

One of the most significant challenges facing our industry – as identified both through AOBA’s 2016 engineering survey and the individual experiences of the task force members – is to encourage potential candidates to pursue a career in building engineering. To accommodate this objective, the task force identified the need to create a pool of potential candidates and a “pipeline” to bring these candidates to our member companies.

The task force believes the candidate pool is likely to be created from a few select “target audiences” including:

- **Entry-Level Candidates (those who are starting out in a career)**
 - High school students
 - Potentially middle school students
 - Trade schools
 - Community colleges
 - Family members in the trades
 - Adult education (GED and workforce development programs)
 - SkillsUSA
- **Career Changers (those who are exploring a second career)**
 - Transfer from another skilled trade (HVAC, plumbing, electric, etc.)
- **Military Members and their Spouses**
 - The focus will be on tapping into a pool of enlisted service members. The Department of Defense, through a number of initiatives, offers financial and logistical support of these workforce development efforts.
 - Members who are being honorably discharged after a short-term career
 - Members who are being honorably discharged after a long-term career
 - Particular emphasis on those members whose Military Occupational Specialty (MOS) [which might be called by a different name depending upon the branch of service] offers a unique skillset that provides candidates with a “leg up.” Examples include:
 - Boiler mechanics
 - Power generation equipment repairer (52D)
 - HVAC mechanics
 - Interior electrician (21R)
 - Plumber (21K)
 - Mechanical maintenance supervisor (63Z)
 - The Department of Defense, through the Military Spouse Career Advancement Accounts (MyCAA) program, helps military spouses “pursue a license, certificate, certification, or associate’s degree necessary for gainful employment in a high demand, high growth portable career field/occupation.”
- **Non-Traditional Candidates (either entry level or career changers)**
 - Retirees
 - Women
 - Minorities
 - Participants in at-risk programs

- Unemployed job seekers