

During the first task force meeting, Peggy Jeffers and Marie Tibor provided an overview of AOBA's expectations for the task force. Based upon this information, the task force members then worked to create a mission and vision to guide the group's future work:

Mission

The Engineering Talent Task Force exists to rebrand and promote professional careers in building engineering and to provide resources to help AOBA members recruit, develop, and retain engineering talent in commercial real estate.

Vision

Recruiting, training, promoting, and retaining high quality building engineering and maintenance employees is perhaps one of the greatest challenges facing commercial real estate managers in the Washington, DC region.

AOBA has the unique opportunity to create an ongoing, comprehensive solution that will:

- *Identify emerging building engineering needs*
- *Rebrand and promote building engineering career opportunities*
- *Identify and establish ongoing relationships with resources to increase the pool of motivated candidates*
- *Develop competency guidelines for entry-level, mid-level, senior-level, and executive-level building engineers*
- *Identify training and development opportunities (including classroom-based, hands-on, and experiential components) for each level of building engineers*
- *Provide professional enrichment opportunities for building engineers*
- *Identify opportunities for long-term funding solutions*

Our work product will promote significant, innovative, and lasting change.