EC Value Propositions

Who

STEM talent is the scarcest input in modern aerospace, defense, and technology work, and public recognition is one of the most cost-effective ways to attract, develop, and keep it.

The Engineers' Council invites your organization to partner with us to recognize your people publicly and to help fund the students who will become your future workforce.

The Council was founded in 1955 as the San Fernando Valley Engineers' Council by the California Society of Professional Engineers, the American Institute of Plant Engineers, the Society of Manufacturing Engineers, and IEEE. One of our four founding mission goals is to provide public recognition of engineering achievement through academia, industry, government, and technical societies.

Over seven decades we have presented thousands of awards at our primary banquet location Universal City, California as well as in satellite locations in West Palm Beach, Florida; and Huntsville, Alabama via affiliations with other technical and business societies.

Why

Your participation with the Engineers' Council drives two key results: philanthropic funding and talent acquisition and retention via public acknowledgement of STEM excellence.

Banquet revenue funds the Council's philanthropy: scholarships for graduating high school seniors entering STEM degrees, high school mentoring, middle-school math and science enrichment, and hands-on STEM programs. Our 2026 class of scholarship recipients includes students now enrolled at institutions including MIT, Harvard, UC Berkeley, UCLA, UC San Diego, Cal Poly SLO, and CSUN.

Key Activities

Banquet

Every year since the founding of the Engineers' Council, the annual Honors and Awards Banquet has recognized outstanding contributions by individuals in our community and throughout the world in the STEM (Science, Technology, Engineering, and Mathematics) fields. The revenue generated from this event supports our philanthropic activities, which include funding scholarships for

graduating high school seniors seeking to pursue STEM degrees in college, supporting high school mentoring programs, sponsoring middle-school math and science educational enrichment programs, supporting activities that bring STEM alive through hands-on engagement, and partnering with other organizations to provide scholarships to summer STEM activities.

High School and College Scholarships
As part of our mission to advance the art and science of engineering for the general welfare of humankind, the Engineers' Council awards scholarships to graduating high school seniors who have been accepted by a college or university for the following fall term into an academic program leading to a Bachelor of Science degree in Engineering, Mathematics, or the Physical Sciences. Every year, the Scholarship Committee seeks to identify the best applicants and ensure that we acknowledge and support the beginning of their STEM journeys.

Youth STEM Activity Sponsorship
The Engineers' Council proudly sponsors and partners with organizations that give youth meaningful STEM experiences

The **MATHCOUNTS** Competition Series is a national program that provides students the opportunity to compete in live, in-person contests against and alongside their peers. Created in 1983, it is the longest-running **MATHCOUNTS** program and is open to all sixth, seventh, and eighth-grade students.

Tek Trek is a one-week summer camp backed by AAUW's research and designed to make STEM fields exciting and accessible to girls in middle school — the age when girls' participation in these fields statistically drops. For many girls, the weeklong camp sparks their curiosity and places them on a path toward success.

The **FIRST Robotics Competition** -- the ultimate Sport for the Mind. High-school student participants call it "the hardest fun you'll ever have." Teams of students are challenged to raise funds, design a team "brand," hone teamwork skills, and build and program industrial-size robots to play a difficult field game against like-minded competitors. It's as close to real-world engineering as a student can get.

NexGen Mentoring and Networking
Some of the most valuable resources provided by the Engineers' Council is connection, access, community, and mentoring. By connecting our scholarship recipients to their collegiate predecessors and by further connecting the newly graduated to seasoned professionals, the Council creates a "nurturing network" that affords both the next generation of STEM professionals' access to crucial guidance in their early careers, while also providing participating companies a vetted pipeline of

proven high achievers. We accomplish this by not handing out checks as wishing students fair sailing, but instead by maintaining a fully connected relationship where past recipients in conjunction with the Council's Board of Directors ensure that scholarship recipients remain in constant communication and are given opportunities to participate in ongoing activities, thereby creating networking opportunities and deeper professional relationships.

Value Propositions

Public recognition is a business decision
Recognition is one of the few retention levers that is both inexpensive and measurable. A Gallup and Workhuman study found that well-recognized employees were 45% less likely to have left their employer two years later. Gallup also estimates that replacing someone in a technical role costs about 80% of annual salary and replacing a leader or manager about 200%.

These numbers matter more in STEM industries than almost anywhere else. The 2025 Aerospace Industries Association workforce study, prepared with McKinsey, reports attrition stuck near 15% across aerospace and defense, and 76% of member organizations report sustained difficulty hiring engineers. In the broader manufacturing base, Deloitte and The Manufacturing Institute project a need for up to 3.8 million workers between 2024 and 2033, with as many as 1.9 million positions at risk of going unfilled.

External recognition is different than internal
Internal recognition programs help, but recognition from an independent body carries additional weight. An Engineers' Council award is selected by an outside committee of peers, presented in front of industry, academic, and government leaders, and recorded in a souvenir program with a seven-decade lineage. That external validation is what turns a thank-you into a career credential.

Recognizing technical and STEM teams
Most significant engineering work is a team product, and the Council's project awards are built for that reality. The **Distinguished Engineering Project Award** honors a project, subsystem, or test and evaluation effort completed within the past three years and the **Engineering Project of the Year** recognizes work of national or international significance.

For a sponsoring company, team recognition delivers value on several fronts:

- **Shared credit across disciplines.** Systems, software, test, manufacturing, and quality engineers rarely see their names attached to a program milestone. A team award puts them all on the same certificate.
- **Customer and stakeholder visibility.** A completed qualification campaign, first flight, or on-orbit milestone recognized in front of government, academic, and industry peers reinforces your organization's reputation for execution.
- **Cohesion that outlasts the program.** Teams that are recognized together tend to want to stay together for the next program, which protects hard-won integration knowledge.
- **Proof of mission for recruiting.** A recognized project gives recruiters a concrete, third party-validated story about the meaningful work candidates would join.

Recognizing senior professionals

Senior engineers and technical leaders hold the institutional knowledge that is hardest to replace. A 2024 PwC survey conducted with the Aerospace Industries Association found that 25% of the aerospace and defense workforce has reached or passed retirement eligibility, and PwC's A&D leader argued that knowledge transfer must be deliberate rather than left to chance.

The Council recognizes this tier through the **Distinguished Engineering Achievement Award**, intended for directors, vice presidents, chief engineers, and equivalents who lead significant staff and budget, and through the **Distinguished Engineering Educator** and **Quality Engineer of the Year Award**, which is presented via our partnership with the American Society for Quality (ASQ).

Collectively, this class of senior professional awards drive the following value propositions:

- **Retaining the people who anchor programs.** Gallup puts the replacement cost of a leader at about 200% of salary, before counting lost program knowledge. A career honor is a meaningful signal that the organization values continued service.
- **Rewarding mentorship, not just output.** Award criteria explicitly value leadership and mentorship, which reinforces the behaviors that transfer knowledge to the next generation.
- **Visible role models.** When a chief engineer is honored on stage, early-career staff see a concrete career path inside your organization rather than at a competitor.
- **Employer and thought-leadership brand.** Senior honorees become credible ambassadors at universities, conferences, and customer events.

Recognizing junior and early-career professionals
The first five years of an engineering career are when talent is most mobile and most expensive to lose. U.S. workers aged 25 to 34 had a median job tenure of just 2.7 years in 2024, a pattern that has held across generations (NIRS, 2025). An early-career engineer who leaves after three years takes with them your investment in onboarding, security processing, and program-specific training.

The Council's **Future Technology Leader Award** is designed for exactly this window. It recognizes significant accomplishments within the first five years of a career, in contract work, product development, academia, or internal operations, and may be earned only once. The **Outstanding Engineering Achievement Merit Award** recognizes a specific accomplishment from the past year at any career stage.

These awards focus on the following values:

- **Recognition when it changes decisions.** Early-career engineers are deciding whether your organization is where they will build a career. External recognition at year two or three answers that question at the right moment.
- **A durable credential.** An independent award strengthens a résumé, a professional engineering application, or a graduate school file, and the employee associates that credential with your organization.
- **A pipeline for high-potential identification.** The nomination process itself forces managers to document who is performing above level, creating a ready list for stretch assignments and leadership programs.
- **Network access.** Honorees attend the banquet as company guests alongside senior leaders, educators, and peers across the region's technical community.

Recognizing high school and college scholarship recipients
The Council's scholarships reach students at the moment they commit to a STEM path. Awards go to graduating seniors accepted into bachelor's programs in engineering, mathematics, or the physical sciences, selected on academic record, community involvement, and their plans for using a STEM education. Applications come only through school counselors and administrators across Southern California, which keeps the applicant pool as broad as the regional footprints of or participating companies.

The Council's website lists over 200 recipients from 2016 through 2026, and the program is paired with the **Outstanding STEM Educator Award** for the K-12 teachers who prepared them.

The evidence that financial support changes STEM outcomes is solid. A regression-discontinuity study of Florida's public university system found that eligibility for

need-based aid raised STEM credit completion by 20 to 35% among academically ready students, largely by shifting them into STEM-heavy course loads. The resulting value to industry is as follows:

- **Early, positive brand contact.** A student who receives a scholarship with your company's name on it remembers who believed in them, often four years before your recruiters meet them.
- **A visible, local talent map.** Recipients come from schools in the same communities where Southern California's aerospace, defense, and technology employers operate. Many recipients attend regional universities such as CSUN, Cal State Long Beach, UCLA, and UC San Diego.
- **Credibility with families and educators.** Scholarships are presented at each school's senior awards ceremony, in front of parents, teachers, and counselors who shape the next class's career choices.
- **Breadth of the pipeline.** Recent recipients span aerospace, electrical, mechanical, chemical, civil, materials, biomedical, and computer engineering, plus mathematics and data science.

How recognition helps you identify, recruit, and retain scarce talent
Taken together, the Council's programs form a talent pipeline that runs from a high school senior's first STEM commitment to a chief engineer's career honor. Each stage supports a different part of the talent cycle.

Identify. Nominations require managers to articulate, in writing, what a person or team accomplished and why it matters. That discipline surfaces high-potential engineers who might otherwise stay invisible inside large programs, and it gives HR and engineering leadership a documented, peer-validated record for succession planning. On the student side, counselor-nominated scholarship pools give sponsors visibility into motivated STEM students years before they enter the job market.

Recruit. Candidates choose employers whose work they respect. PwC's 2024 survey with AIA found that 72% of the A&D workforce aligns with the industry's mission, purpose, and values. Early relationships also pay off: NACE's 2026 benchmarks show employers converting 63.1% of interns to full-time hires, and hires who interned with the employer are retained at markedly higher rates than those with no internship experience. A scholarship is often the first step in that relationship, leading naturally to internship offers.

Retain. High-quality recognition is associated with 45% lower two-year turnover. External, peer-selected awards reinforce the message that the organization sees and values an employee's contribution, and the banquet itself, where honorees attend as

company guests, is a shared experience that strengthens attachment to the team and the employer.

Bottom Line

Participation with the Engineers' Council is clearly a "win-win-win" scenario. It is a win for our current cohort of graduating high school and mid-college STEM students. It is a win for companies seeking to entice and remind its junior professionals of their value to the enterprise and their domains. And finally, it is a win for senior professionals as a reminder that their work continues to drive value into the next generations.

The Board of Directors of The Engineers' Council invites you to join us on this journey so we can all win together for a stronger STEM tomorrow.

The Engineers' Council Stats

- Year Founded - 1955
- # of Banquets Held - 71
- Avg. # of Companies Participating Annually - 25
- Avg. # of Banquet Attendees - 450

Key Dates for 2027 Banquet

- Nominations Open - October 15, 2026
- Banquet Seats Available for Purchase - October 15, 2026
- Nomination Deadline - December 21, 2026
- Awardees Announced - January 10, 2027
- Banquet / Board Reception - February 27, 2027