Making Facility Management a Career of Choice by Expanding Educational Opportunities

- In Demand
- Well Paid
- Challenging
- Creative
- Wide-Ranging Responsibilities
- Plenty of Opportunities
- Choose any Country
- Choose any Industry
- A Great New Career
- Different Every Day
- Exciting

IFMA Foundation Global Workforce Initiative
“Many students were drawn to the facility management program because of the demand and income. I can’t say it’s not a good incentive. Still, thanks to the IFMA Foundation and ABM, I soon realized what my true passion is. I am truly fascinated with operations. After finishing my internship with ABM, I was offered a full-time position and shortly thereafter was promoted to Operations Manager. With the IFMA Foundation’s Global Workforce Initiative and ABM’s support, I was able to find a guided pathway in the field of facility management to what I am beyond a doubt passionate about.”

- Elizabeth Zamora, Chaffey College Graduate and Operations Manager, ABM Industries
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.
- 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 professionals, 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 Global Workforce Initiative (GWI)

The Global Workforce Initiative addresses the triple bottom line of **Economy, Equity, and Environment**. Meeting this demand is critical to the energy efficiency of the built environment, reducing greenhouse gas emissions, increasing economic productivity of these buildings, and providing employment opportunities in the profession of facility management.

**WE EDUCATE**

students and incumbent workers through our education programs to prepare students for the facility management profession including our:

- FM Accredited Degree Programs (ADP)
- FM Registered Degree Programs (RDP)
- FM Talent Development Pipeline Programs (TDP)

**WE INVEST**

in the future by providing new career opportunities through scholarships, internship programs, career fairs, job listings, job shadowing and our Ignite FM! student competitions.

**WE CONNECT**

with communities to inform students, parents, teachers, guidance counselors, community organizations, economic development and government agencies about an exciting and prosperous career opportunity.
EDUCATING the Future FM Workforce

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.

**Essentials of Facility Management: A Practical Introduction**

A facility management introductory 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 10 modules:

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

**IFMA Credentials**

Credentials are becoming increasingly valuable 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 23 colleges and universities in eight countries. 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
- Facility and Information Services
- Finance and Business
- Leadership and Strategy
- Occupancy and Human Factors
- Operations and Maintenance
- Performance and Quality
- Project Management
- Real Estate
- Risk Management
- Sustainability
<table>
<thead>
<tr>
<th>DEGREE LEVEL</th>
<th>INSTITUTION</th>
<th>COUNTRY</th>
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</thead>
<tbody>
<tr>
<td>Undergraduate (4-year)</td>
<td>Conestoga College</td>
<td>Canada</td>
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<tr>
<td>Undergraduate (4-year)</td>
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<td>The Netherlands</td>
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<tr>
<td>Associates</td>
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<td>Singapore</td>
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<td>Associate (2-year)</td>
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<td>Singapore</td>
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<td>Undergraduate (4-year)</td>
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<td>Singapore</td>
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<td>Undergraduate (4-year)</td>
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<td>South Korea</td>
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<tr>
<td>Undergraduate (4-year)</td>
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<td>Switzerland</td>
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<tr>
<td>Graduate (MAS)</td>
<td>ZHAW (Zurich University of Applied Sciences)</td>
<td>Switzerland</td>
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<td>Graduate (MSc)</td>
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<tr>
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</tr>
<tr>
<td>Graduate</td>
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<tr>
<td>Graduate</td>
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<tr>
<td>Undergraduate (4-year)</td>
<td>Wentworth Institute of Technology</td>
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Detailed listing of accredited schools can be found at [www.FMAcademicRegistry.org/](http://www.FMAcademicRegistry.org/).
The IFMA Foundation scholarship program has awarded more than $1.4 million dollars to more than 527 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 and Apprenticeships**

Internships and apprenticeships 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.

**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.
Global Workforce Initiative Goals

**EDUCATING the Future FM Workforce**

- Develop secondary FM education programs and increase these programs annually
- Develop Community College FM Talent Development Pipeline (TDP) education programs and increase these programs annually
- Increase the number of:
  - FM Accredited Degree Programs
  - FM Registered Degree Programs
  - College/University FM education enrollment
  - IFMA certificate and credential offerings
  - IFMA credentialed employees

**INVESTING in the Future of FM**

- Increase the number of employment, internship, apprenticeship, and job shadowing opportunities in FM
- Increase the number of annual scholarships offered to students
- Promote and increase the number of Ignite FM! Student Competitions

**CONNECTING the Stakeholders in the FM Career Pathways Program**

- Increase student, incumbent worker, and family awareness of career and educational opportunities in FM
  - Connect with government agencies and community organizations to promote and develop FM educational programs
  - Provide training to IFMA Chapters to promote the FM field in their community and support local accredited degree and Global Workforce Initiative programs.
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.

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**Social Responsibility Benefits**

1. Fill the FM talent gap with well-qualified professionals
2. Expose youth, incumbent workers, the unemployed and underemployed to FM careers
3. Introduce the FM profession into high schools and community colleges
4. Make people aware of FM’s significant role in impacting the UN2030 Sustainable Development Goals
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

To learn more, contact IFMA Foundation Executive Director Diane Levine at diane.levine@ifma.org
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 105 countries, with 135 chapters and 16 industry-specific councils and 6 communities.

About the IFMA Foundation

The IFMA Foundation works for the public good in support of Facility Management secondary, tertiary and higher education students studying Facility Management and related fields, 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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