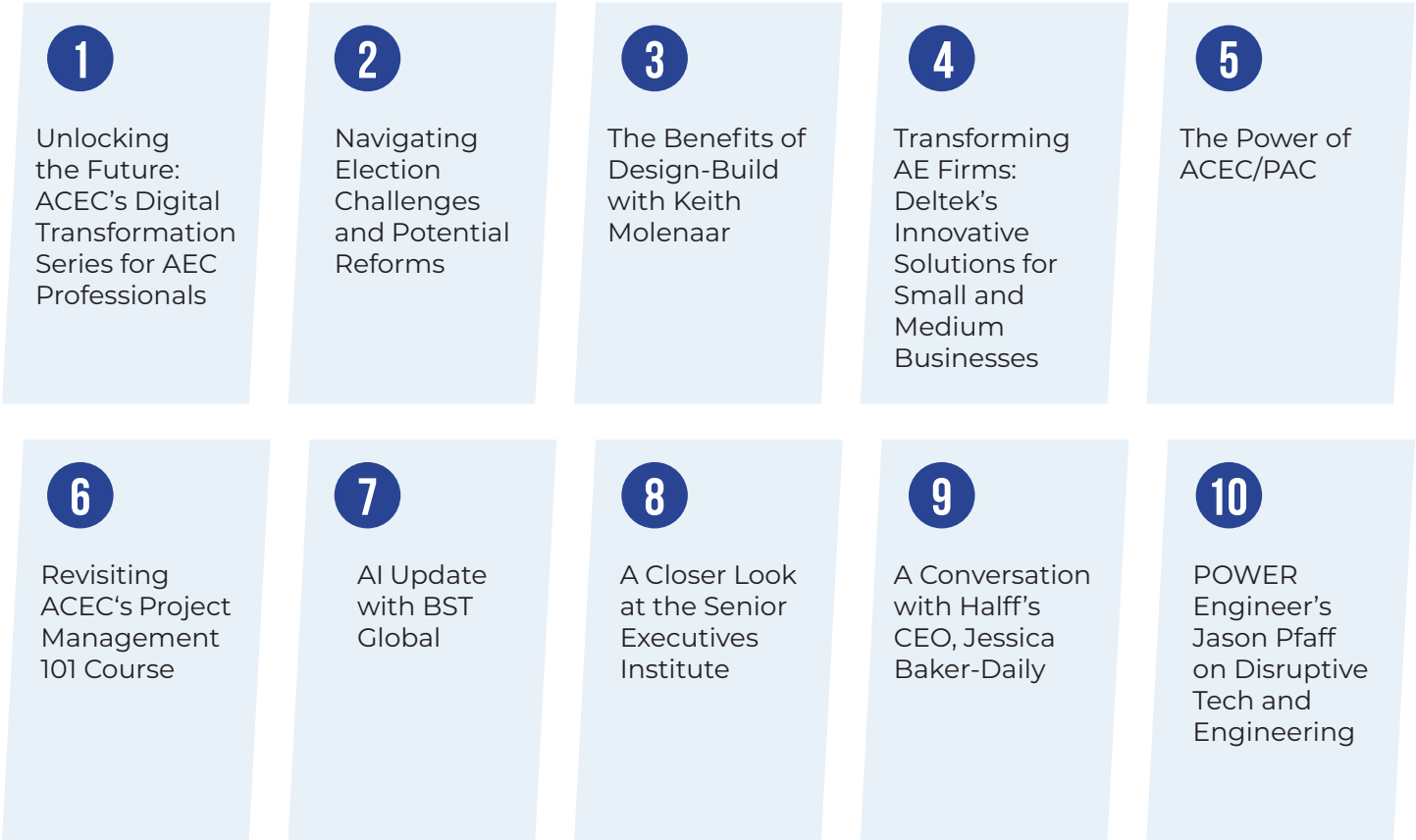


Click to watch



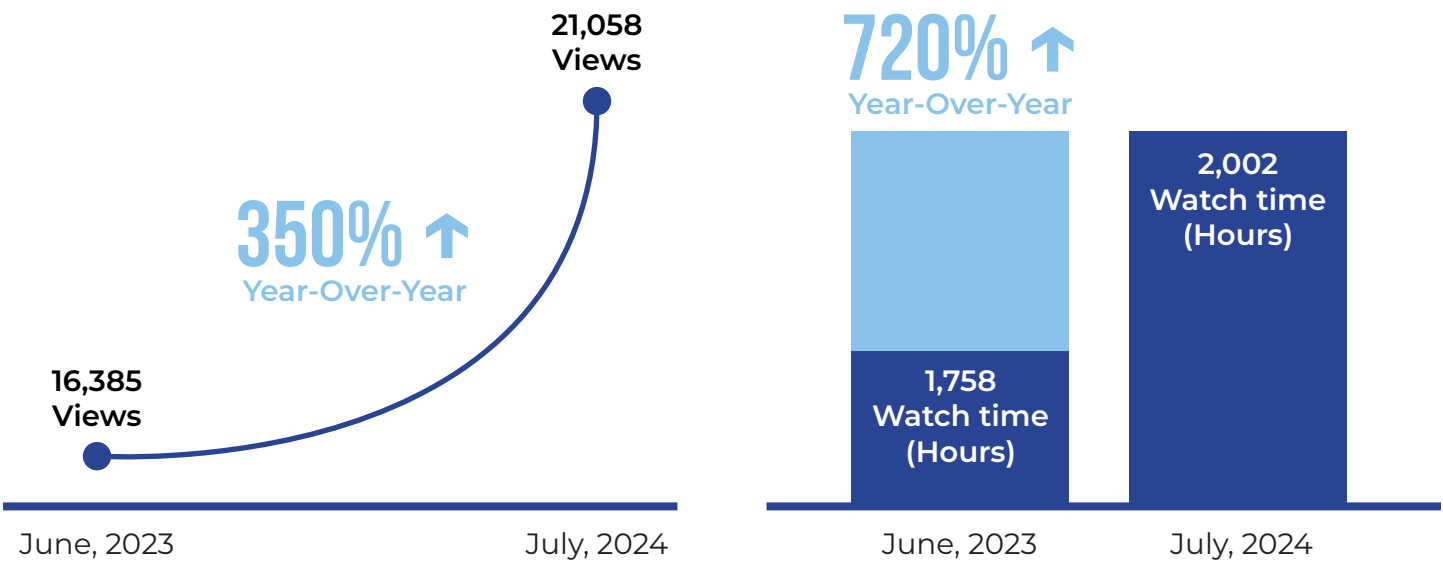
Click to listen

TOP 10 MOST DOWNLOADED EPISODES 2023-2024



* 423 Episodes Launched Since 2019

ENGINEERING INFLUENCE ON YOUTUBE





MARKETING AND COMMUNICATIONS

As the digital landscape for content distribution changes, ACEC has evolved to stay at the forefront. By strategically distributing content across a diverse array of platforms including [acec.org](https://www.acec.org), ACEC's *Last Word Blog*, the *Engineering Influence* podcast, *Engineering Inc.*, YouTube, Twitter, LinkedIn, and Instagram – ACEC effectively engages both our members and the broader engineering industry.

Popular topics that have driven engagement include artificial intelligence, ACEC's new Technology Committee, workforce issues, policy changes, and the Engineering and Public Works Roadshow. Each topic has been showcased through in-depth conversations with industry leaders and experts on ACEC's *Engineering Influence* podcast and distributed across our many channels. To date, the podcast has had more than 118,000 downloads, underscoring its impact and reach within the engineering community.

ACEC'S YOUTUBE CHANNEL SINCE JUNE 2023:



SUBSCRIBER COUNT

+427 New

306% YOY increase



WATCH TIME

4000 Hours

185% YOY increase



CHANNEL VIEWS

209,015

222% YOY increase

Expanding thought leadership by distributing ACEC CEO Linda Bauer Darr's Tuesday Letter across platforms:

ACEC LINKEDIN GROWTH SINCE JULY 2023

NEW FOLLOWERS

4,328

IMPRESSIONS

588,634

CLICKS

10,892

ACEC LAST WORD NEWSLETTER



Securing the Workforce of the Future

ACEC American Council of Engineering Companies (ACEC)
14,592 followers

February 21, 2024

Last week, the leaders of our newly established Workforce Committee held a visioning session to further lay the groundwork for our workforce summit scheduled for late April here in Washington. The Summit, organized by ACEC, ASCE, and APWA is an extension of our Engineering & Public Works Roadshow and is intended to organize and unify what have up to now been myriad disconnected efforts to tackle the workforce issue by our various colleague organizations representing the interests of the engineering industry in Washington. Across our industry, firms struggle to attract and retain well-qualified employees and are implementing policies and practices designed to mitigate those struggles. There are many valuable voices on this issue, and we will all be better served by coordinating our efforts under a united front.

ACEC FIRST WORD NEWSLETTER

NEW
SUBSCRIBERS

2,855

ARTICLE VIEWS

102,292

EARNED MEDIA

Over the past year, ACEC has continued to enhance the visibility of the organization and the essential role of engineering through the strategic growth of earned media. ACEC has amplified its presence and reach through a series of well-executed media campaigns and thought leadership initiatives. Through its strategic use of placing media stories, ACEC is effectively showcasing the expertise and contributions of its member firms to communities across the country.

ENGAGEMENT: EDUCATION, COALITIONS, AND FORUMS

COUNCIL DELIVERS MEMBER-DRIVEN CONTENT AND PRACTICE AREA RESOURCES

ONLINE EDUCATION

ACEC offers timely and relevant online classes, series, roundtables, and courses to its membership. Online education participation increased by 24 percent this year, totaling 3,186 participants.



NEW ONLINE COURSES

ACEC expanded its education offerings to include two new online courses: *The Communication Bootcamp* and *Sustainable, Resilient, and Equitable Infrastructure: Earning Your Envision Credential*. Online courses can range from 4-9 consecutive weeks and include a set schedule of live sessions with an instructor/s, homework, etc.



I love the specifics within the course content. Whether it's an in-person or virtual presentation, I always prepare and practice. This course opened my eyes to a whole range of other issues I should be thinking about before a meeting or a presentation that will set me up for success and ensure I'm prepared."

The Communications Bootcamp Attendee Testimonial

Diana O'Lare (left) accepted a TRENDY Award for eLearning and Live Training for the four-part series *AI for AEC: Business Development & Marketing Transformed*. The program was named one of the top three training courses presented by any association.

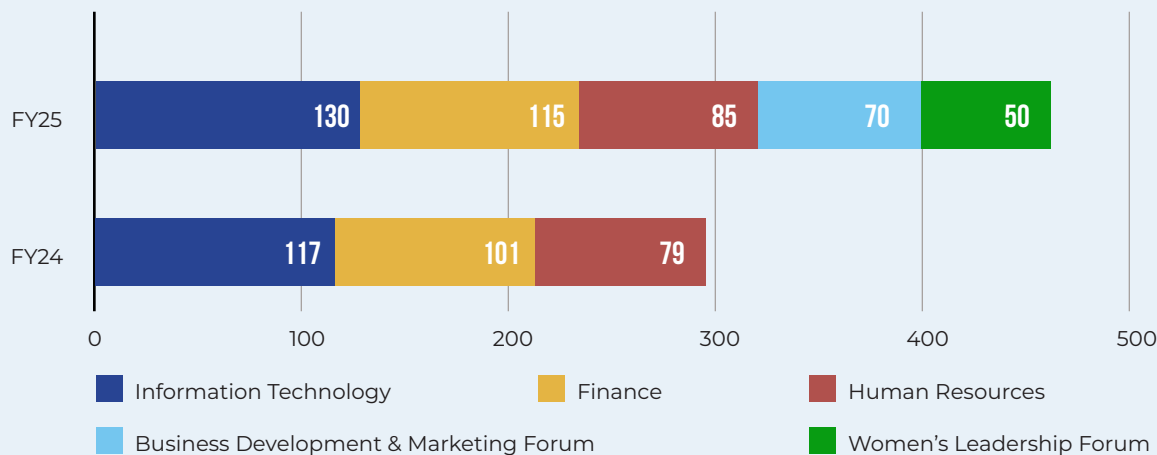
Katie Goodman (right) was recognized as a Young & Aspiring Association Professional of the Year. Only four association professionals were recognized with this honor, which is presented to outstanding association executives under the age of 40.



FORUMS

Annual Forum attendance increased by 5 percent this year. Looking forward to the 2024 Annual Forums meeting, ACEC is excited to have the Business Development and Marketing Forum and the new Women's Leadership Forum join Finance, Human Resources, and Information Technology for a co-located meeting in Denver, Colorado.

ANNUAL IN-PERSON FORUMS PROJECTED GROWTH



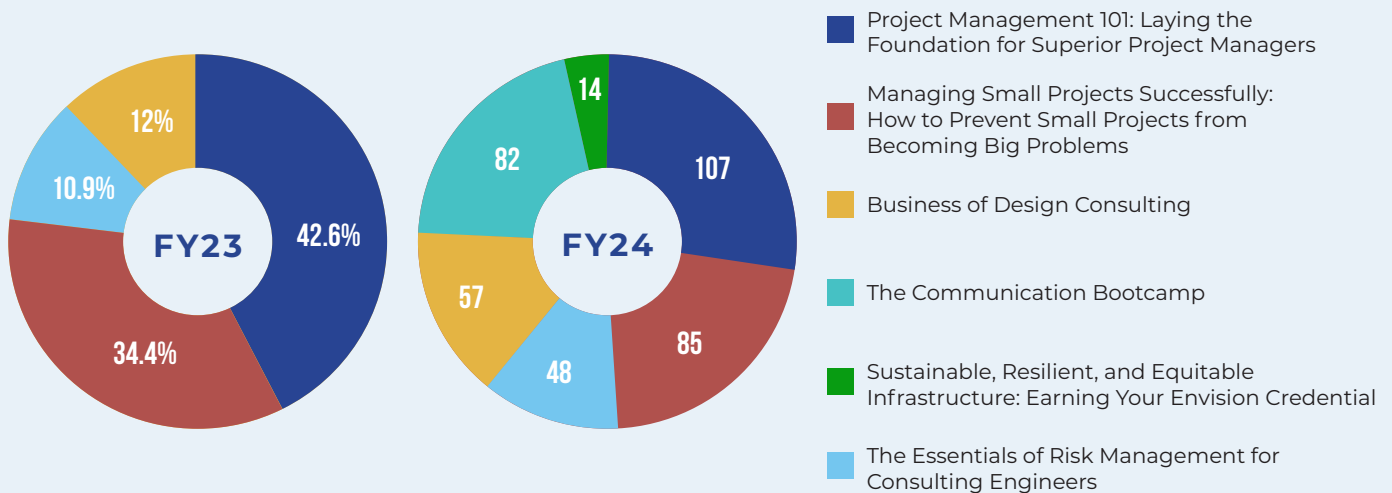
EDUCATION SUBMISSIONS

ACEC implemented a **new process** for submitting and reviewing education programs. The new *Call for Presentations* offers a consistent process for speakers to submit presentation topics, whether for an in-person conference or online education session. This process allows reviewers to vote for the presentations that best meet the industry's current needs.

EDUCATION ADVISORY GROUP

The New Education Advisory Group was formed to assist in curating and reviewing new education sessions at ACEC's conferences, conventions, and online programs. Comprised of key firm leaders and ACEC volunteers, the group offers a broad perspective on the topics most crucial to member firms and their employees.

ONLINE COURSE DIVERSIFICATION FY23 AND FY24



LEADERSHIP PROGRAMS

ACEC continues to present both online and in-person education aimed at developing the future leaders of our industry.

- Over 90 first-time managers participated in the **Business of Design Consulting**, which was offered as an online course and three-day in-person seminar.
- **Pathways to Executive Leadership**, geared toward developing mid-level directors, was presented to a sold-out class of participants for its 7th year.
- Finally, two sold out classes of firm leaders convened for ACEC's capstone leadership program, the **Senior Executives Institute (SEI)**, which has been producing forward-thinking executives for more than a quarter century. During the SEI sessions, registrants examine business issues critical to leading and managing a company, including personal and organizational leadership skills, building strong peer networks, and strategy and systems thinking.



ACEC's Senior Executives Institute (SEI) program has been a watershed experience ... which sounds cliché, but truly embodies the wide range of industry topics and interpersonal discoveries that I needed to take me to the next level. I've never been around so much talent, from like-minded firms, who are investing in their 'Now' as well as in their Future. The collaboration and sincere friendships created have been like no other experience in my career. They continue with me today and I look forward to cultivating those relationships for years to come."

Buckley Williams
SEI Class 26
ETM, Inc.



ACEC Coalitions are specialized groups within ACEC, bringing together member firms based on size, focus, and expertise. These communities collaborate to tackle industry-specific challenges, exchange best practices, and advocate for critical issues on a national level.

Each Coalition offers targeted education through online courses and in-person sessions led by industry experts, ensuring members stay current with the latest trends, technologies, and business strategies. ACEC's national conferences and conventions feature tailored workshops, panels, and technical sessions that provide insights and solutions to help members address emerging challenges and improve their operations. Additionally, Coalitions provide advocacy tools to help firms effectively engage with government agencies, lawmakers, and regulatory bodies, ensuring their voices are heard in shaping legislation and policy.

ACEC's seven Coalitions host several in-person meetings, one Small Firm workshop, and 10-15 targeted education sessions. There are 583 firms in the ACEC Coalitions and 713 unique Coalition memberships. The Coalitions include:

Coalition of American Mechanical and Electrical Engineers (CAMEE)

A hub for MEP engineering firms, delivering programs and resources that cater to the unique challenges of mechanical, electrical, and plumbing services, driving business excellence.

Coalition of American Structural Engineers (CASE)

The premier source for risk management, business practice education, and resources for structural engineering firms, supporting strong, secure business operations.

Coalition of Professional Surveyors (COPS)

Focused on enhancing the image and business environment for professional surveying and geospatial firms, advancing the quality and reach of geospatial services across industries.

Design Professionals Coalition (DPC)

A dynamic network of senior executives from top companies in the design/engineering industry, driving innovation and strategic influence across the field.

Geoprofessional Coalition (GEO)

Dedicated to addressing the distinct needs of geoprofessional firms, providing tailored resources to navigate the complex challenges in geotechnical services.

Land Development Coalition (LDC)

Focused on the unique needs of land development and site/civil firms, LDC works to improve the business landscape and bolster the image of land development professionals.

Small Firm Coalition (SFC)

An advocate for small firms, ensuring their business interests are prioritized and strengthening their role in the broader engineering economy.

ONLINE COURSES

ACEC and PSMJ held a joint workshop, **Managing Small Projects Successfully: How to Prevent Small Projects from Becoming Big Problems**. New offerings like these contributed to a 7 percent boost in engagement and a 17.5 percent rise in non-dues revenue.

A preview of the Managing Small Projects workshop with PSMJ was featured on *Engineering Influence* and a video of the podcast is featured on ACEC's **YouTube Channel**.

Approximately 1,270 Coalition members attended Coalition education sessions, and more than 500 Coalition publications were downloaded.

33%

SMALL FIRM WORKSHOP Leading Your Firm into the Future

The Coalition Winter Meeting saw a **33 percent increase** in attendance, including support from six new sponsors.



The Coalitions launched collaboration efforts with the American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE), the National Society of Professional Surveyors (NSPS), as well as several internal ACEC committees — including the new Energy Committee, the Technology Committee, and Market Intelligence Committee — delivering a richer, broader perspective that directly benefits our members and establishes strategic partnerships.

ACEC 2024-2025 COALITION CHAIRS



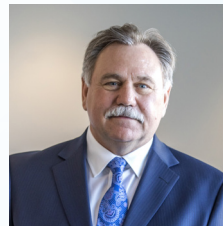
Adam Rickey
Chair, Coalition of American
Mechanical and Electrical
Engineers (CAMEE)
Vice President and Facilities
Service Line Leader, KCI



Tina Wyffels
Chair, Coalition of American
Structural Engineers (CASE)
Principal, BKBM Engineers



Ray Liuzzo
Chair, Coalition of Professional
Surveyors (COPS)
Vice President, Survey and
Business Management
C.T. Male Associates



Eric Keen
Chair, Design Professionals
Coalition (DPC)
Chairman and CEO, HDR



Andrew Pennoni
Chair, Geoprofessional
Coalition (GEO)
Regional Vice President
Pennoni Associates



DJ Hodson
Chair, Land Development
Coalition (LDC)
Managing Principal
Langan Engineering &
Environmental Services



Robert "Doc" Moyle
Chair, Small Firm Coalition (SFC)
Senior Vice President/Senior
Principal, ARW Engineers



THE EVOLUTION OF PRIVATE MARKETS TO MARKET INTEL

EMPOWERING ACEC MEMBERS WITH STRATEGIC INSIGHTS

At the heart of ACEC's strategic vision lies a commitment to arming member firms with essential business tools to help drive success.

ACEC initially established a "Private Markets" team to focus on markets beyond transportation – providing expert analysis and commentary on economic and business trends in five key sectors, including: intermodal and logistics; commercial and residential real estate; health care and science + technology; K-12 and higher education; and energy and utilities. Over the past year, the team has evolved and rebranded its work under the banner of Market Intelligence, reflecting the increasingly interconnected nature between public and private work. This integrated approach to tracking market activity has been well received by those eager to learn more about trends and

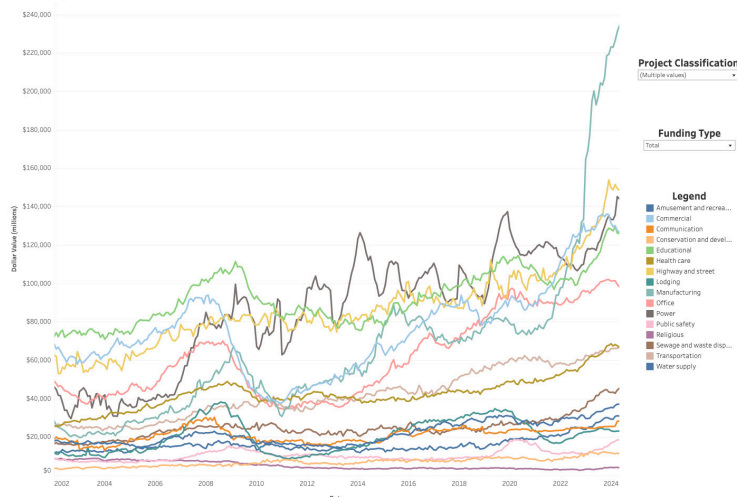
economic indicators in market sectors where they are working in areas ripe for expansion.

In 2024, the Executive Committee approved the creation of the Market Intelligence Committee – a pivotal step forward to guide the future development of new products and resources for members.

The Market Intel team currently produces quarterly market briefs; podcasts, and live online sessions with industry experts, clients and association leaders who share insights on the latest development in key markets. Blog posts are released monthly highlighting '**Construction Put in Place**' and 'Architecture & Engineering firm' revenues and employment **metrics**. Members can receive the latest news from the Market Intel team [here](#).

DRIVING INNOVATION: INTRODUCING AN INTERACTIVE DASHBOARD

Value of Construction by Project Classification and Funding Source
Seasonally Adjusted Annual Rate



Among the Market Intelligence team's inaugural offerings is a cutting-edge online interactive dashboard showcasing the latest data from the U.S. Census Value of Construction Put in Place Survey. This powerful tool breaks down spending by public and private sectors, providing a comprehensive view of the U.S. construction landscape. It offers invaluable insights into industry health, economic indicators, and their impact on infrastructure development.



[Click to view chart](#)

PRESENTATIONS AND EVENTS

During the past year, the Market Intelligence team presented on economic conditions and markets and provided updates to seven different MOs virtually and in-person. Members learned about the latest leading indicators within the industry as well as where certain markets were trending in their state.

ACEC hosted the Land Development Coalition Roundtable at the 2024 Annual Convention & Legislative Summit. Developers Jim Policaro, SVP Construction & Development for Lerner; Bobby Gilbane, Jr., SVP Construction for Gilbane Development Company; and Paul Elias, EFP of Construction for Redbrick LMD share insights on current market conditions.



ACEC hosted a private market education session at the 2023 Fall Conference in Austin, Texas. Panelists gathered to discuss the design success and challenges encountered on the new Mood Center in downtown Austin. Speakers included Todd Runkle, Managing Director, Gensler; Dan Cook, Executive Director, Planning, Design and Construction for the University of Texas at Austin; and Brian Caudle, Senior Project Manager, Walter P Moore.

MARKET BRIEFS

Engagement has never been higher. Subscriptions for ACEC's award-winning Market Briefs are up 31 percent since August 2023.

ACEC's Market Briefs are focused on five markets and include research and analysis released quarterly. Subscribers receive data and facts on what is trending in each market, along with government affairs actions, business development insights, and regional projections. Here are the briefs ACEC released over the past year:



[Click to sign up](#)

Aug. 16, 2023

K-12 & Higher
Education Brief

Nov. 27, 2023

Commercial &
Residential Real
Estate Brief

Feb. 13, 2024

Energy
Market Brief

May 3, 2024

Intermodal &
Logistics Brief

ONLINE MARKET BRIEFINGS: INTEL FOR ENGINEERS

The team held its first four-part online, live class series earlier this year. Each session focuses on a specific market and features a panel of speakers including clients, developers, association leaders, and industry experts. Here is the schedule:

Market Briefings: Intel for Engineers Series – 64 total registered sites and growing

Feb. 21, 2024

The Growing
Energy Market

May 1, 2024

Adaptive Re-Use,
What's Next for Office

Aug. 24, 2024

Health Care &
Science+Technology

Nov. 13, 2024

Data Centers &
Telecommunications



MEETINGS, EXHIBITS & AWARDS

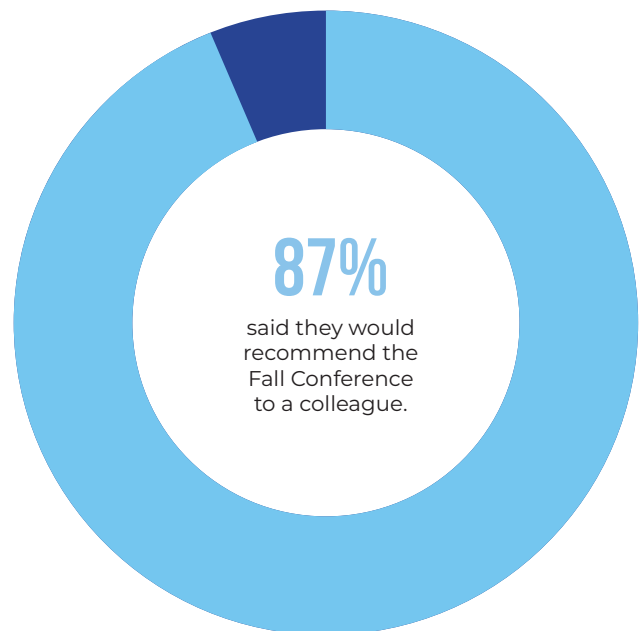
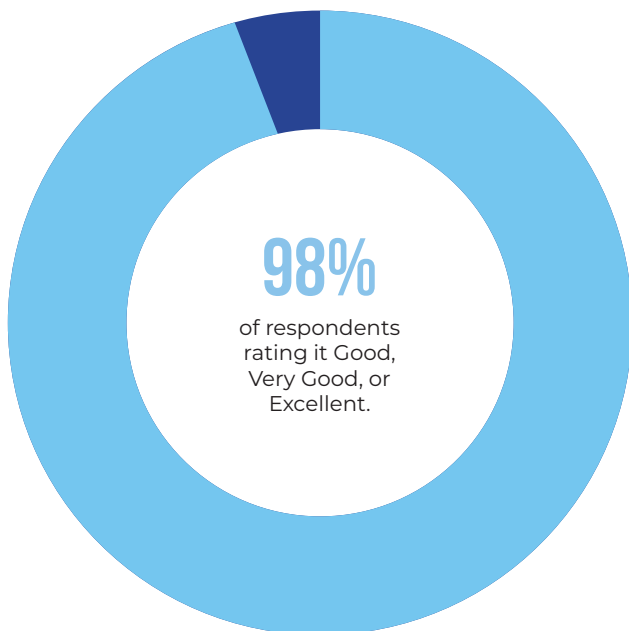
FALL CONFERENCE: EVERYTHING'S BIGGER IN TEXAS

OCTOBER 2023:

ACEC holds its Fall Conference in Austin, attracting a record-setting 1,015 attendees – eclipsing the previous record from the year before.

Keynote speakers included U.S. Chamber Executive Vice President Neil Bradley on the political state of play in Washington, polar explorer Ben Saunders on navigating extremes and preparing for the unknown, and distance swimmer Diana Nyad on perseverance and determining one's own destiny. The Conference wrapped with our awards ceremony, at which we conferred scholarships to 10 exceptional college students who represent the very best of our emerging engineering workforce.

Post-conference surveys pointed to a hugely successful event





ACEC interviews firm executives impacted by the R&D tax issue.



After months of preparation, the show is about to begin.



U.S. Chamber EVP Neil Bradley delivers a lively presentation on the fight to preserve free markets.



The stage is set...



[Click to view gallery](#)

LOOKING AHEAD TO 2025 ANNUAL CONVENTION AND LEGISLATIVE SUMMIT



ACEC
ANNUAL
CONVENTION
& LEGISLATIVE
SUMMIT 2025

**SAVE THE
DATE**

MAY 18-21, 2025 | GRAND HYATT WASHINGTON

ANNUAL CONVENTION AND LEGISLATIVE SUMMIT

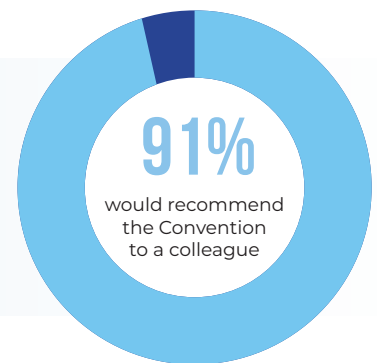
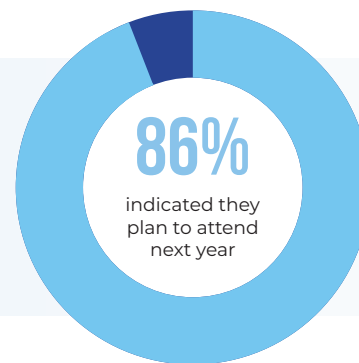
MAY 2024:

915 attendees gathered at the Grand Hyatt in Washington for our Annual Convention and Legislative Summit – the largest spring Convention attendance since our return to in-person meetings post-COVID.

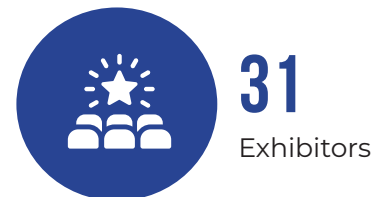
Attendees took part in a Convention program jam-packed with educational sessions, networking opportunities, and a rich and varied roster of keynote speakers. Among those speakers were NPR Senior Political Correspondent Mara Liasson and American Enterprise Institute Senior Fellow Kevin Kosar, both of whom offered their impressions on the state of American politics and the November election.

Messaging expert Michael Maslansky discussed how firms can navigate the Environmental, Social, and Governance (ESG) minefield in a climate in which there is little room for error. And author, humanitarian, and former MMA fighter Justin Wren enthralled the audience with his presentation on how his abruptly ended MMA career led him to discovering his life's work in Africa.

Asked post-Convention to rate the event:



BY THE NUMBERS



ACEC

ANNUAL
CONVENTION
& LEGISLATIVE
SUMMIT 2024

BuddyUp

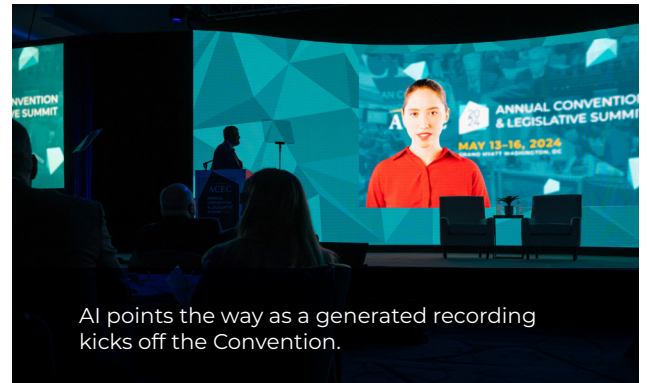
For this year's Annual Convention, ACEC launched a new initiative to help integrate newcomers to the event. BuddyUp was designed to pair new attendees with experienced Event Ambassadors to provide guidance on how to maximize their Convention experience.



[Click to view gallery](#)



ACEC Executive Vice President Steve Hall; Vice President, Tax and Workforce Policy, Katharine Mottley; and Vice President, Infrastructure Programs, Matt Reiffer, brief attendees on the legislative and regulatory outlook facing the industry this year and into 2025, prior to member's visits with lawmakers on Capitol Hill.



CELEBRATING A YEAR OF ENGINEERING EXCELLENCE

NEARLY 800

attendees were on-hand for the coda of the Annual Convention: our 2024 Engineering Excellence Awards Gala.

(This, too, was a record-setting number – one that required our Meetings team to seek special dispensation from the DC fire marshal to add additional seats.) This year's ceremony offered a new look and feel, incorporating multimedia elements that spotlighted not only the technical brilliance of the winning projects, but their societal impact, as well.

And at the center of this refreshed program, a new emcee: comedian and writer Paul Mecurio, whose performance mixed lighthearted humor with repeated appreciation for the essentiality of engineering. From the opening monologue to the big **Grand Conceptor reveal**, Paul kept the program moving – and the audience laughing.



Red carpet interviews with Gala attendees.



Gala attendees celebrate the very best of engineering.



Linda Bauer Darr kicks off the evening.



Attendees check out the eight Grand Award-winning projects.



ACEC Vice President Maria Schaff sings our National Anthem.



[Click to view gallery](#)

NEW COMMITTEES

ENHANCING ACEC'S RESPONSE TO INDUSTRY NEEDS

Recently, several critical issues have come to the forefront for ACEC members and the broader engineering sector: expanding the energy marketplace, emerging technology, and workforce development. ACEC's ability to meet these challenges defines its value, both now and in the future. In response, ACEC has formed specialized committees to address each issue head-on.



ENERGY COMMITTEE

The energy markets are facing historic changes like addressing the impacts of increased power demand stemming from data centers and AI as well as grid reliability and electricity affordability. And, no doubt, there are emerging opportunities in the energy sector due to significantly increasing investment from both the private and public sectors. The engineering industry is at the tip of the spear when making these investments work. ACEC member firms will design and implement these future energy systems and guide clients toward solutions that provide the best outcomes for their stakeholders. Moreover, America's engineering industry is hard at work turning the promises of the Bipartisan Infrastructure Law, the Inflation Reduction Act, and the CHIPS Act into tangible results for the American people.

To guide industry responses to dynamic energy challenges, ACEC formed the Energy Committee in 2024. The committee engages in policy shaping, education, and advocacy, particularly in adapting to increased energy demands and enhancing grid reliability.

The Energy Committee recruited over ninety members with an active steering planning committee representing several market sectors like power generation and building efficiency.

This year, the committee organized its first Winter Meeting with nearly fifty participants featuring customer groups like the CEO of CPS Energy, key Capitol Hill staff from Senator Sheldon Whitehouse (D-RI) and thought leaders like Representative Garret Graves (R-LA).



James Haynes
Chair
POWER Engineers, Inc.

William C. Bradford
Vice Chair
Hanson Professional
Services, Inc.

Nando Gomez
ACEC Staff Liaison



Joe Barbagallo, chair of the Water & Environment Committee, Congressman Garret Graves (R-LA), and Jim Haynes, chair of the Energy Committee after his remarks to members at ACEC's Washington, D.C. office.



TECHNOLOGY COMMITTEE

Established in 2023, the ACEC Technology Committee aims to harness the potential of artificial intelligence and digital design in member firms' daily operations. By embracing AI and other technological advancements, the committee ensures firms stay ahead in the evolving engineering landscape.

The committee provides this value to ACEC members by engaging and influencing clients, future talent, and the broader ACEC community on the value of adopting digital technology into their daily operations. To help achieve this endeavor, the committee has three subcommittees that rely on member feedback and input: Listening & Engagement (L&E), Education, and Advocacy.

This past year, the Listening & Engagement Subcommittee launched a new online community and tool with the intent of driving stronger engagement and feedback from the committee at large.

Additionally, the L&E Subcommittee facilitated listening sessions at the 2023 Fall Conference and 2024 Winter Coalitions meetings while also establishing alignment with other ACEC Committees.



Raj Arora
Chair
Jensen Hughes

Ryan Beckman
Vice Chair
Olsson

Markus Weidner
Vice Chair
Pennoni

Eric Quinn
Vice Chair
C & S Cos.

Dave Mulholland
Vice Chair
VHB

Thomas Grogan
ACEC Staff Liaison



Understanding how technology is impacting our industry and providing thoughtful guidance to our member firms for how they can navigate these changes is a top focus of the Technology Committee. By collaborating with the Transportation Committee (on the Digital Delivery statement) and the Risk Management Committee (on the Guidelines on the Use of AI by Design Professional Firms), we are helping move the industry forward with respect to technology best practice for engineering firms."

Raj Arora, Chair, ACEC Technology Committee

The Education Subcommittee established a "Tech Track" that led to the formulation of a three-part education program that initiated in July 2024. Programming will focus on the theme of "Digital Transformation" and consists of an online education series; podcast/video interview series; and digital content for member firms to evaluate and understand their digital transformation journey.

Lastly, the Advocacy Subcommittee collaborates with other ACEC Committees addressing critical issues to establish alignment on research and support for lump sum contracting; professional licensure protections; developing standards for digital delivery (Model as a Legal Document); and working with ACEC's Risk Management Committee on their development of an AI policy for engineering firms' documentation.



MARKET INTELLIGENCE COMMITTEE

At the forefront of market analysis, the Market Intelligence Committee (MIC) identifies trends impacting engineering. It advises on resources and educational programs, equipping businesses with essential insights for navigating public and private markets.

Initially established to provide regular briefs and research on crucial private markets, ACEC's Private Markets group has evolved significantly in response to growing demand from members eager for even deeper analysis on market trends and economic indicators. In response, ACEC created the Market Intelligence team, dedicated to delivering expert analysis and insights into economic conditions and forecasting business trends across private and public sectors. This transformation underscores ACEC's commitment to equip executives with the foresight needed to make informed strategic decisions.

Read more about the work of the Market Intelligence group on page 34.



WORKFORCE COMMITTEE

Launched in January 2024, the ACEC Workforce Committee consolidates efforts across education, development, advocacy, and communication within the engineering workforce. It focuses on three key areas: New and Future Workforce, Retaining and Developing the Current Workforce, and Legislative and Regulatory Workforce Policy Issues.



The Workforce Committee convened at the Annual Convention to discuss workforce program priorities. From left to right: Chair Rodney Chester, Vice Chair Orhan Ulger, and Vice Chair Susan Osterberg.



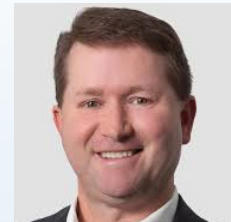
Mark Borushko
Chair

Western Land
Consulting Group

Mark Baum
Vice Chair

Barry-Wehmiller
Design Group, Inc.

Diana O'Lare
ACEC Staff Liaison



Rodney Chester
Chair

Gresham Smith

Orhan Ulger
Vice Chair

2IM Group, LLC

Susan Osterberg
Vice Chair

Smith Seckman Reid, Inc.

Patrick Brady
ACEC Staff Liaison

The Workforce Committee held its inaugural meeting at the Annual Convention and Legislative Summit in May. A recurring theme emerged at both events that captured the essentiality of engineering while promoting the value proposition that engineering has on our daily lives.



“We need to show the difference engineers make in this world and that there is purpose in what we do.”

Susan Osterberg, Vice Chair, Workforce Committee

During the May meeting, Committee Chair Rodney Chester emphasized the need to rethink outdated college curricula, particularly regarding math requirements. He highlighted that math phobia is real and the engineering industry must clarify that advanced math skills are not a prerequisite for becoming an engineer. “We make it look so hard,” said Vice Chair Orhan Ulger. Chester concurred, sharing, “I had to do differential equations in school; I never do them now.”

A key takeaway from the Annual Convention and Legislative Summit was the need for a toolkit for Member Organizations to support their grassroots workforce initiatives. Chester described its intended use: “It’s going to be a recipe for our MOs. You can modify the recipe—add some sugar or a pinch of salt to your ‘taste’—but the basic recipe will work for you.” This toolkit is scheduled for completion and delivery in the near future.

Combined, these committees underscore ACEC’s proactive stance in addressing industry shifts and ensuring member firms remain at the forefront of innovation and advocacy.

To learn more about all of ACEC’s open committees, please visit acec.org/member-center/get-involved/committees



Click here for more information



ENGINEERING WORKFORCE CONSORTIUM

THE ENGINEERING AND PUBLIC WORKS WORKFORCE SUMMIT

In April, the Workforce Committee shared its vision during the Engineering and Public Works Workforce Summit, a first of its kind meeting of leaders from groups representing industry, trades, and academia specifically focused on pooling resources to address the talent shortage in engineering and public works. The summit concluded with the creation of a memorandum of understanding between the organizations to form the creation of an Engineering Workforce Consortium (EWC) to coordinate its work.



ACEC President and CEO Linda Bauer Darr moderates a panel discussion on defining the workforce challenge in the engineering and public works industries.



Workforce Committee Chair Rodney Chester addresses attendees of the inaugural Engineering and Public Works Workforce Summit held at ACEC Headquarters in Washington, DC.



During the Workforce Summit, attendees break into groups for more in-depth discussions.



Workforce Summit attendees included nearly four dozen leaders from engineering and public works associations, academia, and the government to offer ideas on how to address the engineering talent shortage.



OUR FEDERATION

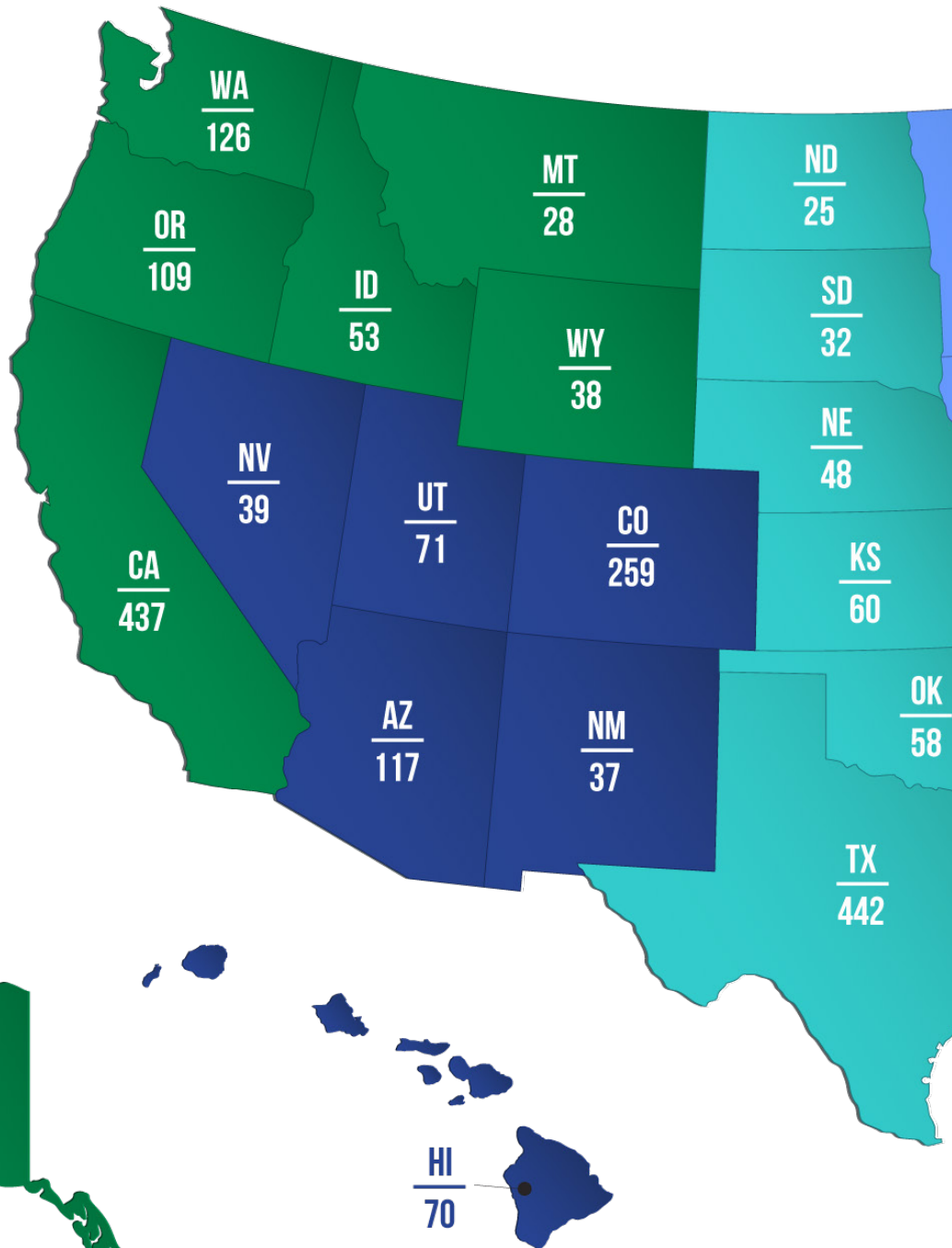
Member firms by state as of June 30, 2024

TOTAL FIRMS

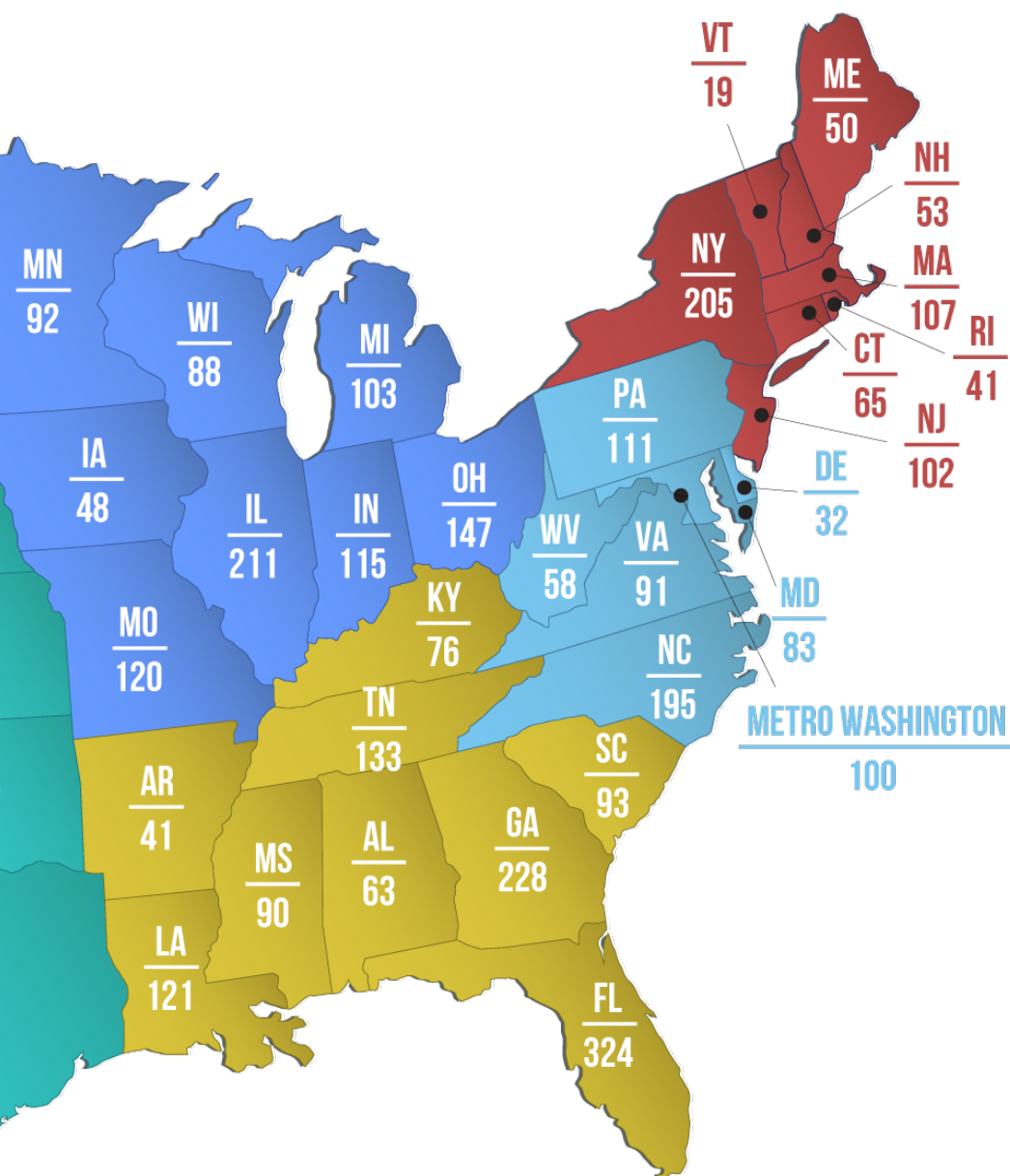
5,481

TOTAL EMPLOYEES

569,137



EXECUTIVE COMMITTEE REGIONAL ASSIGNMENTS



NORTHEAST

Dan Larson – 2023-2024
Peter Moore – 2024-2025



NORTHWEST

Elizabeth Stolfus – 2023-2025



SOUTHEAST

Tom Cascino – 2023-2024
Sean McCone – 2024-2025



SOUTHWEST

Derek Clyburn – 2023-2025



MID-ATLANTIC

Ralph Guida – 2023-2024
Jim Hoffman – 2024-2025



MID-WEST

Dan Meckes – 2023-2025



CENTRAL

Janice Marsters – 2023-2024
Erica Jensen – 2024-2025

MEMBER ORGANIZATION SPOTLIGHT

ACEC has 51 state Member Organizations (MOs) that advocate for the business interests of the engineering industry among the states. For this year's annual report, ACEC asked our MO executives what accomplishment over the past fiscal year would best position their Member Organization for future success and why? The following responses are provided by our MOs.

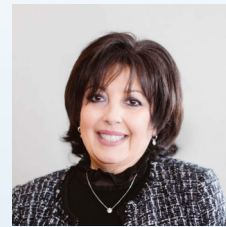


ACEC ALABAMA

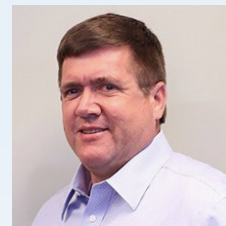
ACEC Alabama crafted a new three-year strategic plan over the past year that is set to revolutionize how we engage with both members and non-members. By prioritizing inclusive collaboration, innovative initiatives, and personalized approaches, we are empowering our organization to attract and retain a wider network of stakeholders. Our strategic plan lays a strong foundation for future success by fostering meaningful connections, driving engagement, and unlocking new growth opportunities. ACEC Alabama membership has embraced this collective endeavor with passion and dedication as we pave the way for a vibrant and thriving Member Organization in Alabama.



**Click here to watch
ACEC Alabama's Three-
Year Strategic Plan Video**



Renée Casillas
Executive Director
& CEO

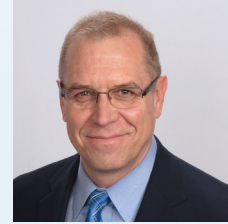


Charles Oligee
ACEC Alabama President
TTL, Inc.



ACEC CALIFORNIA

ACEC California sponsored legislation (**AB 334**), clarifying firms who perform early phase work on projects may also work on later phases of those projects, rather than conflicting out. The measure was signed into law, effective January 1, 2024. Another notable success includes working with Caltrans to annually update **labor rate escalation percentages**, positioning our work on the same with the Highspeed Rail Authority. ACEC California also tackled an **initiative to protect** our ACEC National Life/Health Trust to operate in California for firms with fewer than 100 employees. The **2023 Year End Review** has the full summary of ACEC California's 2023 accomplishments.



Brad Diede
Executive Director



Mariam Munshi Virani
ACEC California President
LLC Engineering & Surveying, Inc.



ACEC Indiana's Strategic Plan Facilitator Mitch Isaacs hosts strategy sessions with each of the four newly aligned committees to develop new purposes and goals.



Beth Bauer
Executive Director



Kurt Heidenreich
ACEC Indiana President
Engineering Resources, Inc.



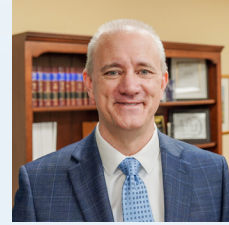
ACEC INDIANA

ACEC Indiana revamped four of twelve active committees to align with the Strategic Plan and members' evolving needs. Changes involved brainstorming sessions with a leadership consultant, allowing stakeholders to reimagine committee objectives and goals. This initiative ensures the Strategic Plan remains dynamic and relevant. Among our achievements: the Higher Education and Workforce Committee's scholarship participation increased 168 percent through strengthened university partnerships; the K-12 Education Committee reached 6,500 students during National Engineers Week; the Membership Engagement & Belonging Committee developed attendee hospitality initiatives, expanding inclusivity through revamped networking programs; and the Professional Development Committee organized impactful events for Emerging Professionals including the inaugural PSMJ Project Management Bootcamp.

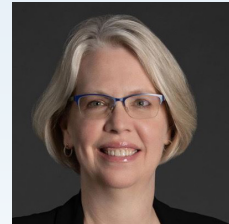


ACEC KANSAS

This past year, ACEC Kansas worked to ensure strong and increasing revenue streams for a variety of infrastructure modes. Transportation funds were protected at current rates, and water saw significant increases as we encourage lawmakers to consider a comprehensive ten-year plan similar to what is currently done for transportation. In addition, vertical infrastructure, particularly for our Regents institutions, continues to see a variety of new and increased funding streams proposed. While none has passed yet, the momentum is coalescing around an increase of some kind. These revenue streams will ensure our members continue to have the opportunity to grow their businesses while contributing to the economic development of our state and the safety of its citizens.



Scott Heidner
Executive Director



Agnes Otto
ACEC Kansas President
Burns & McDonnell



Tanya Griffeth
Executive Director



Theresa Patten
ACEC of Maine President
Crede Associates, LLC



ACEC OF MAINE

In October of 2023, we worked with the Maine Department of Transportation to increase our wage cap from \$55 per hour to \$85 per hour so that member firms could afford to work on MaineDOT projects and provide the level of service for which the engineering community of Maine is known. We are also working with MaineDOT to eliminate the construction support service's maximum "Fair and Reasonable" direct labor rates and had a collaborative meeting with MaineDOT leadership. In the following months we will continue this important conversation. We ended the year by not only reaching our PAC goal with ACEC National but also exceeding it. We are on our way to our 2024 goal. PAC funds are critical to ACEC's national message and involvement in shaping policy that impacts our industry.



Abbie Goodman
Executive Director



Dawn Connelly
ACEC/MA President
Green International Affiliates, Inc.



In 2024, ACEC/MA launched its inaugural Diversity, Equity, and Inclusion Commitment Award. This award honors a firm's ingenuity, leadership, and commitment to advancing diversity, equity, and inclusion within the profession. The award aims to elevate the important impact of an organization that has demonstrated value beyond expectations and requirements—as a representative of new standards of excellence—to ensure the advancement of DE&I within the industry. Two awards were presented to a large firm and to a medium-size firm for demonstrating their commitment and progress.

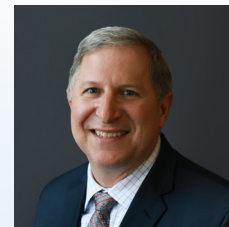
Our largest ever EEA Gala was held in late March, with over 525 participants.

Mass. Governor Maura Healey recently appointed ACEC/MA Executive Director Abbie Goodman to the new Public Construction Projects Advisory Council, which is assembling recommendations to increase the diversity of contractors working on vertical public building projects. Goodman is the sole representative of the engineering community on this council.

Several bills we support are pending final action in our legislative session, which ends July 31, 2024.



This past year, ACEC/Michigan established a new Water/Wastewater Committee to add member value and tackle the difficult drinking water, stormwater, and wastewater issues in Michigan. Two roundtables were held on the east and west side of the state and invited member firms to bring issues and information forward. More than 80 individuals attended the two meetings. This new committee will tackle several key issues: timely permit approvals by government agencies, inadequate funding to address failing infrastructure, rising construction/material costs, and the availability of various system components that need to comply with the Build America, Buy America Act.



Ronald W. Brenke
Executive Director



Richard Chelotti
ACEC/Michigan President
Colliers Engineering & Design



Jonathan Curry
Executive Director

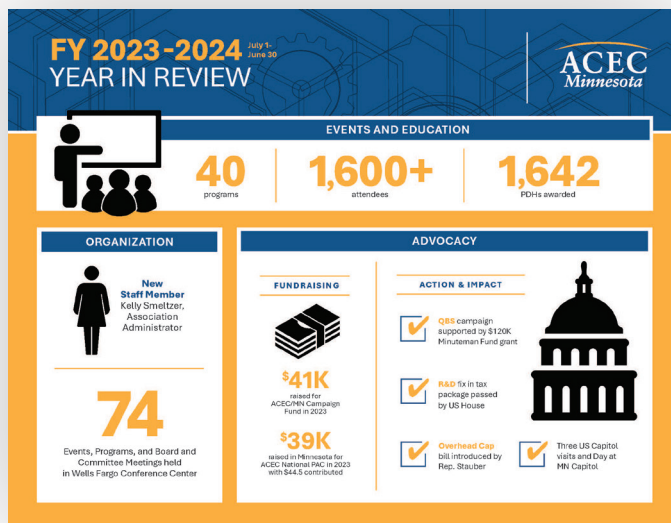


Brett Morse
ACEC/MN Board Chair
TKDA

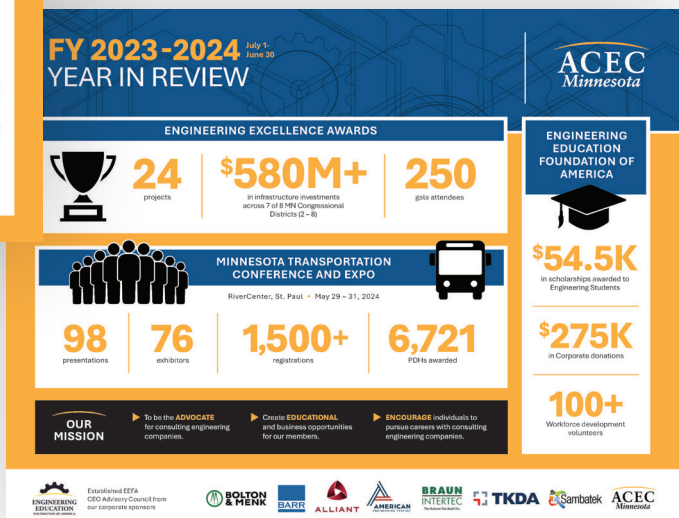


ACEC/MN

“Advancing the Engineering Industry Together” is the ACEC/MN motto. In FY 2023-24, our staff and board of directors focused on engaging hundreds of member volunteers at Minnesota firms to achieve our mission. This year, we awarded more than 8,000 PDHs to public and private sector employees, our members contributed \$80,000 to support state and national PACs, and our NEW Engineering Education Foundation of America leveraged its more than 100 volunteers to support workforce development programs and scholarships in multiple states. It's always great to look back and celebrate success, but ACEC/MN recognizes that there is always more work to do; we look forward to joining forces with the entire ACEC federation in the coming years to grow our industry through advocacy, education, and outreach. The work we all do now, will help create a thriving consulting engineering industry, long into the future.



[Click to view infographic](#)





ACEC/MS



Craig Carter
Executive Director



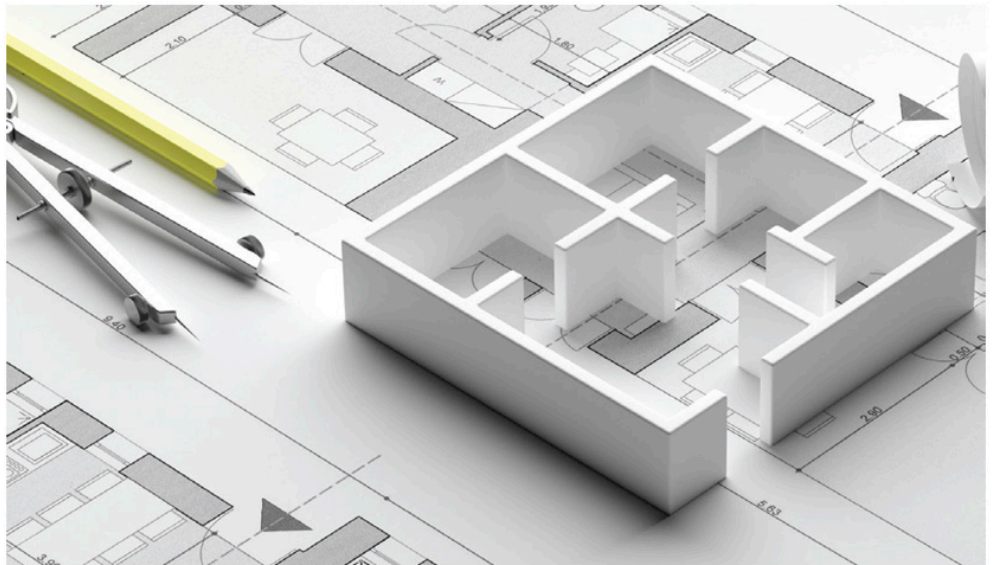
Darrell Martinek
ACEC/MS President
W. L. Burle, Engineers, P.A.



**Click here to read
the entire article**

Mississippi Business Journal | AUGUST 2024

SPECIAL REPORT Architects and Engineers



Architects and Engineers Thrive Despite Challenges

By **JACK CRISS**

“If you’re not doing well right now (as an architect or engineer), you’re not running your business right.”

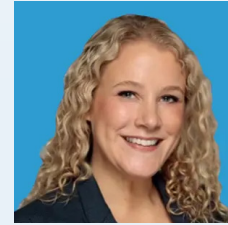
That’s how one Mississippi engineering executive, who wished to remain anonymous, described the current climate for both industries in the state at the present time. Not that problems don’t exist—first and foremost a lack of qualified applicants—but with stimulus money still coming in, the present scenario is strong and the future looks bright for both architects and engineers. Especially for young women entering the professions. Craig Carter, Executive Director of the American Council of Engineering Companies (ACEC) of Mississippi, has a vantage point on how state engineers are faring through his leadership vantage point. ACEC/Mississippi represents over 90 engineering consulting firms throughout the state and over 1,700 of their employees.

“Like every other industry, the digital revolution has changed the engineering profession. Technology is a wonderful thing,” said Carter. “But advances dictate that industry professionals stay ahead of the curve through continuing education. ACEC/Mississippi helps our member companies to adapt to industry demands.”



ACEC-NH

The state of New Hampshire has embraced both the Qualifications-Based Selection process and the implementation of reasonable contract terms when selecting and retaining engineering services for state funded projects. In 2024, ACEC-NH board members met with personnel from the NH Fish & Game Department and the Department of Administrative Services to better understand their contracting policies and procedures and discuss various terms and conditions of their standard contracts. The discussions were informative and will help our member firms participating in the solicitation process going forward.



Jessica Eskeland
Executive Director



Matthew R. Poirier
ACEC-NH President
Sanborn, Head & Associates, Inc.



John T. Evers
President/CEO



Keith Harlock
ACEC New York Board Chair
WSP USA



ACEC NEW YORK

To safeguard the next generation of engineers, ACEC New York established a Workforce Development Committee to work with fellow design professionals and industry partners to share ideas and foster careers in our fields. With a newly debuted community college scholarship program, in addition to our four-year college program, ACEC New York reached a record in granting 39 scholarships to college students pursuing engineering. In 2024, we completed our three-year pilot partnership with the National Society of Black Engineers, assisting nine students in their interest in engineering degrees. Finally, we've partnered with the Associated General Contractors and the New York State Department of Transportation to launch a three-year summer internship program, under which college students interested in engineering and construction spend one summer with each participating partner – the State of New York, an engineering consultant, and construction firm. ACEC New York proudly supports and affirms our commitment to the future of engineering.



Beth Easterday
President



Allen Biehl
ACEC Ohio Board Chair
TranSystems Corp.



ACEC OHIO

Over the past year, ACEC Ohio made great progress by ramping up its advocacy efforts, setting the stage for future success. By focusing on grassroots advocacy, ACEC Ohio empowered its members to become influential voices within their four-chapter areas. The organization hosted regional legislative “fly-ins,” inviting state legislators to engage in discussions on critical business issues in or near their districts. These events, aimed at building stronger local legislative relationships, were complemented by a video campaign highlighting the benefits of the ACEC Ohio PAC. This strategic initiative has strengthened ACEC Ohio’s influence and enhanced our legislative impact.

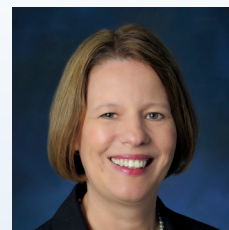


**Click here to watch
ACEC Ohio’s PAC
video campaign**



ACEC OREGON

ACEC Oregon President Tonya Finley set several goals during her term that will help future success. An incredibly busy year resulted in a big win in the Oregon Legislature. After four years of meetings with legislators and opponents to explain the intricacies of insurance and contract law, SB 1575 passed just hours before the 2024 session ended. As of January 1, Oregon’s design professionals will see the benefits of greatly improved public agency contracts with the removal of onerous and unfair duty to defend contract clauses. In addition, ACEC Oregon added a new Land Development Committee and re-engaged the Tri-Met Transit Committee. To address workforce issues and other interests in common, we kicked off a new Industry Forum with AIA, PLSO and AGC.



Alison Davis
Executive Director



Tina Adams
ACEC Oregon President
Casso Consulting



Dorothy Davison
Executive Director



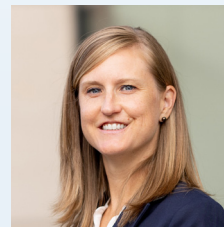
Walter Heller
ACEC-RI President
Pare Corporation

In December 2023, an ACEC-RI member firm working on the Washington Bridge discovered a substantial failure of bridge elements requiring immediate closure of the westbound side of the bridge. The Washington Bridge is a major artery connecting the east and west bays of Rhode Island and on average carries 90,000 cars per day. The closure caused massive traffic issues and huge economic loss on both sides of the bridge. It was determined that the westbound portion of the bridge had to be replaced. Some state officials blamed the construction/engineering industry, and the state hired a plaintiff's law firm to investigate all parties involved.

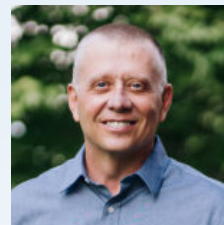
In the penultimate week of the legislative session in June, a bill was filed to "clarify" the Rhode Island statute of repose, which is currently ten years from the date of substantial completion to change it to ten years from the date of discovery to 2033 for claims involving the Washington Bridge. In effect, this change would create a nineteen-year statute of repose. ACEC-RI implemented a major effort to defeat this bill, submitting written testimony in opposition, testifying against the House version of the bill, urging the insurance industry, the Unions, contractors, trade associations and ACEC MOs in Massachusetts and Connecticut to oppose the bill. In addition, member firm leaders also contacted their local representatives and senators. This combined effort defeated the bill. Though the bill was limited to one project, the length of the repose period and the precedence of changing long standing law to target a group made it crucial to defeat the bill for the benefit of the entire engineering community.



ACEC Virginia engaged with its members across the Commonwealth through free regional socials in our key regional hubs. We enjoyed connecting with both new and longtime members. Through these socials we gained new committee members, event attendees, and ACEC Virginia champions. We look forward to building upon the success of these socials.



Kristina Preisner
President



Victor Angell
ACEC Virginia Board Chair
Wiley | Wilson



ACEC Virginia members at a regional social gathering and brewery tour.

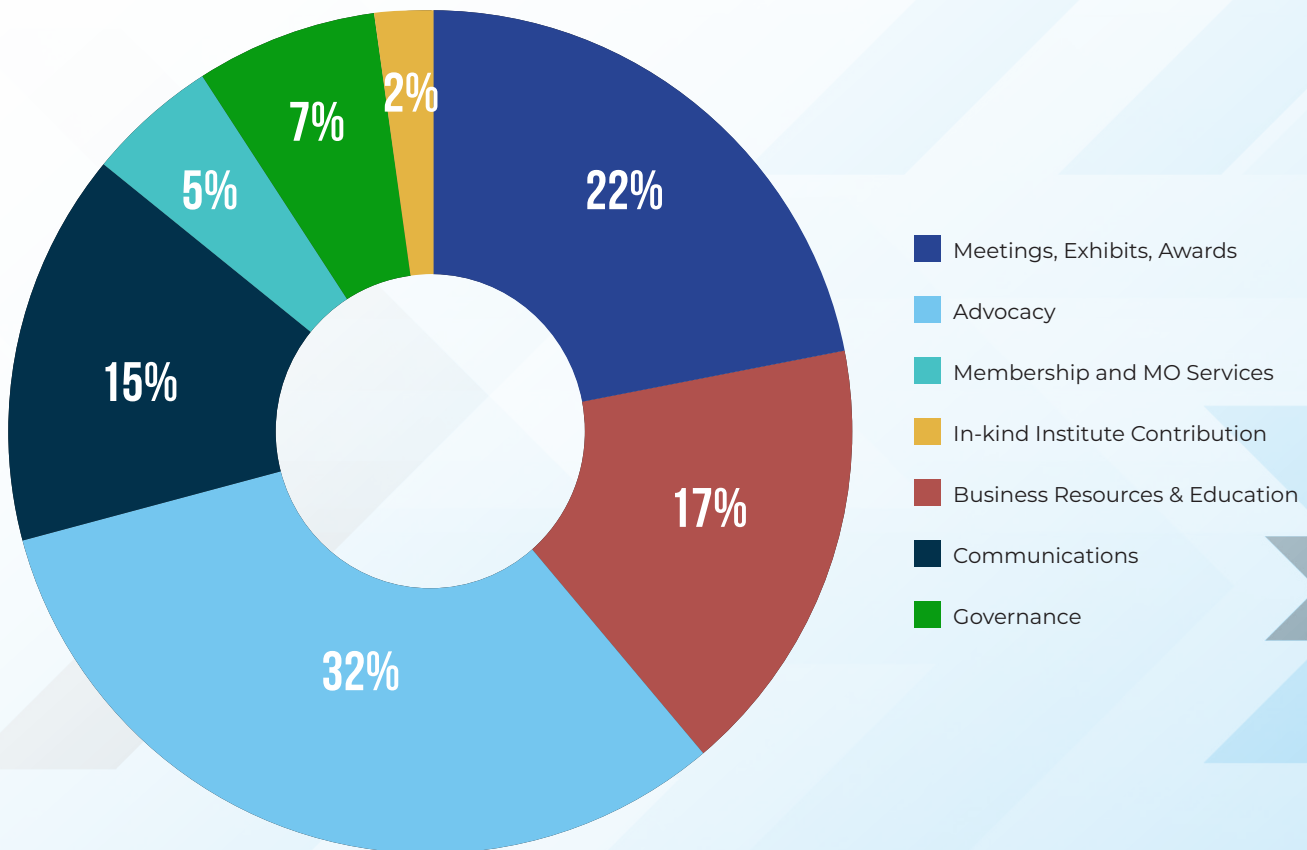
FINANCIAL UPDATE

Despite the headwinds of economic uncertainty and inflation, ACEC continued to operate on sound financial footing through FY24, ending the year with \$13.6 million in dues for the year. Non-dues revenue (excluding Minuteman Fund and the Design Professionals Coalition) totaled \$5.9 million. The Council also received another clean audit opinion from our auditors at CliftonLarsonAllen LLP.

In line with the FY23-FY25 ACEC budget, dues revenue allocations continue to follow the Council's strategic objectives, with advocacy leading, followed by robust investment in communications to bolster our advocacy efforts, meetings, and membership.

The Council's new office has lived up to the promise that it would be a place for collaboration and networking where ACEC National staff, Member Organization leaders, and member firm executives can socialize and hold meetings. The offices have become a hub for member activity, playing host to ACEC committee meetings, MO meetings, training for Executive Committee members and state volunteer leaders, and the first ever Engineering Workforce Summit.

We continue to develop the space, including state-of-the-art connectivity for teleconferencing, a full 6k production studio for video recording and podcasting, and flexible meeting spaces.



STRATEGIC PLAN UPDATE

COUNCIL PUSHES AHEAD ON STRATEGIC GOALS AND OBJECTIVES

LEADING BUSINESS STRATEGY:

- Established new ACEC Committees to address technology, workforce, and energy.
- Expanded advocacy & communications staff with new Director of Workforce Policy.
- ACEC Advocacy and PAC presence at major party nomination conventions.
- ACEC Research Institute projects on Firm of the Future, and its Diversity Roadmap.
- Held the first industry summit on the engineering workforce shortage and established the Engineering Workforce Consortium.

EMBODYING INCLUSION AND DIVERSITY:

- Established the Women's Leadership Forum.
- Launched the BuddyUp program and ACEConnects mentor program.
- Member database enhancements to lay groundwork for statistical benchmarking.
- Expanded the DEI&B resources on the ACEC website.

EXPANDED AND INFLUENTIAL MEMBERSHIP:

- Created the new Market Intelligence Committee.
- Expanded market intelligence resources including a new interactive dashboard.
- Launched the Member Expansion Taskforce to explore inclusion of sustainability firms, urban planners, and environmental specialists as ACEC members.
- Offered specialized education programming on communications, AI, digital transformation, and more.

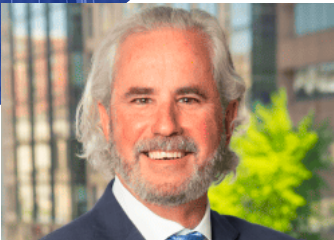
ESSENTIAL VALUE TO SOCIETY:

- Expanded the award-winning Engineering and Public Works Roadshow and provided tools to Member Organizations for their own events.
- Sustained growth in social media audience across platforms.
- Leveraging video as a central story-telling tool to communicate the essentiality of engineering.

VIBRANT MEMBER ENGAGEMENT:

- Hold regular information exchanges with the ACEC Board of Directors, Member Organization executives, and Design Professionals Coalition.
- Maintain regular meetings with executives from the top ENR firms.
- Sold-out participation in leadership programs.
- Engaging Past Chairs on the Past Chairs Committee, holding first-timer's events at convention and mentoring opportunities for Young Professionals.

2024-2025 EXECUTIVE COMMITTEE



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Raba Kistner, Inc.
San Antonio, Texas



CHAIR-ELECT

John A. Rathke

Mead & Hunt, Inc.
Middleton, Wisconsin



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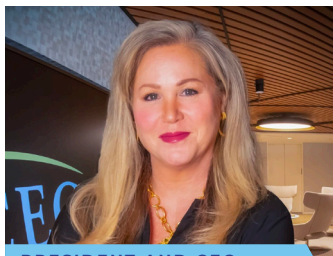
Chen Moore
and Associates
Fort Lauderdale, Florida



VICE CHAIR

Elizabeth Stolfus

Stolfus and Associates
Greenwood Village
Colorado



PRESIDENT AND CEO

Linda Bauer Darr

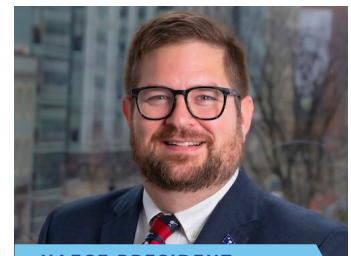
American Council of
Engineering Companies
Washington, DC



CHAIR EMERITUS

Jay Wolverton

CHA Consulting, Inc.
Duluth, Georgia



NAECE PRESIDENT

Adam Jones

ACEC-SC
Columbia, South Carolina

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Renee Casillas
Executive Director
& CEO

IDAHO

Liz Conner
Executive Director

MICHIGAN

Ronald Brenke
Executive Director

NORTH CAROLINA

Tara Robbins
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TEXAS

Peyton McKnight
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Kevin Artl
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Kristina Preisner
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CALIFORNIA

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Scott Heidner
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Mary Erchul
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Executive Director

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Heidi Gordon
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Crystal
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SOUTH DAKOTA

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Michael Sullivan
President & CEO

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TENNESSEE

Kasey Anderson
Executive Director

HAWAII

Ginny Wright
Executive Director

METRO WASHINGTON

Hugh "Mac" Cannon
President

NEW YORK

John Evers
President & CEO

MESSAGE FROM THE 2024–2025 BOARD CHAIR

Dear Friends and Colleagues:

It is my honor and privilege to write to you as ACEC's 2024-2025 Board Chair. If you've read this far, you've seen what a momentous year this has been for the Council. But this is not an organization that rests on its laurels. We don't just pursue opportunity. We create it.

That's what you do when you represent an industry that holds immense responsibility for the society of which we are an inseparable part. My predecessor Jay Wolverton used his term as Chair to emphasize the essentiality of engineering through initiatives like the Roadshow and the launch of our Workforce Committee. "Essentiality of engineering" isn't just a catchy alliterative phrase. It's a reaffirmation that engineers shape not just the physical world, but the very fabric of society itself. Engineering is about more than structures and systems. It is the steady hand that lifts and connects communities. Our Roadshow tells that story and our efforts on workforce ensure that we have the capacity to write new chapters in it. And those chapters are being written every day by our state Member Organizations, now stronger than ever thanks to the efforts of my earlier predecessor Art Barrett.

All of this is to say when I assumed the ACEC chairmanship in May, I inherited a Council that is built to win. The last half-decade has been a period of seismic change in our country and our Council, ushered in by a once-in-a-century pandemic and painful conversations about race, faith, and gender that were decades overdue. When these events converged, it created a business landscape that has been forever changed. The post-COVID infusion of trillions of dollars into federal, state, and local infrastructure projects came at the very moment our industry is fighting for talent. While others debate the importance of diversity, we must recognize the necessity of it.

But the theme of this year's Report is "Onward," which raises the question: What do I hope to accomplish during my tenure as Chair? With so many invaluable initiatives and projects already in the mix, what's next?

Orville Redenbacher – yes, the popcorn guy – used to end ads for his products with the tagline, "Do one thing and do it better than anyone." ACEC does many things better than anyone. This Council is about producing results – not just creating activity. My intent in the coming year is to continue building on our success by doubling down on what we do well: supporting our member firms, telling our story, and creating a climate that serves the interests of our industry. As the five-year period of our Strategic Plan winds down and as we begin our three-year budget process, there will no doubt be some shifting of priorities. Both were products of a different time. But I know this team will meet these tasks the way they meet all others: with creativity, tenacity, and an unwavering commitment to getting it right.

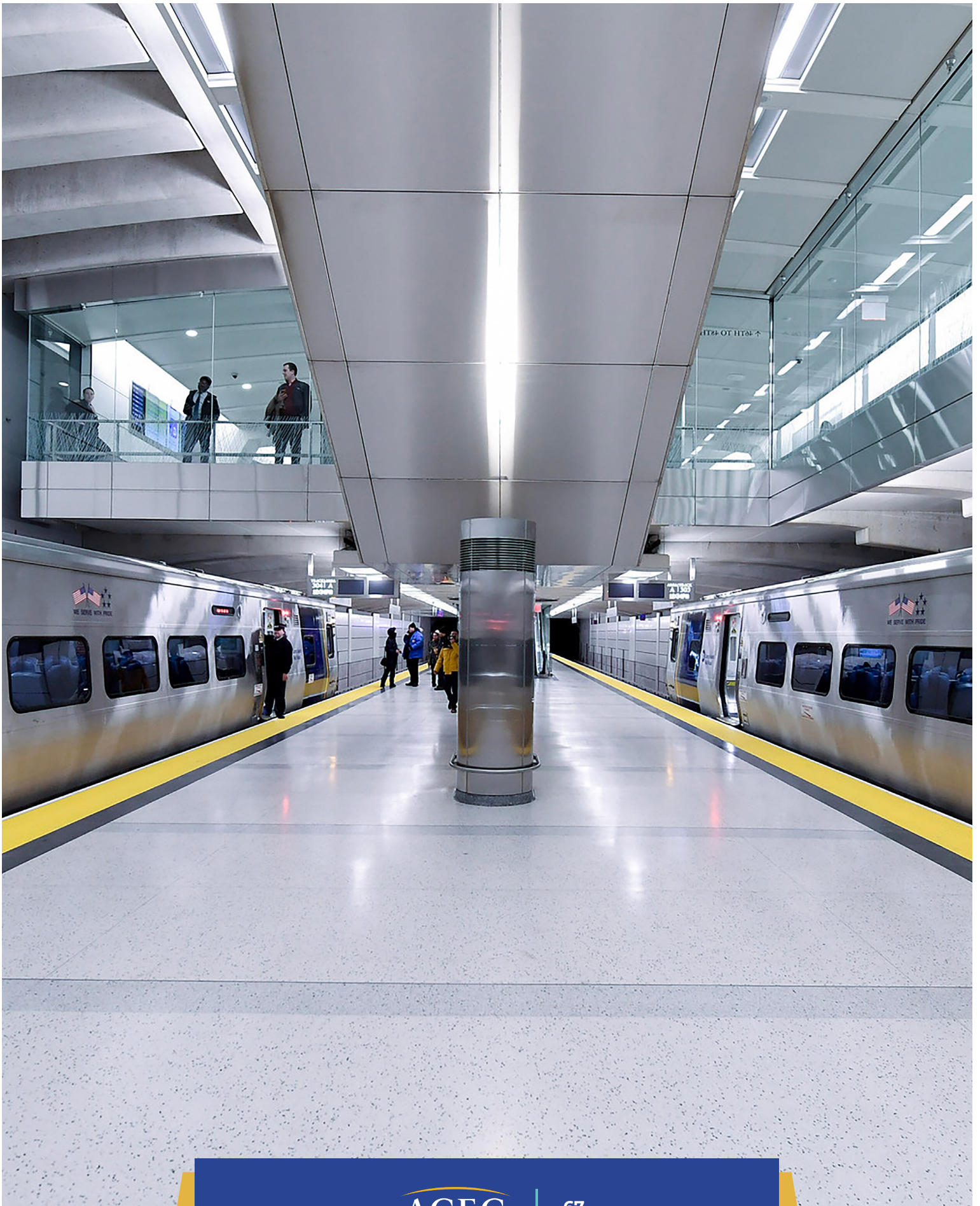
ACEC is a federation of great people driven by purpose and principle to do great things. We're all on an unpredictable journey, but this is an organization well-equipped to navigate a world of uncertainty.

Sincerely,

Dr. Gary W. Raba, PE

2024-2025 ACEC Board Chair







@ACEC-National



@ACECNational



@MeetACEC
@ACEC_National



@ACECNational



@ACEC.National



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