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The field of engineering is so diverse that it offers more career choices than almost any other professional field--and experts project that nearly 200,000 new engineering jobs will be created in the United States through the year 2026. Comments from people in the industry, current statistics and forecasts, and realistic descriptions provide a useful look at engineering jobs ranging from civil engineers to environmental engineers to map makers known as cartographers. Features the full text of "Recruitment, Retention, and Utilization of Federal Scientists and Engineers," a book that was originally published by the Office of Scientific and Engineering Personnel of the National Research Council and is presented online by the National Academy Press in Washington, D.C. Although more women than men participate in higher education in the United States, the same is not true when it comes to pursuing careers in science and engineering. To Recruit and Advance: Women Students and Faculty in Science and Engineering identifies and discusses better practices for recruitment, retention, and promotion for women scientists and engineers in academia. Seeking to move beyond yet another catalog of challenges facing the advancement of women in academic science and engineering, this book describes actions actually taken by universities to improve the situation for women. Serving as a guide, it examines the following: Recruitment of female undergraduates and graduate students. Ways of reducing attrition in science and engineering degree programs in the early undergraduate years. Improving retention rates of women at critical transition points--from undergraduate to graduate student, from graduate student to postdoc, from postdoc to first faculty position. Recruitment of women for tenure-track positions. Increasing the tenure rate for women faculty. Increasing the number of women in administrative positions. This guide offers numerous solutions that may be of use to other universities and colleges and will be an essential resource for anyone interested in improving the position of women students, faculty, deans, provosts, and presidents in science and engineering. The objective of phase one of this research was to assess the degree to which currently employed Iowa Department of Transportation (DOT) employees would be affected by a more aggressive policy to recruit and retain women and minority engineers. The DOT's "Future Agenda" was used as a baseline to focus on efforts to update and implement a recruitment plan that would target underrepresented classes. The primary question that emerged out of phase one was how could the Iowa DOT strengthen its ties with Iowa State University (ISU) to produce increased numbers of in-state applicants for engineering positions. This introduced the objective of phase two, which was to identify problem areas resulting in unacceptably high attrition rates for women, minorities, and to a lesser degree, Caucasian men in the College of Engineering at ISU, particularly Civil and Construction Engineering (CCE). Past research has focused on (1) projected shortages of qualified civil engineers, (2) the obstacles confronting women in a traditionally male-oriented profession, and (3) minorities who are often unprepared to succeed in the rigors of an engineering curriculum because of a lack of academic preparedness. The researchers in this study, in contrast, chose to emphasize institutional reasons why women, minorities, and some Caucasian men often feel a sense of isolation in the engineering program. It was found that one of the key obstacles to student retention is the lack of visibility of the civil engineering profession. The visibility problem led to the hypothesis that many engineering students do not have a clear conception of what the practice of civil engineering entails. It was found that this may be a better predictor of attrition than the stereotypical assumption that a majority of students leave their engineering programs because they are not academically able to compete. Recommendations are offered to strengthen the ties between ISU's Department of CCE and the Iowa DOT in order to counter the visibility issue. It was concluded that this is a vital step because over the next 5-15 years 40% of DOT engineers currently employed will be phasing into retirement. If the DOT expects to draw sufficient numbers of engineers from within the state of Iowa and if increasing numbers of them are to be women and minorities, a university connection will help to produce the qualified applicants to fulfill this need. This book assesses the capacity of the federal government to recruit and retain highly qualified scientists and engineers for federal service. It recommends more vigorous use of the existing Federal Employees Pay Comparability Act of 1990 (FEPCA), as well as changes in legislation. It discusses the variety of management structures needed to support the different missions of federal agencies and identifies where organizational responsibility for implementing changes should lie. Answers the question, "What can I do with an engineering degree?" Great Jobs for Engineering Majors helps you explore your career options within your field of study. From assessing your talents and skills to taking the necessary steps to land a job, every aspect of identifying and getting started in engineering is covered. You learn to explore your options, target an ideal career, present a major as an asset to a job, perfect a job search, and follow through and get results. This book assesses the capacity of the federal government to recruit and retain highly qualified scientists and engineers for federal service. It recommends more vigorous use of the existing Federal Employees Pay Comparability Act of 1990 (FEPCA), as well as changes in legislation. It discusses the variety of management structures needed to support the different missions of federal agencies and identifies where organizational responsibility for implementing changes should lie. The U.S. Army Missile Command's centralized college recruitment program for scientists and engineers, grades GS-5 and GS-7, was established October 1981 (FY82). Review of Government procedures and programs and the competition encountered from civilian industry for recruiting engineers and scientists into the Government workforce are discussed. Recruitment results from FY79 through FY88 are compared which indicates the centralized college recruitment program for engineers is successful at the U.S. Army Missile Command. (Author). Procedures included a detailed literature review followed by a comprehensive survey of managers of fire department engineers as well as a survey of the engineers, themselves. The research identified areas of job dissatisfaction including inadequate salaries, limited advancement opportunities, and friction between uniform and non-uniform personnel. Recommendations included a revision in the usual advertising procedure, the introduction of a career ladder, the development of a comprehensive orientation process for new engineers, and the expansion of the engineer role in the organization. The quality of engineering in the United States will only be as good as the quality of the engineers doing it. The recruitment and retention of talented young people into engineering therefore need to be top national priorities, given the crucial importance of engineering to our prosperity, security, health, and well-being. Only 4.4 percent of the undergraduate degrees awarded by US colleges and universities are in engineering, compared with 13 percent in key European countries (the United Kingdom, Sweden, Finland, Denmark, Germany, and France) and 23 percent in key Asian countries (India, Japan, China, Taiwan, South Korea, and Singapore). In the past, the United States has been able to attract engineering graduate students and professionals from other countries to meet the need for engineering talent in the public and private sectors. But other countries are providing increasingly attractive opportunities for engineers, with excellent salaries, facilities, and economic growth potential. The United States can no longer assume that the best engineering talent in the world will want to come to this country. The Importance of Engineering Talent to the Prosperity and Security of the Nation is the summary of a forum held during the National Academy of Engineering's 2013 Annual Meeting. Speakers discussed the opportunities and challenges of creation and wise use of engineering talent, and made recommendations for recruitment and retention strategies. This report assesses the status of engineering education in the U.S. and makes recommendations to promote and improve engineering education. Civil engineers, mechanical engineers, structural engineers, marine engineers, chemical engineers, systems engineers, and engineering support personnel have a lot in common when they want to create a resume, and this book shows resumes and cover letters of individuals who want to work in the field. For those who seek federal employment, there's a special section showing how to create federal resumes and government applications. Since many technical types aren't writers, this comes as a special gift: select a winning format, plug in your background specs, and away you go. It's that easy--with REAL RESUMES in hand. - The Midwest Book Review1-885288-42-5 This work has been selected by scholars as being culturally important and is part of the knowledge base of civilization as we know it. This work is in the public domain in the United States of America, and possibly other nations. Within the United States, you may freely copy and distribute this work, as no entity (individual or corporate) has a copyright on the body of the work. Scholars believe, and we concur, that this work is important enough to be preserved, reproduced, and made generally available to the public. 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