

WORKFORCE IMPACT AWARD

Formerly known as the DEI&B Award, the newly reimagined Workforce Impact Award celebrates firms that are making a meaningful difference in growing, developing, and empowering Pennsylvania's engineering workforce. This award recognizes innovative efforts that strengthen talent pipelines, foster employee growth, and build a more inclusive and resilient industry.

Name of Award	Workforce Impact Award
Purpose	The purpose of this award is to recognize an ACEC/PA member firm that has made a significant, measurable impact on growing and strengthening Pennsylvania's engineering workforce.
Eligibility	Any ACEC/PA member firm in good standing is eligible for nomination. Firms of all sizes are encouraged to apply, provided they can demonstrate initiatives that have positively influenced workforce development within the engineering profession.
Nominations	Only a principal member of an ACEC/PA member firm can submit a nomination.
Selection of Winner	The Workforce Impact Award winner will be selected by leaders of the ACEC/PA Workforce Development Committee not involved in any nomination.
Criteria for Award	Each submission must include a choice of the top three (3) out of the seven (7) Workforce Impact focus areas. Submissions are judged on the relevance of the submission to the focus areas. 1. Formal Program Development: Recognizing firms that have designed and implemented structured workforce development or talent pipeline programs with measurable impact. 2. Recruiting Strategies: Celebrating innovative approaches to attracting new talent, including partnerships with schools, universities, and community programs. 3. Training Initiatives: Highlighting exceptional in-house or external training programs that promote professional growth, technical skill-building, or leadership development. 4. Employee Retention & Engagement: Acknowledging firms that have demonstrated success in maintaining high employee satisfaction, mentorship, and long-term career development.

PAST WINNERS

2026 • Pennsylvania Department of Transportation, Pennsylvania Turnpike Commission, Associated Pennsylvania Constructors, Michael Baker International, and Dering Consulting Group for the TQI Shared Interns Program.

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Criteria for Award (continued)

5. **Emerging Professional Development:** Honoring programs focused on early-career engineers or young professionals that build leadership, communication, and industry engagement skills.
6. **Community Engagement:** Showcasing outreach efforts that inspire future generations to explore engineering through K-12 classroom visits, STEM programs, or mentorship.
7. **Innovative Partnerships:** Highlighting collaborations between firms, agencies, or educational institutions that advance workforce readiness or skill development.

Please complete all data accurately. Choose the top three (3) of the seven (7) Work Impact focus areas your submission will showcase. Submissions are judged on the relativity of the submission to the focus areas. Submissions must be articulated without photos although photos can be uploaded with labels/captions as additional support.

Any recommendations or subsequent letters or additional supportive documents will be uploaded and labeled separate from the essay or PPT submission. The submission must be supplied in a Word document limited to three (3) pages 8.5" x 11"; side margins; single-spaced text; 12 pt. font size. Up to six (6) photos and two (2) additional documents can be submitted. This is a total of three (3) supporting documents plus up to a three (3) page essay.

Presentation

The award will be presented to the recipient in person at the Diamond Awards for Engineering Excellence gala on Jan. 28, 2027, in Lancaster, Pennsylvania.

Award

The award will be of a prestigious nature as developed by the ACEC/PA Diamond Awards Committee.

Deadline for Nominations

Noon Nov. 23, 2026 ([electronic submissions only](#))

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ACEC/PA
AMERICAN COUNCIL OF ENGINEERING COMPANIES
of Pennsylvania