

NCSEA COMMUNICATION WEBINAR:

# The Mission of SE3 and Its Benefit to Local Member Organizations

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# Presentation Outline

- ▶ Committee Background
- ▶ 2016 Survey Results
- ▶ 2018 Survey Outline and Changes
- ▶ Resource Guide



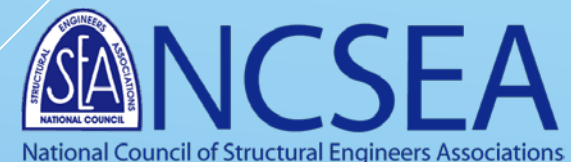
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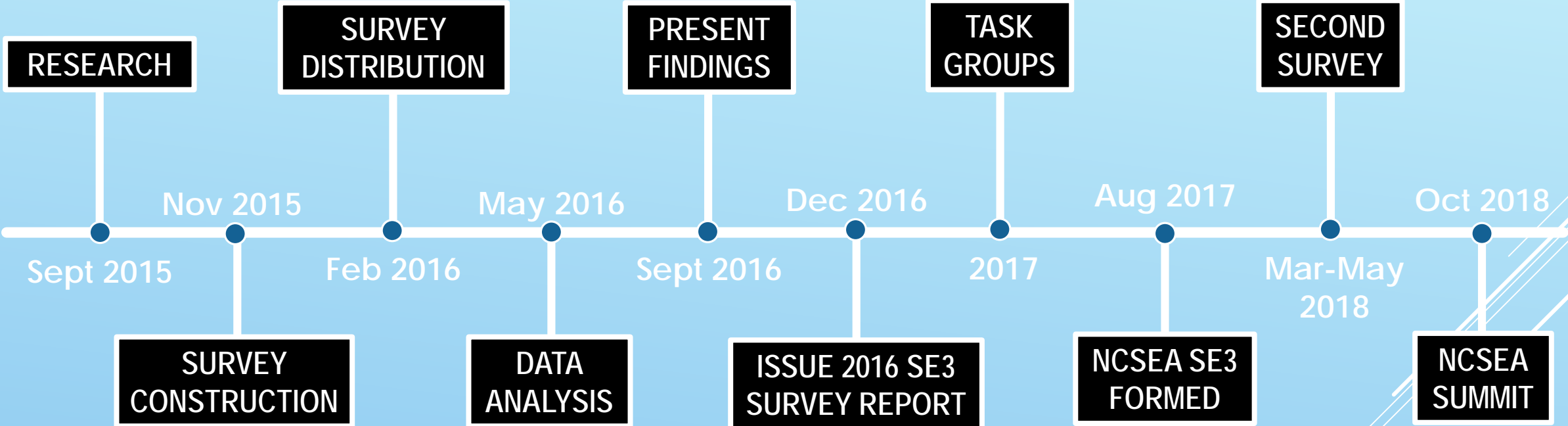


# What is SE3?

- ▶ Structural Engineering Engagement and Equity
- ▶ Began as group of 20-30 SEAONC members
- ▶ SEAONC-sponsored initiative
- ▶ Grew into an employee engagement/retention survey
- ▶ Inspired by previous studies conducted by AIA/EQxD (2014) and ASCE/SEI (2013)



# SE3 Project Timeline



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# Primary Objectives

- ▶ Conduct a biennial, nationwide survey to measure engagement and equity in our profession
- ▶ Develop a resource guide to help MOs start local SE3 chapters
- ▶ Create a national forum to discuss issues of engagement, equity, retention, diversity, and other professional experiences

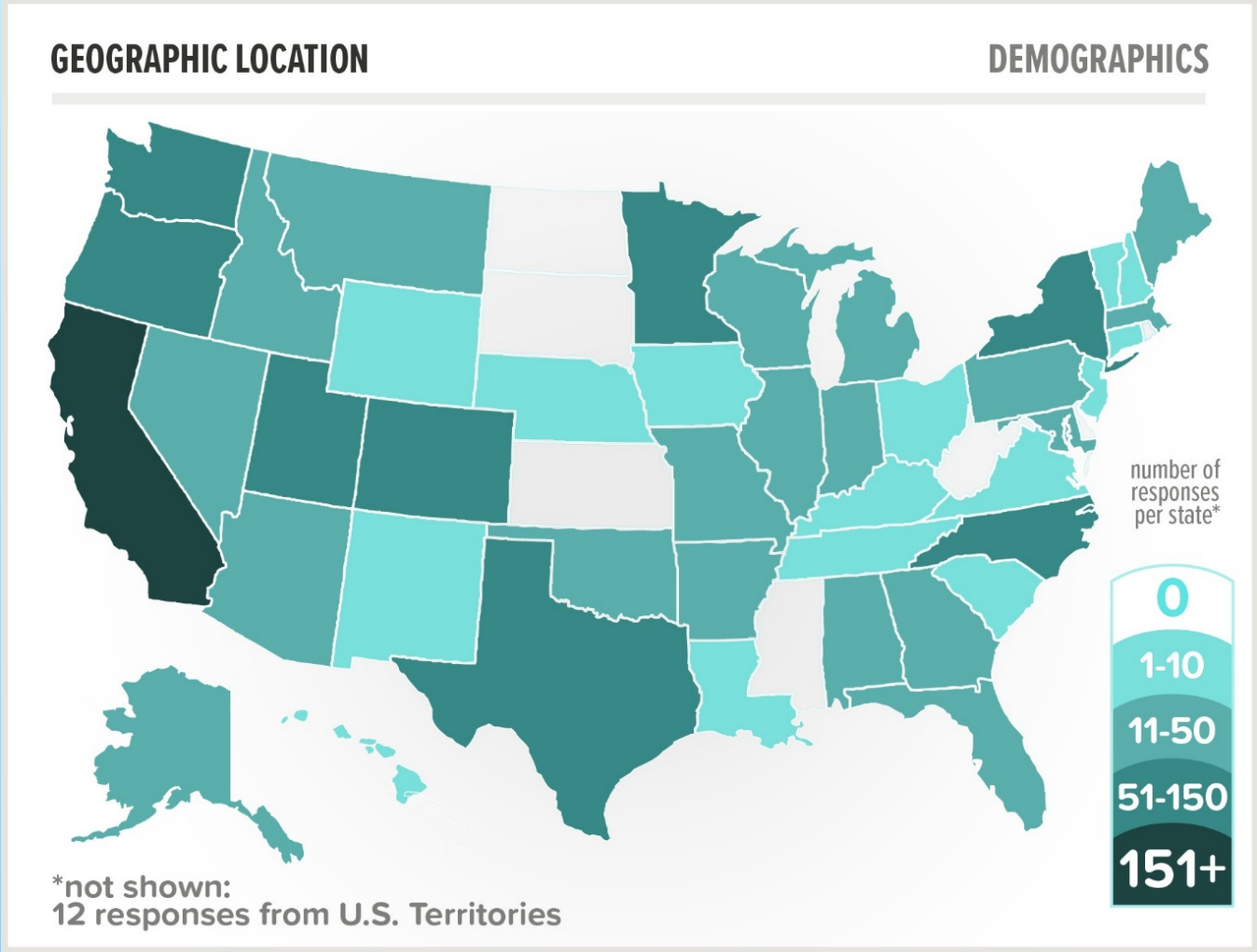


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# Survey Demographics

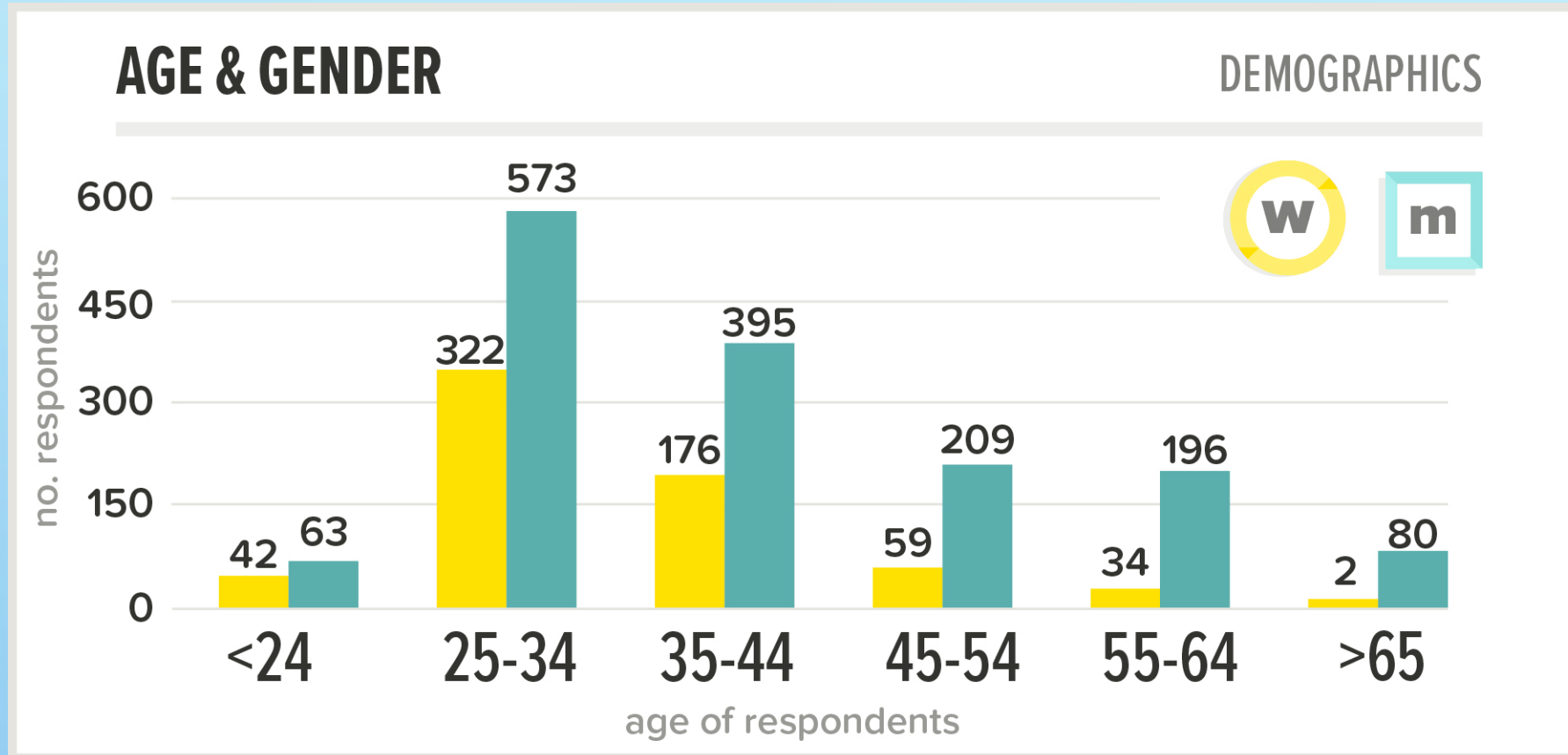


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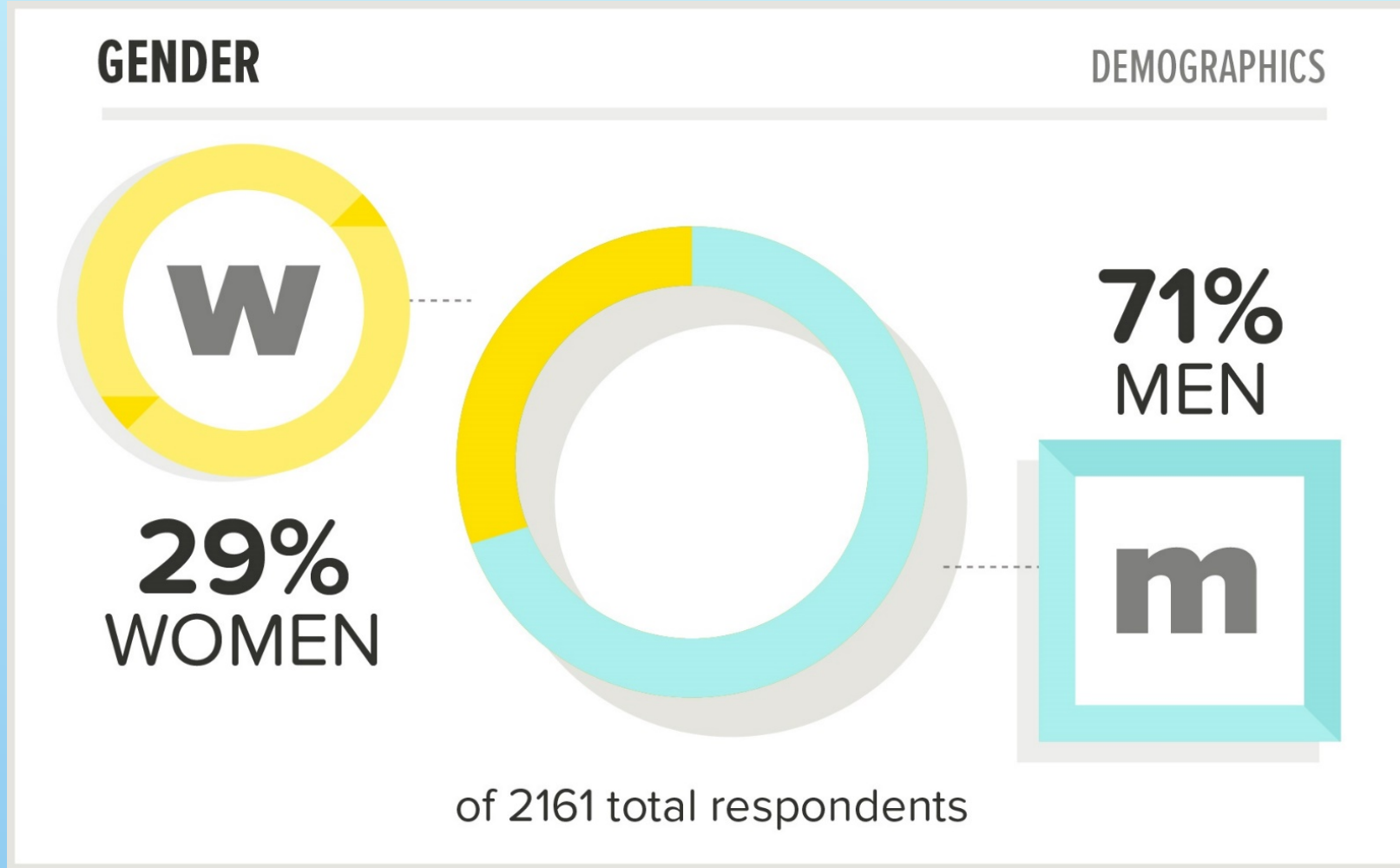
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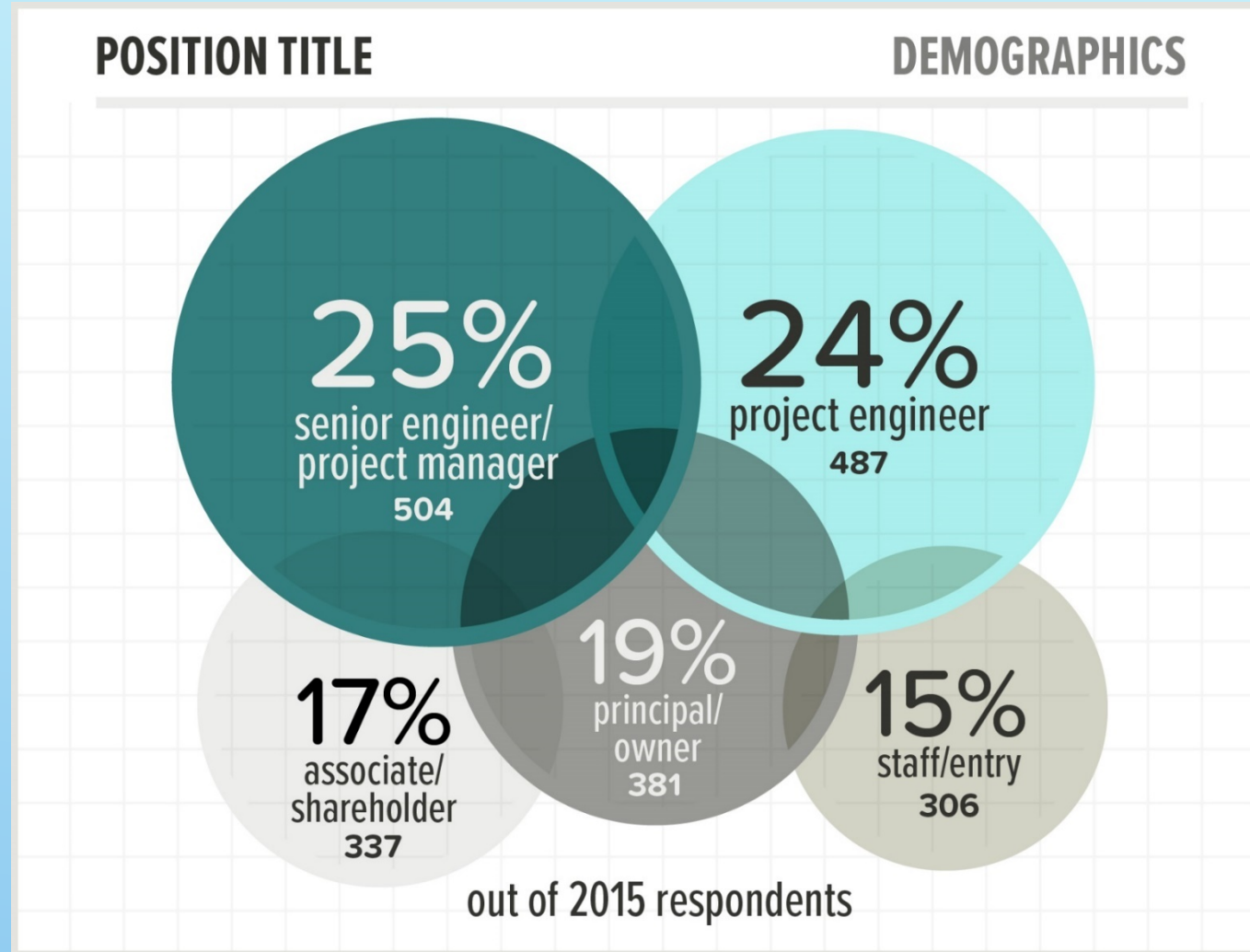
# Survey Demographics



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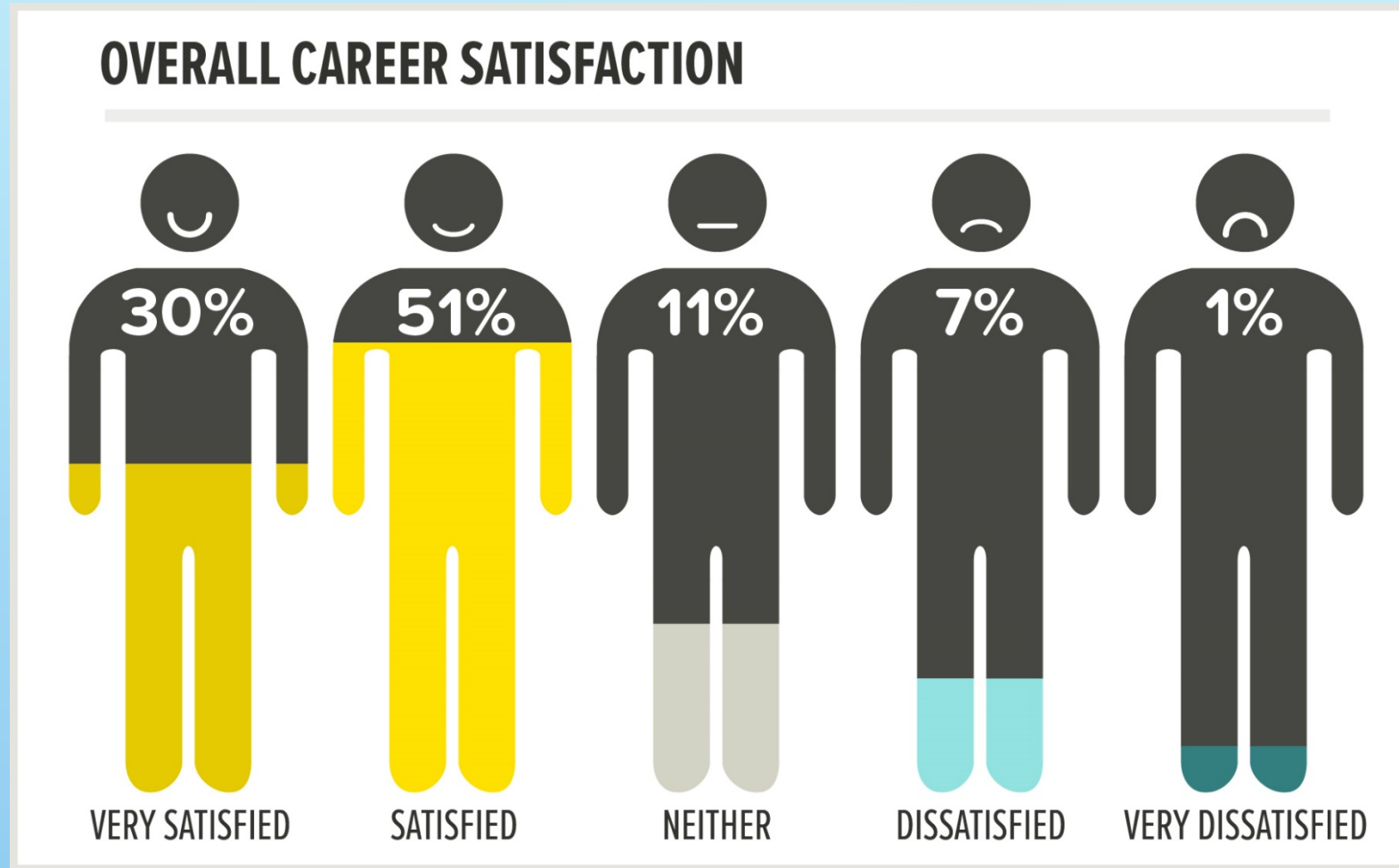
# Survey Demographics



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# Overall Satisfaction



# Overall Satisfaction

**56%**  
OF RESPONDENTS HAVE  
**CONSIDERED**  
**LEAVING** STRUCTURAL  
ENGINEERING  
AT SOME POINT IN THEIR CAREER.



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# Career Advancement

PEOPLE WITHOUT  
**MENTORS** ARE  
**22%**

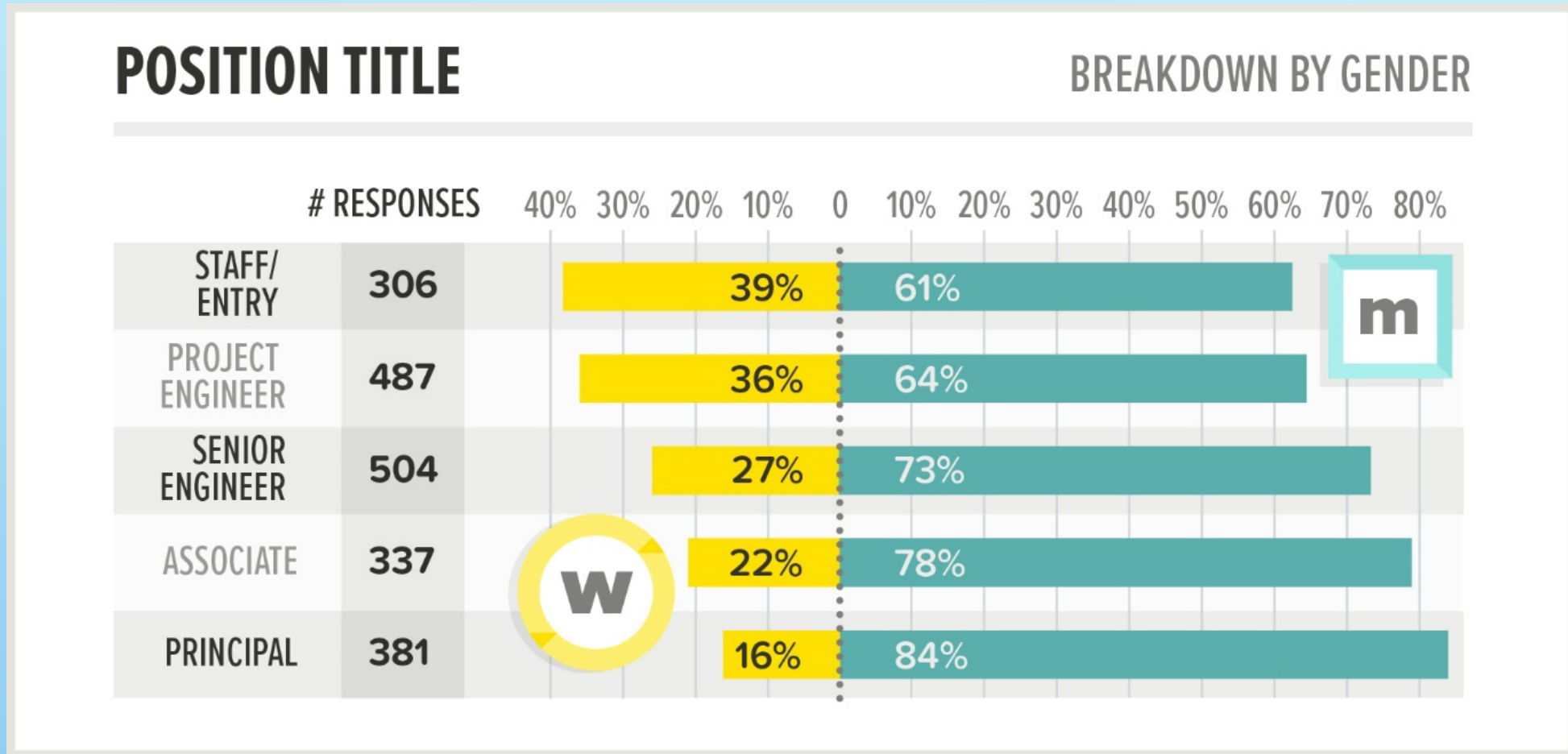
*MORE LIKELY TO*  
**CONSIDER LEAVING**  
THE STRUCTURAL  
ENGINEERING PROFESSION



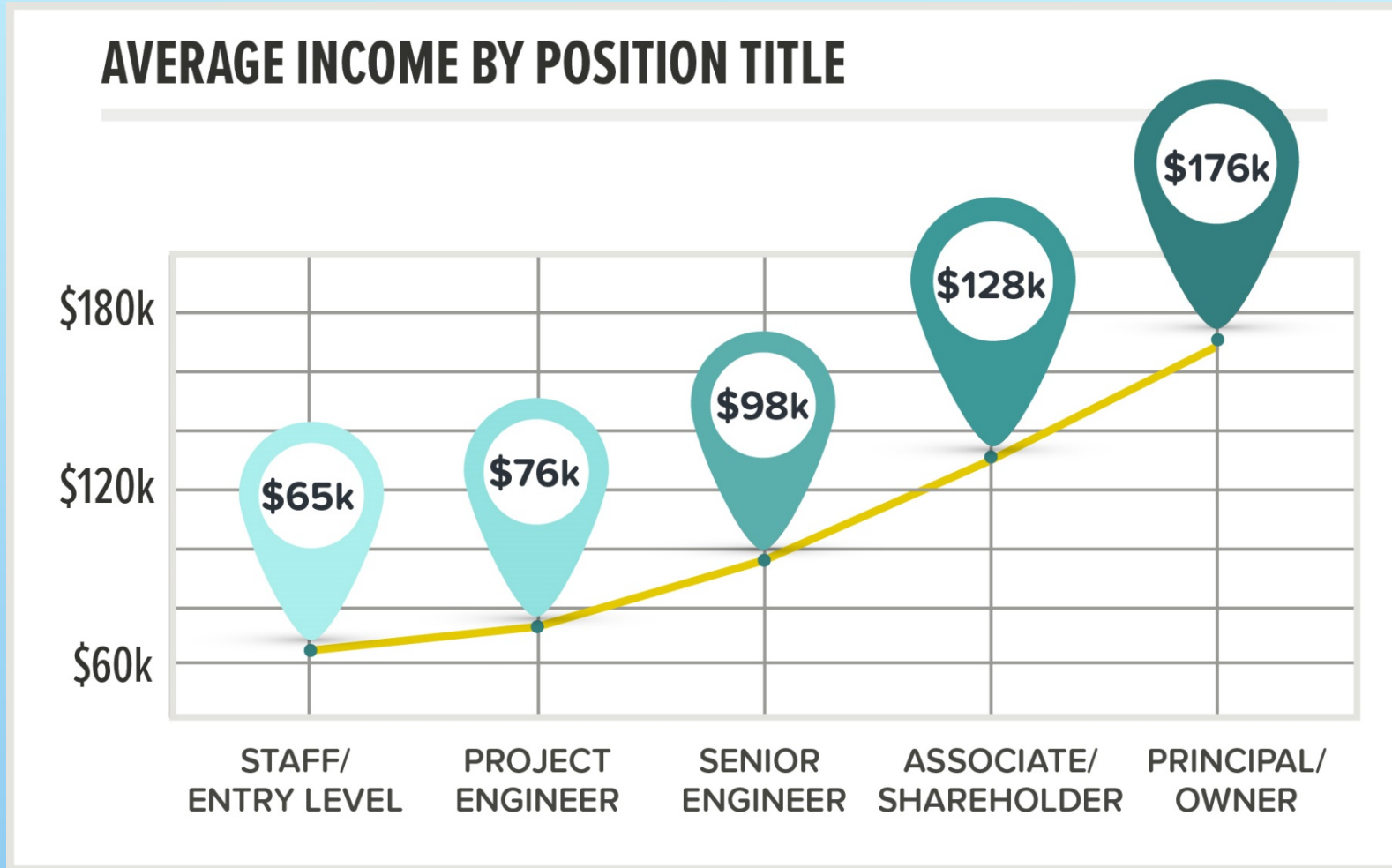
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# Career Advancement



# Pay and Compensation

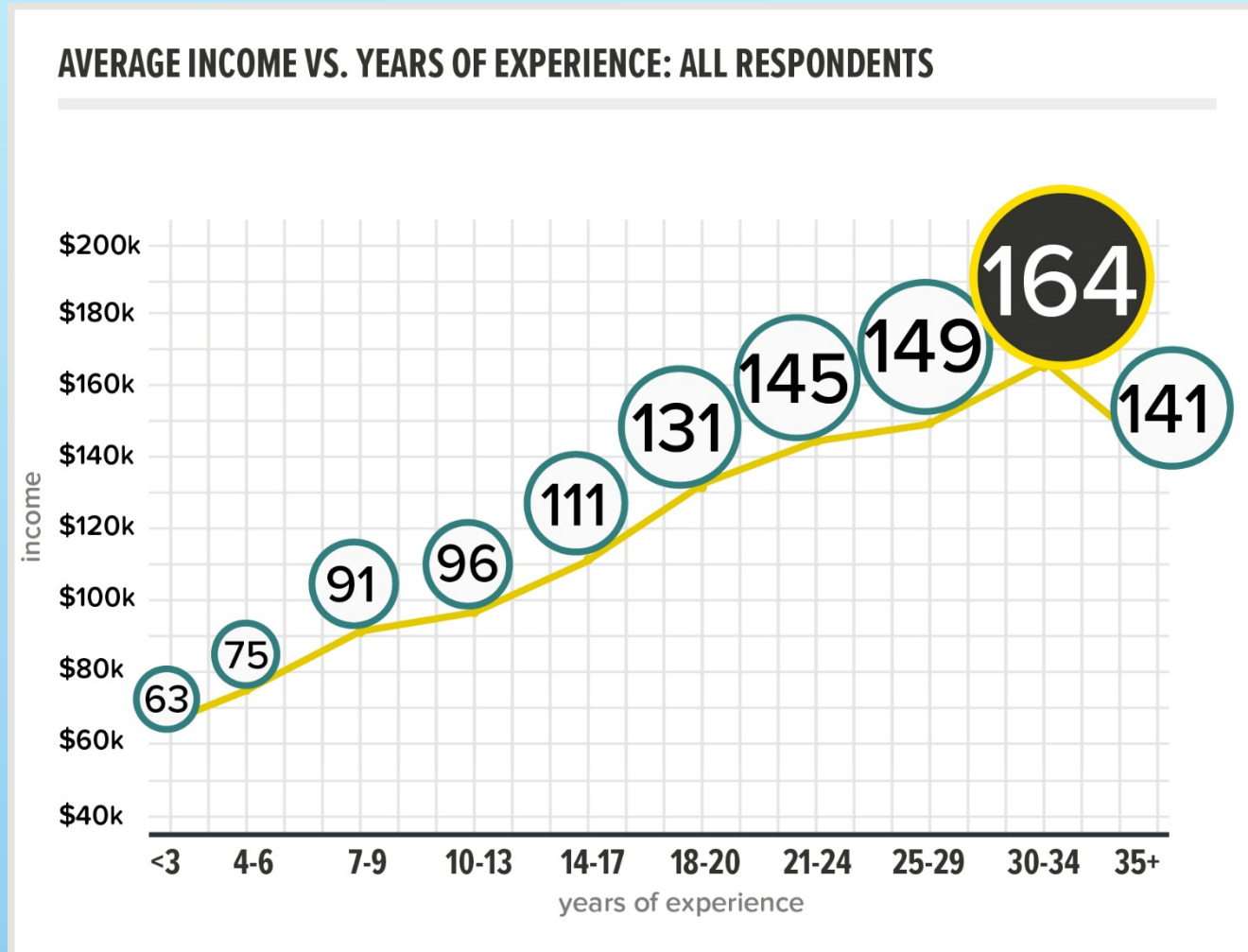


Note: ~50% of respondents were from California

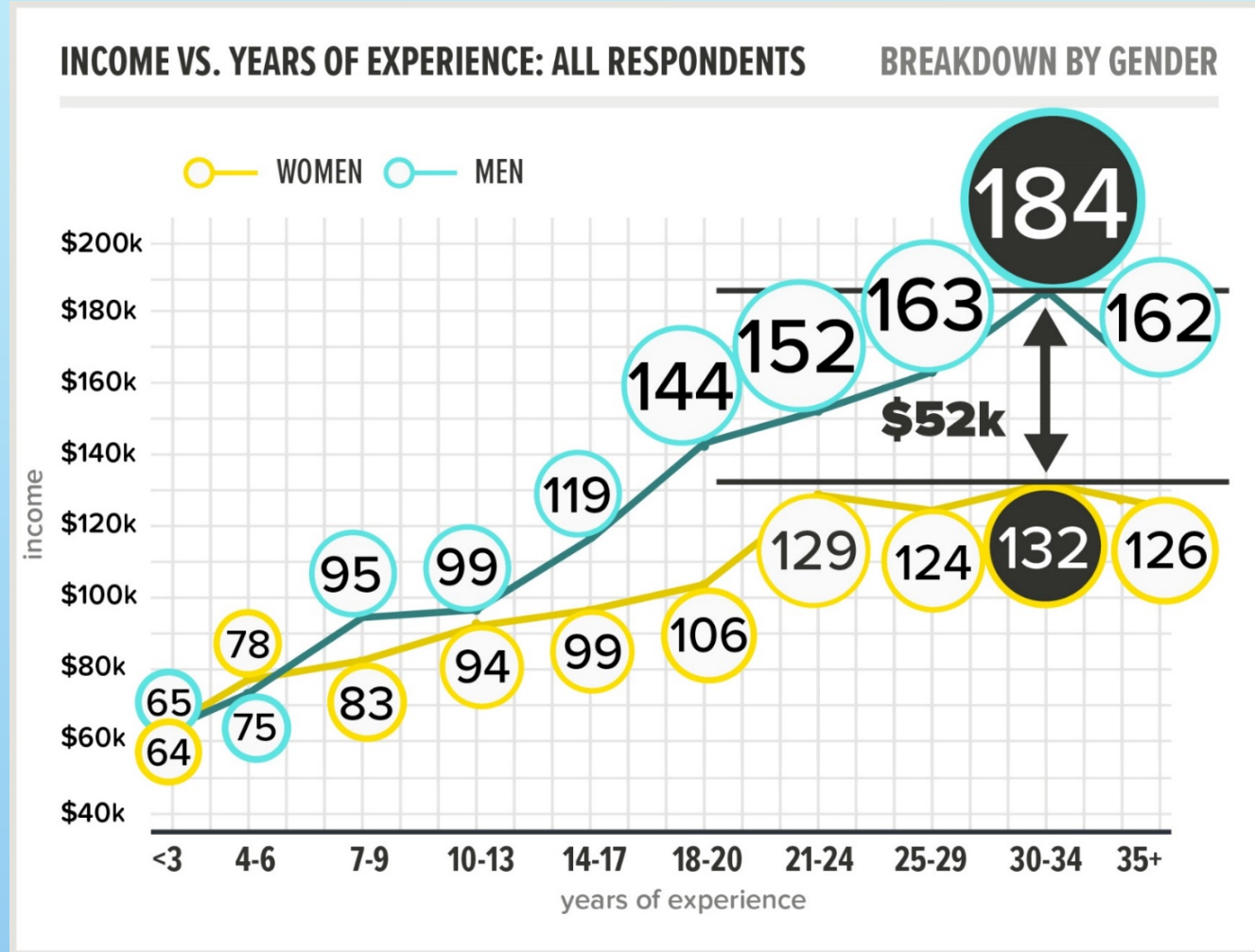




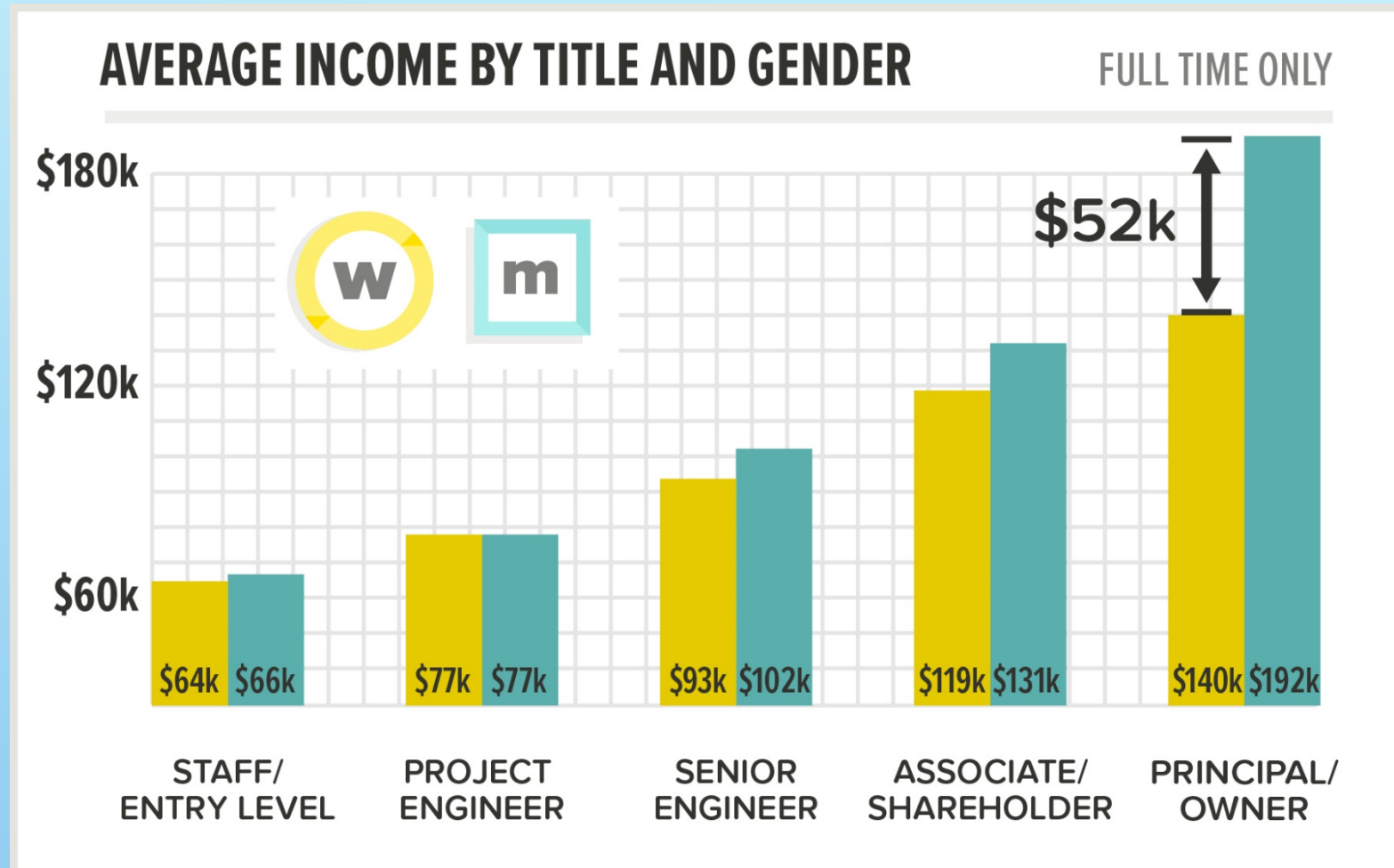
# Pay and Compensation



# Gender Pay Gap



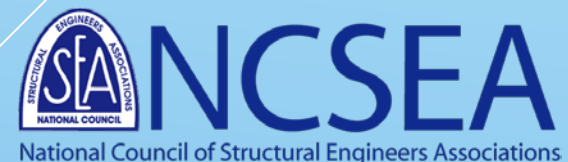
# Gender Pay Gap



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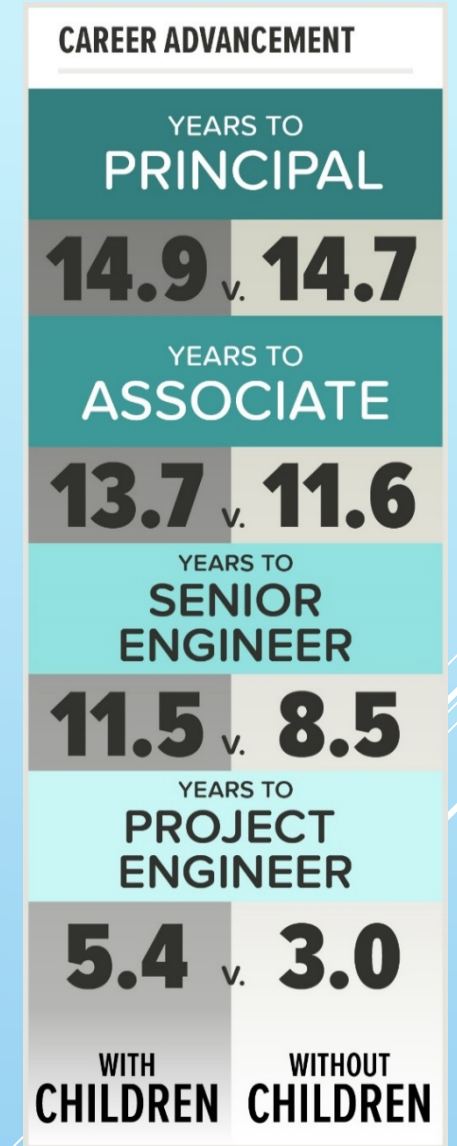
# Gender Pay Gap

- ▶ Controlled for many factors individually in original study
- ▶ Dedicated compensation study of 2016 pay data is being conducted
  - ▶ Gender pay gap more nuanced
  - ▶ Only “unexplained” gender gap at the principal level and for sole proprietors
  - ▶ Pay Report due to be released mid-2018



# Work-Life Balance and Children

- ▶ Negative stigma against both people who care for children and people who use flexibility benefits
- ▶ Respondents without children feel they:
  - ▶ Are left to “pick up the slack” for those with children
  - ▶ Are expected to work more by their managers
- ▶ People with children advance more slowly than their colleagues without children
- ▶ People with children also were most satisfied with their careers!



# SE3 2016 Survey Report

- ▶ Can be found at:
  - ▶ [ncsea.com/committees/se3](http://ncsea.com/committees/se3)
  - ▶ [se3project.org/full-report](http://se3project.org/full-report)

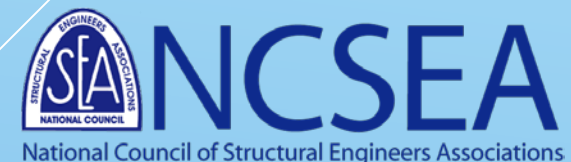


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# Modifications

- ▶ Additional demographic questions: race, sexuality, English as a first language
- ▶ Major and minor modifications to many questions – only 21 questions left as-is
- ▶ Changes to options and answer validation based on advice from data analysts





# Example

## ▶ 2016 Version:



- ▶ In your current position, what is the maximum number of hours that you have worked in a given week?

## ▶ 2018 Version:

- ▶ Approximately how often do you work within the ranges listed below in a single week?
  - ▶ <40 hours
  - ▶ 40-44 hours
  - ▶ 45-49 hours
  - ▶ 50-54 hours
  - ▶ 55-59 hours
  - ▶ 60-64 hours
  - ▶ >65 hours



# 2018 Survey Open Now!

- ▶ **Take the survey!**
- ▶ Currently practicing and formerly practicing engineers
- ▶ ~20 minutes long
- ▶ Closes in May
- ▶ [ncsea.com/committees/se3](http://ncsea.com/committees/se3)





# Resource Guide Summary

- ▶ Committee Year Planning
- ▶ Communications, Recruitment, and Marketing
- ▶ Budgeting
- ▶ Example Events and Programs
  - ▶ Mentorship Programs
  - ▶ Business Training
  - ▶ Panel Discussions
  - ▶ Community Outreach

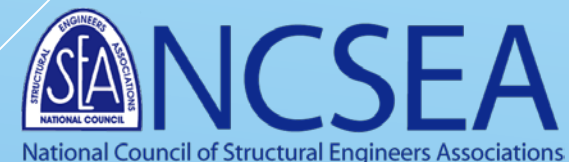


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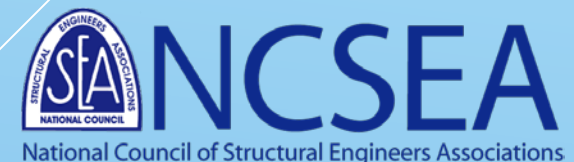
# Example – Speed Mentoring

- ▶ Have held two events in San Francisco
- ▶ August 2017 & April 2018
- ▶ 10-12 mentors, 35-40 “mentees”
- ▶ 10-15 minute sessions with each group



# Example – Speed Mentoring

- ▶ Define target audience
- ▶ Decide on a budget
- ▶ Mentor/mentee ratio
- ▶ Recruit mentors
- ▶ Open registration
- ▶ Have the event!
- ▶ Post-event survey



# Resource Guide

► More information in the guide!

► Email us for more information about starting your own SE3 Committee!

6. How can I improve...  
7. How have you hand...  
8. What obstacles hav...  
9. What's been your bi...  
10. What is your involv...  
11. Have you ever felt...  
12. Did you have a mer...  
13. What is your favorit...  
14. What do you wish y...  
15. Do you have any ge...  
What to Look for in a...  
Additional Resources

**Mentee Guidelines**

Best Practices

- Come prepared with a
- Think through the topic
- Be open to advice and
- Have personal goals th

Characteristics of Good

- Dedication to self-impr
- Accepts responsibility f
- Demonstrates a positiv
- Honest, respectful, and
- Accepts constructive c
- Excellent communicati
- Values continuous lear
- Accepting of differing p
- Open about their need

Things to Think about B

- How will you to introdu
- How do you see the tra
- What are your persona
- What are your short-ter
- What are your long-ter
- Are you moving toward
- Are you interested in w
- What are you hoping to

Sample Questions for M

1. What was instrumental
2. What skills should I try
3. What competencies are
4. What impresses you in
5. What impresses you in

**What to do**

Firm Management

Mentors

Mentees

# Thank You

## Take the 2018 SE3 Survey!

[ncsea.com/committees/se3](http://ncsea.com/committees/se3)

### Join us!

NCSEA Structural Engineering Engagement and Equity Committee

Meetings 2<sup>nd</sup> Tuesday of each month

11am Pacific, 1pm Central, 2pm Eastern

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