

Making Facility Management a Career of Choice by Expanding Educational Opportunities.



The FM profession
is at risk. The FM
workforce gap is
getting larger.

Join Our Partnership

"I am Soraya Oriol, an undergraduate at Florida A&M University. Being a member of IFMA Big Bend Chapter I was presented with the opportunity to give back to the community by hosting community conversation nights at a local



high school to speak about facilities management to students and their parents. With these events I was able to plan and put together conversations about facilities management as a career and the different opportunities it can present to future college students. While taking a management class I learned about a building on campus that served as a community center for the students called the Rattlers Den. I was interested in learning how to restore the building for use again. I put together a strategic plan with another classmate explaining the importance of the building and what it can do for the students. I was able to present the plan to the student activities office and was given funding to restore the building. I soon became the operations for the Rattlers Den because of my knowledge of facilities management which I learned from being a member of the IFMA student chapter."

A colorful illustration of a city skyline with various buildings in shades of orange, yellow, and blue. In the foreground, there's a green circular area with a white border. Inside this circle, the text "Workforce development is the key to the future of FM." is written. Surrounding the circle are various icons: a pink car, a yellow bus, a person on a bicycle, a person walking, and a person sitting at a desk. Above the city, there are several clouds in shades of blue, orange, and pink, each with a white Wi-Fi symbol. Lines connect these clouds to the city buildings and the central green circle, suggesting a network or connectivity theme.

Workforce
development is the
key to the future
of FM.

The Bad News: The FM Problem

- There is a lack of trained FM professionals entering the workforce.
- 49 is the average age of an FM professional, older than the average employee age of 45.
- In 5-15 years, 50% of the existing FM workforce will retire.
- Only 8% of IFMA members are under age 35.
- We are graduating approximately 4,000 FM students per year from accredited degree programs, yet the annual demand for graduates from a few global firms is greater than this number.
- Buildings are smart today and require more advanced technical knowledge than the normal training programs offered.
- With the lack of enough skilled FM's, buildings and infrastructure will not be maintained properly resulting in public safety issues.
- Employers are having trouble filling millions of middle-skill jobs (this is the largest proportion of the workforce)



The Good News: The FM Solution

The good news is the IFMA Foundation Global Workforce Initiative is addressing the FM talent gap.

- The need for FM professionals is growing worldwide due to the aging workforce
- FM is a well-paid profession that cannot be offshored.
- There is nearly a 100% job placement for people graduating with an accredited FM degree.
- IFMA and the IFMA Foundation have the credentials and educational programs to train the future workforce
- FM unleashes the power of individuals' potential with new skills and opportunities for employment for both middle skill level and college educated job seekers

The Initiative connects education, training, and credentials for FM in a manner that optimizes the progress and success of individuals with varying levels of abilities and needs. In turn, individuals earn more marketable credentials, engage in higher levels of education and employment and achieve greater economic success.

The Good News: The FM Solution

Through this initiative, the IFMA Foundation introduces the profession to a broader range of students and individuals looking for new career opportunities.

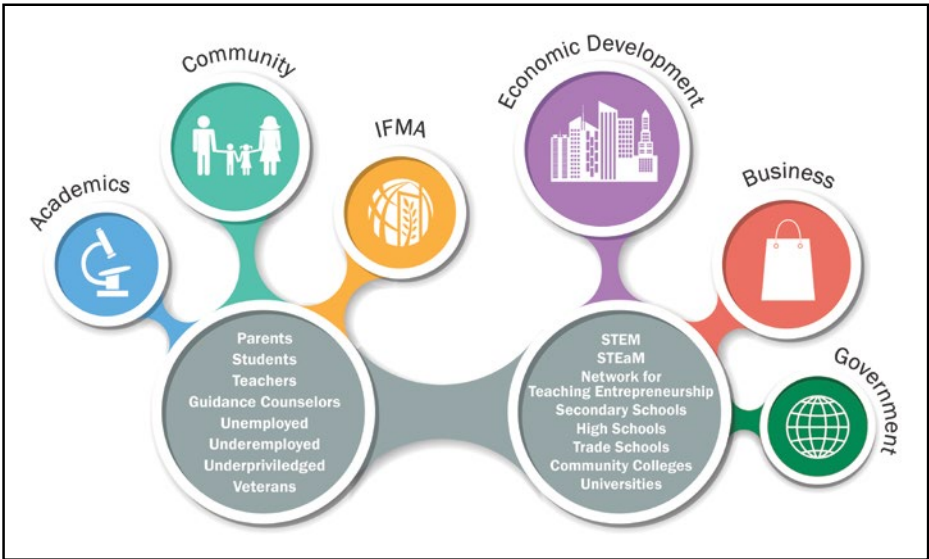
WE CONNECT with communities to inform students, parents, teachers, guidance counselors, community organizations, economic development and government agencies about an exciting and prosperous career opportunities.

WE EDUCATE students through STEM and STEAM programs in high schools, offering IFMA courses, credentials and the FM accredited degree programs at higher education institutions.

WE INVEST in the future by providing new career opportunities through scholarships, internship programs, career fairs and job listings.

CONNECTING the Stakeholders

The Global Workforce Initiative connects students, teachers, parents, the under and un-employed, business, educational institutions, local FM practitioners, community organizations, veterans, government agencies and economic development groups to create sustainable FM educational programs. These connections educate and engage the community and provide career pathway opportunities in FM.



CONNECTING with partners to build the future of FM, a STEM/STEAM Field.

The IFMA educational courses and credentials program can be customized for organizations depending on their needs to fill knowledge gaps, program requirements or learn in a comfortable environment with the support and encouragement of peers.

The Global Workforce Initiative has educational courses and programs for use at the high school, community college, 4-year institution and post-graduate levels.

IFMA Essentials 101 Course

A facility management 101 course for students, teachers, parents and the public that want to learn more about the field of facility management and are new to the profession. The program comprises three workshops

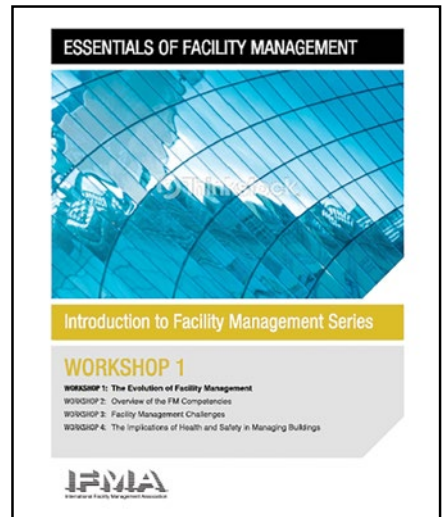
1. Introduction to Facility Management
2. Operations and Maintenance Series
3. Work Management in Facilities Series

Facility Management: A Practical Introduction

This course presents a series of six scenarios that challenge participants to explore, examine and solve problems in realistic workplace situations in the global marketplace. Students benefit from a hands-on learning experience and exposure to the 11 FM competency areas.

IFMA Credentials

Credentials are becoming increasingly popular at the high school and community college level. IFMA has three longer term credential programs which can be obtained in 9 months to a year on average. They are even more valuable when a student also receives an associates degree. These programs are as follows:



Facility Management
Professional (FMP)



Sustainability Facility
Professional Certification
(SFP)



Certified Facility Manager
(CFM)

Facility Management Accredited Degree Program

For the profession to grow, it is essential to increase the number of college graduates with FM degrees.

The Accredited Degree Program has created degree opportunities for more than 4,000 FM students annually at 29 colleges and universities in eight countries, increasing over 150% since 2008. The standards for these degree programs are designed to meet the demands of the rapidly changing and evolving FM profession and to ensure these new colleagues are well-equipped to meet the demands of FM now and in the future.

The IFMA Foundation works with communities to grow the number of FM Accredited Degree programs.

THE FM CORE COMPETENCIES

The IFMA courses, credentials and the accredited degree program curriculum is based on IFMA's 11 Core Competencies:

- Communication
- Emergency Preparedness and Business Continuity
- Environmental Stewardship and Sustainability
- Finance and Business
- Human Factors
- Leadership and Strategy
- Operations and Maintenance
- Project Management
- Quality
- Real Estate and Property Management
- Technology



Current FM Accredited Degree Programs

DEGREE LEVEL	INSTITUTION	COUNTRY
Graduate	The University of Sydney	Australia
Undergraduate (4-year)	Conestoga College	Canada
Undergraduate (4-year)	Hanzehogeschool groningen	The Netherlands
Undergraduate (4-year)	nHTv Breda University of Applied Science	The Netherlands
Undergraduate (4-year)	Saxion Universities of Applied Sciences	The Netherlands
Graduate	Hong Kong Polytechnic University	Hong Kong, PRC
Associate (2-year)	Temasek Polytechnic	Singapore
Undergraduate (4-year)	UniSIM Singapore	Singapore
Undergraduate (4-year)	ZHAW (Zurich University of Applied Sciences)	Switzerland
Graduate (MAS)	ZHAW (Zurich University of Applied Sciences)	Switzerland
Graduate (MSc)	ZHAW (Zurich University of Applied Sciences)	Switzerland
Undergraduate (4-year)	Leeds Metropolitan University	United Kingdom
Graduate	Leeds Metropolitan University	United Kingdom
Graduate	University College London	United Kingdom
Graduate	Arizona State University	USA
Undergraduate (4-year)	Brigham Young University	USA
Associate (2-year)	Community College of Philadelphia	USA
Undergraduate (4-year)	Cornell University	USA
Undergraduate (4-year)	Ferris State University	USA
Undergraduate (4-year)	Florida A&M University	USA
Graduate	Georgia Institute of Technology (Georgia Tech)	USA
Graduate	Indiana University – Purdue University – Indianapolis (Purdue University Degree)	USA
Undergraduate (4-year)	Missouri State University	USA
Graduate	Pratt Institute	USA
Graduate	Rochester Institute of Technology	USA
Undergraduate (4-year)	Southern Polytechnic State University	USA
Associate (2-year)	TCl - College of Technology	USA
Undergraduate (4-year)	Temple University	USA
Graduate	Texas A&M University	USA
Undergraduate (4-year)	University of Minnesota	USA
Undergraduate (4-year)	Wentworth Institute of Technology	USA

Detailed listing of accredited schools can be found at www.FMAcademicRegistry.org/

FM Student Scholarship Program

The IFMA Foundation scholarship program has awarded more than \$1.5 million dollars to more than 450 students since the program started in the early 1990's. Scholarship recipients receive a cash award and fully subsidized World Workplace conference travel, registration and participation.

The individual scholarships range in value from \$1,500 to \$10,000 and are awarded to undergraduate (2- year and 4-year) and graduate students enrolled in facility management or FM related programs.



These scholarships change lives and are a principal strategy in creating the next generation of FM professionals. The Global Workforce Initiative explores the expansion of scholarship opportunities to high school seniors, associate degree students, and veterans.

Internships

Internships offer a win-win situation for both the organization and the student while providing the organization with talented students who offer new knowledge and skills.

Many employers often use their internship programs as a testing ground for hiring future full-time employees after graduation. The benefit is that employers can see first-hand what the intern has to offer should they be hired on full-time.

Studies show that the retention rate at companies is higher for employees who had interned for their employer.

JOBnet and INTERNet

JOBnet and INTERNet (online FM career center) are the most active FM job and internship boards on the web. Employers uncover talent, and job and internship candidates discover new opportunities worldwide. The Global Workforce Initiative grows these resources to include a wider variety of FM career pathways.

CONNECTING the Stakeholders in the FM Career Pathways Program

- Increase student and family awareness of career and educational opportunities in FM
 - » Develop a web portal for high school and college students to learn about FM career opportunities
 - » Develop student outreach program materials and train IFMA Chapters to promote the FM field in their community
- Hire two full-time staff dedicated to the Global Workforce Initiative: 1 Director and 1 Grant Researcher/Writer

EDUCATING the Future FM Workforce

- Develop secondary FM education programs and increase these programs annually
 - » Offer IFMA Essentials Course to secondary schools
- Increase the number of:
 - » FM accredited degree programs
 - » College/University FM education enrollment
 - » IFMA credential offerings at colleges/universities
 - » IFMA credentialed employees

INVESTING in the Future of FM

- Increase the number of employment and internship opportunities in FM
 - » Increase the number of internships
 - » Increase the number of FM job career paths on JobNet
 - » Increase awareness of JobNet
- Research current and future FM job market



Make FM a Career of Choice

Help us solve the FM talent gap. Become a Partner for the IFMA Foundation Global Workforce Initiative.

Realize the Benefits

The IFMA Foundation is narrowing the employment talent gap through early facility management learning and experiences. Our corporate partners believe in the shared-value investment of a better-prepared future workforce. They understand that the key to unleashing a company's competitive advantage and increasing corporate growth and potential lies in training today's youth for tomorrow's business challenges.

The IFMA Foundation works closely with multi-national corporations, national companies and small- to medium-sized businesses to identify, design and implement alliances that leverage the strengths of the corporate sector on behalf of Facility Management for Social Good.

Demonstrate leadership among your corporate peers by participating in an opportunity to shape the future global workforce.

To learn more, contact IFMA Foundation Executive Director Jeffrey J. Tafel at jeff.tafel@ifma.org.

Social Responsibility Benefits

1. Fill the FM talent gap with well-qualified professionals
2. Expose youth, unemployed and underemployed to FM careers
3. Introduce the FM profession into high schools and community colleges
4. Make youth aware of FM's significant role in sustainability
5. Connect with STEM, STEAM and other existing outreach programs to promote FM
6. Educate government agencies, workforce and economic development professionals about FM careers and the importance of the profession
7. Educate guidance counselors, parents and teachers about FM
8. Engage local FM professionals in student outreach programs



IFMA FOUNDATION

ACADEMICS • STUDENTS • RESEARCH

About IFMA

The International Facility Management Association (IFMA) represents, supports and unites the largest global community of facility management practitioners, consultants, educators, students, and product and service providers in the industry. These members manage over 37 billion square feet of property and annually purchase more than US \$100 billion in products and services. They serve 24,000 plus members in 96 countries, with 131 chapter sand 17 industry-specific councils.

About the IFMA Foundation

The IFMA Foundation works for the public good in support of Facility Management higher education, students studying Facility Management and related fields, research critical to the profession, and increasing awareness of facility management and making FM a career of choice. The IFMA Foundation relies entirely on private support to carry out its mission and receives no funding from IFMA membership dues.



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EXCITING



**IFMA
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