

ACEC INSIGHTS

AMERICAN COUNCIL OF ENGINEERING COMPANIES OF MASSACHUSETTS

The Engineering Center • One Walnut Street • Boston, MA 02108 • T: 617/227-5551 • F: 617/227-6783 • www.acecma.org SUMMER/FALL 2019

Meet Our New President, Jennifer Howe

New ACEC/MA President Jennifer Howe is no stranger to the organization—her long-standing history with ACEC spans over 10 years, having served our Board and completed both our Emerging Leaders and Odyssey leadership programs. She continues to participate in the annual Emerging Leaders management-to-leadership discussion, a panel she has contributed to for eight years, engaging with younger engineers and architects in the industry.

“My ACEC experiences have gone above and beyond teaching me industry-related skills,” she explains. “In fact, one of the greatest takeaways has been a newfound appreciation for everyone’s unique perspectives in the A/E industry. It’s been great to engage leaders, such as CEOs and presidents, from all different types of organizations to gain their input on shared opportunities, challenges, and what it takes to run an engineering business. We all have something we can contribute to each other.”

Jennifer is currently the Director of Site Design and Director of Federal Government at SMMA, having spent over 20 years with the firm as a civil engineer. Her many titles and experiences with SMMA’s unique multi-disciplinary work model have only reinforced her appreciation for bringing new perspectives to the table. Starting as an entry-level engineer, she soon became Civil Department Manager



and Site Design Director, while additionally taking over the development of SMMA’s Government Group.

“In my years at SMMA, I have learned a tremendous amount about the vertical construction side of engineering. As part of a full-service design firm, I have been exposed to a

rich knowledge base of architects, interior designers, and building systems engineers. I hope to bring that perspective to the organization this year.”

She is also drawn to the government affairs side of ACEC—in the last few years, she has attended Engineers and Land Surveyors Day at the State House in Boston, MA, and organized visits with the Massachusetts Delegation as part of the ACEC Annual Convention in Washington, D.C., in 2019. “I think learning how ACEC is respected by government officials and how we can help our representatives and senators make smart choices on some of Washington’s decisions is pretty interesting! They really value what engineers and architects can bring to the table on topics like infrastructure, transportation, and even the more key items like energy and public building financing. It’s representative of a really amazing process.”

Jennifer is looking forward to working with our member firms to advance greater organizational goals, such as continuing the success of former President Mike Walsh’s efforts with the STEM Outreach Initiative to help engage the next generation of engineers. She will also be helping to develop new programs that address current problems seen in firms, including a focus on diversity, equity, and inclusion.

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Testifying in Support of Climate Change Adaptation for Municipalities

By Abbie Goodman, ACEC/MA Executive Director

On Tuesday, June 18, 2019, the Joint Committee on Revenue held a public hearing on legislation filed by the Baker-Polito Administration to establish a new, sustainable source of revenue for cities and towns to fund climate resilient infrastructure and nature-based solutions.

The legislation, Senate Bill 10, *An Act Providing for Climate Change Adaptation Infrastructure Investments in the Commonwealth*, would direct \$137 million annually to cities and towns to protect public health, safety and property, and reduce the long-term costs of climate-related risks.

Importantly, the legislation builds upon the successful Municipal Vulnerability Preparedness (MVP) program to meet the significant need demonstrated through this program. In just over three years more than 70% of the Commonwealth's cities and towns have joined the MVP program, which allows access to technical assistance to identify climate-related hazards and implement priority projects to improve resilience and reduce risk. As more communities engage in the program and advance projects from planning to implementation, this demand for a dedicated revenue source will only grow, requiring this dedicating funding source.

[Click here](#) for additional information on the legislation.

Summary of S.10 Legislation

- The bill would transform the Commonwealth's commitment to community resilience by dedicating a new, sustainable source of revenue to fund climate resilient infrastructure investments.
- Through a modest increase in the deeds excise rate, revenue would be deposited into a Global Warming Solutions Trust fund and directed to municipalities.
- With \$75 million in revenues projected to be generated from the proposal in FY20, \$137 million on an ongoing, annualized basis, and \$1 billion over 10 years, this initiative would enable a historic level of investment in community resilience.



Left to right: Wayne Cobleigh, CPSM, GZA GeoEnvironmental (for ACEC/MA); Elena Proakis Ellis, PE, City of Melrose; and John Nunnari (AIA/MA) testify in support of S.10, *An Act Providing for Climate Change Adaptation Infrastructure*, before the Joint Committee on Revenue.

- Funding will be made available to cities and towns to invest in climate-smart infrastructure that protects public health, safety, natural resources, and property across the Commonwealth including:
 - Culvert replacement
 - Dam removal and repair
 - Infrastructure retrofits and nature-based solutions
 - Funding for vulnerable and environmental justice communities
 - Resiliency measures for critical facilities
 - Strategic land acquisition and restoration
 - Deployment of clean energy resiliency measures to ensure preservation of vital services.

Note: ACEC/MA is also supporting H.3846, *An Act Relative to GreenWorks* (see separate article), proposed by Speaker Robert DeLeo. ACEC/MA supports both bills that would make funding available to communities to make their infrastructure more resilient to climate change. You can help as the bills work through the legislative process. See www.acecma.org for updates and join our ACEC/MA Government Affairs Committee. [Click here](#) for other ways you can show support for these bills.

House's GreenWorks Climate Legislation, H3846

By State Representative Carolyn Dykema

Climate change is a significant and growing concern with wide-ranging impacts, and although the Commonwealth remains a leader in several areas including energy efficiency, there is growing urgency for more aggressive policy.

Speaker DeLeo announced a new GreenWorks grant proposal to invest \$1 billion over the next 10 years to help communities across Massachusetts adopt technologies, including clean energy, energy efficiency, and climate change resiliency measures that cut greenhouse gas emissions, fortify infrastructure, and reduce municipal costs.

The GreenWorks proposal has taken shape over the past several months and initial bond legislation was recently filed by Rep. Tom Golden, House Chair of the Committee on Telecommunications, Utilities and Energy, as H.3846, An Act relative to GreenWorks. [You can find the full text of the bill here.](#)

Below, please find an overview of the bond authorizations included in the proposal:

- \$1 billion for a GreenWorks infrastructure program, to be administered by the Executive Office of Energy and Environmental Affairs, to provide grants to municipalities for the following:
 - Improvements to publicly owned infrastructure to support climate adaptation and resiliency, mitigate the impacts of climate change, reduce carbon emissions, implement energy efficient or conservation measures, improve energy efficiency, or contribute to the Commonwealth's efforts to meet interim carbon emissions limits
 - Siting and construction of renewables, energy storage, and alternative energy projects on municipally owned land
 - To implement adaptation/resiliency measures pursuant to the statewide [climate adaptation strategy](#)
 - To implement infrastructure improvements identified through the [Municipal Vulnerability Preparedness \(MVP\) Program](#)
- \$100 million for a matching grant program to support municipal development and deployment of microgrid energy systems.



Mark Costa, VHB, and Chris McDermoff, TRC Companies, testifying for ACEC/IMA in support of H.3846, An Act Relative to Greenworks on June 18. (photo: Molly Sullivan)

- \$125 million for grant programs to support electrification of municipal and RTA vehicle fleets, including:
 - \$10 million for planning and technical assistance
 - \$25 million for municipal acquisition of electric vehicles (EVs) and related infrastructure
 - \$90 million for EVs and related infrastructure including battery electric or plug-in hybrid electric buses
- \$20 million to establish a grant program to support municipalities in hiring a sustainability coordinator to implement and monitor GreenWorks projects:
 - Directs municipalities to execute a five-year contract with the coordinator; provides up to the first three years of funding for designated [environmental justice \(EJ\) communities](#) and up to the first two years for other communities

- \$50 million to establish a green resiliency fund to provide loans to municipalities for the following:
 - Meeting matching requirements of the GreenWorks program after demonstrating financial need
 - Resiliency improvements for extreme weather preparedness
 - Resiliency investments that result in economic revitalization

This bill had a hearing before the Joint Committee on Telecommunications, Utilities and Energy on June 18, 2019.

State Representative Carolyn Dykema (D-Holliston) is the vice chair of the Massachusetts Legislature's Joint Committee on Telecommunications, Utilities and Energy. She can be reached at 617/722-2680.

UPDATE: The Massachusetts House of Representatives passed the Greenworks bill in July. It is now [H3997](#) and is with the Senate Committee on Bonding, Capital Expenditures and State Assets, which may take it up later this fall.

Surprising Truths About Building a Learning Culture (one firm's story)

by Rich Friedman



The rate of change is moving at an increasing speed. Technology continues to change the way we design, build, and run projects and our firms. In this article, we're telling a story that we hope will inspire you to decide what kind of culture you want to build and be bold about going after it. It's the story of how one firm has gone all-in on creating a culture of learning and innovation. They're doing it in a way that is sometimes at odds with conventional wisdom—and growing a profitable business at the same time.

The Big Why: Innovation + A Growth Mindset

Turner Fleischer (Toronto, Canada), a 150-person architecture firm specializing in private-sector projects is determined to be on the forefront of technology and education. This is their strategic priority, and over the past several years, they have been rewiring their firm culture from the inside out to achieve it.

As they've grown from 61 staff to 150 in the last 10 years, Turner Fleischer has built a young and culturally diverse team. More than half of the firm's staff is under 34, and many have received their professional degrees outside of Canada.

"You need young people if you want to be a technologically advanced firm," says CEO Ellen Bensky. "These talented individuals know tech, but they don't always know the ins and outs of the industry. And they don't have the luxury of a gradual learning curve by moving from one project to the next, because we need them up and running sooner than that."

Turner Fleischer decided the answer was to launch a robust in-house program that offers critical learning and professional development credits for free. Not only would this help younger staff upskill quickly, it would also provide opportunities to build teaching and presentation skills and develop internal subject-matter experts. Since its inception in 2015, TF Academy has exponentially grown and in its current Spring/Summer semester is offering a total of 60 individual teaching sessions, spread over 18 courses, 22 electives, and 7 workshops.

Encouraging Teaching and Learning

At TF Academy, internal and external teachers deliver courses that are vetted and refined through a 10-step committee approval and development process meant to support teachers and ensure that the courses are effective and

engaging. The firm encourages staff, at all levels, to propose, teach, and take courses. Participants are not graded. There are no exams. Courses are not required for advancement and do not define a set career path.

"We want presenters who want to teach and share their knowledge authentically," says Bensky. "I want people who are there because they want to learn. If we had requirements and grades and exams, it would change the whole dynamics of the Academy."

Early on, the firm found that printed course materials were not as effective as active, hands-on, discussion-based learning. They evolved feedback systems to understand what was working and what was not. TF Academy now covers a variety of topics such as risk management, construction administration, condominium suite design, Photoshop, even a virtual reality (VR) class that prepares staff to understand and deliver VR experiences. The program also includes partner-led architecture tours with external guest experts and dinner, where the conversation continues. This year, at staff request, they've added a Health and Wellness stream with teachers sourced from the firm's extended family.

Capturing and Sharing Wisdom

As a strategic priority, Turner Fleischer continues to roll out learning initiatives that are helping to build professional skills and personal connections, increase staff self-confidence, realize subject matter experts, and help employees discover new interests.

The firm offers a three-month work shadow program three times per year to help employees better understand the work their colleagues do. Anyone can participate, and all levels of the firm are engaged. For example, one partner chose to shadow a seasoned Revit expert to learn more about REVIT and gains hands on experience. Technical staff have shadowed marketing staff and project managers have shadowed project accountants. After the shadow is complete, both parties present to the firm on what they've learned.

To tap into the valuable experience of the firm's veterans, Turner Fleischer created a formal Practice Advisor role to provide coaching and insight for younger staff. Anyone can sign up for coaching sessions with one of the firm's Practice Advisors, who also take staff on site visits to increase their understanding of projects and post relevant information on the company intranet, Newton.

"Practice Advisors are a way to give staff permission to have those vital interactions with senior staff, and to make it easy for them to do that," says Bensky. "We've seen that drawings become very intentional once you go on site and can see how things are built."

Members of a staff-lead development team, "Automation Nation," host drop-in software coding classes at lunchtime, while departmental teaching helps develop specific job-focused skills and knowledge. The firm has nine full-time dedicated staff in a Digital Practice Department, which recently hired its first full-time programmer and has just completed the construction of a standalone technology lab for learning—complete with a six-screen video wall for BIM coordination and a virtual reality space for client presentations.

Newton is a repository for more than 450 documents sharing knowledge on everything from drawing standards and the phases of a project, to how to lock up the office after hours. It is also a hub that includes a social media-style interface for posting and commenting on shared information. One popular feature is recorded video conversations with a Practice Advisor who recently retired. Anyone was able to request a conversation—topics included what makes good architecture, project coordination practices, and hand versus computer drafting—which are recorded and edited down to 15-minute clips.

Learning has become a marketable differentiator in recruiting and retaining staff. It's also sorted out who is a good fit and who would be happier at another firm. "It's the number-one reason that people leave," says Bensky. "If you are someone who has a fixed mindset, working here is going to feel overwhelming. For people who love to learn, we are the perfect fit."

Developing a true learning culture—like deploying any large-scale cultural change—requires leadership to be integrally involved and needs to engage staff from the bottom up. Here are a few other lessons you can take away from Turner Fleischer's experiences:

- Don't delegate it. Too many leaders delegate knowledge sharing or other culturally significant programs to HR, IT, or marketing. At Turner Fleischer, principals are teaching and learning. They are job shadowing others, coaching, and involved in deciding how learning programs are run and what is offered.

Surprising Truths About Building a Learning Culture

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- It's not always about utilization. Turner Fleischer employees don't worry about whether attending classes will hurt their utilization because the firm does not set utilization targets. "If you let go of control, you will still have the utilization," Bensky insists. Even with unbillable learning hours on the books, staff productivity — and firm profitability — remain high.
- Be willing to invest in what matters. Successful learning programs require investment, and a

well-managed budget. Turner Fleischer has streamlined the administration time and cost of TF Academy every year, moving from registration via business card and manual attendance to an automated registration system and QR-coded badges.

- Define your ROI appropriately. The success of learning initiatives is not always measured in numbers and reports. In some cases, that data will not be easy to track. At Turner Fleischer, more confident employees, higher-

quality deliverables, and more effective client interactions are part of the ROI, says Bensky. "If you are attuned to your culture, you will know whether it's working," she says. "If you are aligned to the goals, you will know if you're meeting them."

What's most important to the culture of your firm? Is it baked into your operation? Tell me what defines your firm's culture and what you're doing to cultivate that at rich@friedmanpartners.com or 508/276-1101.

NEW MEMBERS

Full Members:

Horsley Witten Group

90 Route 6A, Unit 1
Sandwich, MA 02563
508/833-6600

horsleywitten.com

Firm Representative: Jane Estey, PE, Esq

Horsley Witten Group is a leading edge engineering, planning, and environmental consulting firm. Our multidisciplinary team approach integrates resilience, sustainable civil engineering, urban design, and landscape architecture. Our services include site design, green infrastructure, smart growth planning and community design, zoning regulation review, water and natural resources assessment, and emergency preparedness.

Walker Consultants

20 Park Plaza, Suite 1202
Boston, MA 02116
617/350-5040

walkerconsultants.com

Firm Representative: Arthur G. Stadig

Walker Consultants is a global consulting firm with 19 domestic and one international office. Our staff of over 300 has experience working in all 50 states and has worked in 20 foreign countries. Walker has been the parking industry's premier consultant for over 50 years and we will continue to focus on developing solutions that are realistic, implementable and cost-effective by utilizing cutting edge technology and the creativity of our outstanding people.

Affiliate Members:

Nautilus Consulting, LLC

500 Victory Road, Suite 400
Quincy, MA 02171
781/856-2845

www.nautcon.com

Firm Representative: David M. Ponte, PE

Nautilus provides a full range of comprehensive construction consulting services tailored to the needs of construction attorneys, contractors, owners, developers, architects, engineers and sureties. Our services include construction defect analysis; construction management; standard of care evaluation; delay and disruption analysis; productivity studies; analysis of unforeseen conditions; project risk advisory services; as well as litigation support.

The Aldrich Center—where history and technology meet on Beacon Hill...



Two blocks from the State House and overlooking Boston Common, the newly refurbished Aldrich Center is the perfect venue for your next event. This historic building accommodates private functions, business meetings, and receptions for up to 75.

For information or reservations, contact
Rich Keenan, Aldrich Center Manager
at 617/305-4110 or rkeenan@engineers.org

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ONE WALNUT STREET
Beacon Hill Boston, MA

UPCOMING ISSUES OF *INSIGHTS*

Insights is published four times a year—fall, winter, spring and summer. If you would like to contribute an article to *Insights* or have ideas for new topics, please contact Allison Hopkins at allison.hopkins@tetrattech.com or Nicole Sparks at NMSparks@sgh.com.

What Has ACEC/MA Done For You Lately?

Summer 2019

With the support of our member firms, ACEC/MA works hard to protect and promote your business in a variety of ways. In addition to our robust programs, here is an account of our recent actions.

MASSACHUSETTS AGENCIES

- ACEC/MA's Transportation Agency Liaison Committee (TALC) partnering groups are meeting with MassDOT Highway, MBTA and Massport on a range of issues to help agencies streamline project delivery.
- MassDOT will be changing some of its Project Delivery processes and plans a webinar with ACEC/MA for mid-October.
- ACEC/MA transportation leaders met with MBTA senior leadership including GM Steve Poftak at a special member briefing in August to discuss procurement and future work.

LEGISLATIVE AND REGULATORY

- Under state law, Professional Engineers are now required for certain natural gas projects; we're actively involved with the Department of Public Utilities (DPU) regulatory process on this issue.
- In July, the DPU issued emergency Dig Safe regulations. ACEC/MA filed its comments along with many other stakeholders.
- ACEC/MA is concerned about the scope of the Boston Lobbying Ordinance and filed comments about how the ordinance should be changed so that design professionals would not need to register as city lobbyists for providing their professional services.
- ACEC/MA is part of the Climate Adaptation Coalition and testified in support of Greenworks and Governor Baker's S.10 bill on climate resiliency.
- ACEC/MA continues to co-chair the Water Infrastructure Alliance, a broad-based group of business, industry, government and environmental organizations focused on the needs for more funding for water, sewer and stormwater management infrastructure. We are co-hosting a briefing for newer legislators on water infrastructure issues at the State House in April.
- ACEC/MA continues to advocate for changes to draft regulations proposed by the Board of Registration of Architects that would adversely impact A&E firms. Through TECET, The Engineering Center Education Trust, ACEC/MA participates in meetings of the Board of Registration of Professional Engineers and Professional Land Surveyors.
- As a result of partnering with ACEC/MA, MassDOT and MBTA announced the elimination of the salary rate cap for all architectural and engineering (A&E) contracts, effective January 18, 2019.
- In addition, as a result of ACEC/MA's public agency partnering work, the MWRA recently announced that price is now less of a factor in procurement of consultant services.

PROFESSIONAL PRACTICE

- ACEC/MA's popular Genesis Program (Fall edition) for staff with 3-5 years of experience is open for registration with 10 seats available at press time.
- In July, ACEC/MA & ACEC/RI co-hosted a successful Design/Build and P3 Breakfast Program.
- Engineering Excellence competition entry forms are now available. Enter your award-winning project by September 30. See more on our web site.
- In addition to our popular Fall 2019 Effective Writing session is sold out, but plans are underway for the Spring session.
- Our 2020 Odyssey Leadership Program is sold out; Plans are underway for our FY2020 Emerging Leaders Program starting in late winter 2020. Massachusetts firms with 100 or fewer employees were eligible for Workforce Training Grant funding to assist with tuition for both the Odyssey Program and the Emerging Leaders Program.

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ACEC/MA NEWS AND NOTES

Transportation Bond Bill

On July 25, 2019, the Baker-Polito Administration filed a transportation bond bill seeking \$18 billion in additional capital authorization to invest in building and modernizing a transportation system that meets the needs of residents, businesses and cities and towns statewide. The authorization would be used to fund existing programs as are several new initiatives designed to lessen impacts from roadway congestion and ensure reliable travel throughout the Commonwealth.

This bill has been assigned to the Joint Committee on Transportation, which is expected to hold a hearing on October 8 at 10 am at the State House. After the transportation bond bill is heard by the Joint Committee on Transportation, followed by a hearing before the House Bonding Committee, before going to the House Ways and Means Committee and then to the full House for a vote. Following the House vote, the bill would then be reviewed and acted on in the Senate.

- This bill is now [H4002](#)
- [Summary](#), Section by Section

DPU Issues Emergency Dig-Safe Regulations

On July 18, 2019 the Department of Public Utilities filed an Order, [Docket 19-43](#), adopting emergency revisions to the Dig Safe Regulations, 220 CMR 99.00. The new regulations are attached to the Order. These new regulations take effect July 18, 2019 and will remain in effect for three months, by which time the Department will receive public comment and issue a final version of the regulations. The Department sought initial written comments on the Emergency Regulations by August 26, 2019 with reply comments due on September 3. To see the comments filed by an array of stakeholders:

- Go to the [DPU Filing Room](#)
- Click on Dockets/Filings
- Choose Dockets by Number
- Enter Docket 19-43

Contact Your Massachusetts Legislators and Ask Them to Support Our Dig Safe Bill

[H.2815](#), An Act relative to improving public safety in excavation, had a hearing on July 9 before the [Joint Committee on Telecommunications, Utilities and Energy](#). The bill was reported out favorably from the Joint Committee on Telecommunications, Utilities and Energy in late July. The bill is now in the House Committee on Ways and Means. Please reach out to your state legislators now, based on where you live/vote and ask them to support favorable action on this bill. Let them know that this is important

for public safety, climate resiliency projects, your town and your professional practice. To reach your legislator's State House office to call, schedule a local meeting or find out when they next have local office hours, [click here](#). To view the fact sheet on the bill from our May 2019 Engineers and Land Surveyors Day at the State House, [click here](#). If you have questions, contact [Abbie Goodman](#).

Transparent Business bill hearing, July 26

ACEC/MA in coalition with MassTLC, CompTIA, TechNet and others testified in opposition to [H.2769](#), An Act relative to state government processes to verify hours worked on computers for certain government contracts.

The proposed legislation, if enacted, would mandate that state agencies direct their consultants to install hours-tracking software on their computers to track the time spent on projects. Robin Greenleaf testified on behalf of ACEC/MA in opposition to this bill. We strongly oppose this bill. At press time, this bill is still in the Joint Committee on State Administration.

City of Boston Municipal Lobbying Registration

In its current form, the City of Boston Lobbying Ordinance creates an unnecessary, unintended burden on both private firms and city officials tasked with implementation. See a [copy of the letter](#) and [legal memo](#) that an ACEC/MA-backed business coalition recently delivered to Mayor Walsh and Boston City Councilors.

September 4, 2019 update: In late August, the Boston Municipal Lobbying Compliance Commission issued a [Request for Information](#) on how it should interpret, implement and enforce the new lobbyist ordinance. [Click here](#) to see ACEC/MA's letter filed on September 6 with the Commission.

The feedback received will help the Commission to develop a guidance document ahead of the 2020 registration deadline on December 15, 2019. Within the RFI it states that comments should be limited to "matters you believe will be helpful to the general public in understanding the requirements of the ordinance." It also states that the "Commission is charged with interpreting the current ordinance and is not authorized to change or implement the ordinance in a way that conflicts with the ordinance's express language."

Boston Voter Action Requested: If you live/vote in Boston, email [Abbie Goodman](#) with the neighborhood city council district where you live for grassroots efforts. [Click here](#) to check your Boston City Council District

The Boston Lobbying Ordinance uses a very broad definition of lobbying that may include some work done by engineers, land surveyors and other design professionals working on public and private sector projects in Boston. ACEC/MA, working in coalition with the Massachusetts Nonprofit Network, Greater Boston Real Estate Board, NAIOP and others, is seeking clarifications and guidance on this issue that it will share with ACEC/MA members.

Opportunities to Serve on Boards and Commissions

Professional Engineers, Professional Land Surveyors, Registered Architects and other Design Professionals living in and licensed in Massachusetts are sought after to serve on certain public boards and commissions created under state law or by regulations. This is an opportunity to participate directly in government, by providing your professional expertise to help shape public policy for the benefit of residents. [Click here](#) for more on serving and how to apply.

The Massachusetts Designer Selection Board is currently seeking a conflict-free Professional Engineer to serve a two year term on the Board. If you are interested in more information, contact [Abbie Goodman](#).

Engineering Influence—ACEC National's New Podcast Series

ACEC recently launched its new podcast series, [Engineering Influence](#). Find it on iTunes and on the [Podbean](#) podcasting network. Hosted by ACEC's Washington, DC based staff, [Engineering Influence](#) features interviews and analysis of current affairs affecting the engineering industry, economic and business trends, plus interviews with thought leaders and newsmakers. You can subscribe to the podcast, which is updated regularly with new episodes. New podcasts are now available! If you know a good guest for [Engineering Influence](#), please contact [Jeff Urbanchuk](#) at ACEC National.

Developing the next Generation of Engineers = the Greatest Challenge Facing Our Industry

Share ideas, resources, and broadcast a common message. Volunteer at least one person in your Massachusetts office(s) to serve on a new ACEC/MA Task Force to Promote STEM activities and careers. Watch the video [Are You Ready?](#) And then sign up for our [STEM Task Force](#). As a Massachusetts Engineering Community Leader, your firm needs to be develop the pipeline of future engineers and technical professionals, so please join us!

UPCOMING EVENTS – SAVE THE DATE

ACEC 2019 Fall Conference

October 13–16, 2019

Sheraton Grand

Chicago, Chicago, IL

[Click for more information](#)

ACEC/MA Genesis Fall 2019

October 17, 22 and 29, 2019

CDM Smith

75 State Street, Suite 701

Boston, MA

[Click for more information](#)

ACEC/MA Young Professional Award—Nominations Due January 22, 2020

The American Council of Engineering Companies/Massachusetts Awards Committee is soliciting candidates for the 2020 ACEC/MA Young Professional of the Year Award. This award recognizes the accomplishments of our young engineers by highlighting their interesting and unique work, and the resulting impact on society.

[Click for more information](#)

ACEC/MA Engineering Excellence Awards Gala

March 26, 2020

Renaissance Boston Waterfront Hotel

606 Congress St, Boston, MA 02210

5 PM Reception

6:30 PM Dinner and Awards

More Info Soon

MA Designer Selection Board Launches 1st Phase of Formverse Sign Up Today! (For Design Consultants and Subconsultants)

ACEC/MA is pleased to have worked with the Massachusetts Designer Selection Board on the development of this new FORMVERSE system to help streamline how design consultants put teams together, respond to evaluations and respond to opportunities from the DSB. The first step is to sign up on the DSB's new FORMVERSE site.

[Click for more information](#)

ACEC/MA Committee/Forum Meetings on www.acecma.org.

Follow us on Twitter at <http://twitter.com/ACECMA>

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