

NEXT GEN LIGHTING PROFESSIONALS:

# EMERGING PROFESSIONAL PROGRAM AT THE IES

EP  
Program



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PAST CHAIR 2017-2021

U.S. DOE SOLID STATE LIGHTING WORKSHOP  
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# Who is an EP

**The EP program is a multifaceted opportunity for new professionals.**

**A new professional:**

- A student
- A recent graduate (up to 5 years of experience in the field)
- A person making a career change from a different field



## Why is having such a program important for students/EPs?



- Professional development and continued education
- Staying on top of industry trends
- Building relationships with peers and seasoned professionals
- Acquisition of leadership skills necessary for becoming future leaders of the society and in the lighting industry.
- Scholarship/sponsorship opportunities
- Features in the EP column of the Lighting Design + Application (LD+A) magazine

## Why having such a program is important **for the industry and the society?**

- Contribute to the growth of the lighting field and the IES membership
- Engage new talent
- Recruit new committee members and volunteers
- Solve the industry's challenges together



## Why is having such a program important?

*“EP programs bring vibrancy and force to organizations. The IES EP program is a commitment that this organization cares about the future of our industry. Access and opportunity are so important for creating equity and longevity for our industry. The EP program gives access to the best part of IES, the members.”*

**Chrysanthi Stockwell, Past EP (2011)**

*“The founders of the IES Emerging Professionals program looked at the demographics of the IES and saw an aging membership that lacked diversity. [The EP program] created space for a cross-generational exchange of ideas that was critical to keeping the IES relevant. Our entire industry will benefit from the ripple effects of this program for decades to come.”*

**Lisa Reed, Past EP Committee Chair (2013-2017)**

# HOW DID THE EP PROGRAM START?

2009



2010



2011

Lack of opportunity for students and emerging professionals was identified.

*Pioneers of the program: Daniel G. Salinas, Fred Hasler, Kevin Flynn, Paul D. Mercier, Lisa J. Reed, Carla R. Bukalski, and others.*

A plan to organize an event that would embrace new lighting professionals and provide them with a platform to learn more about the lighting industry and connect with seasoned professionals was devised.

The first EP event was organized at the IES Annual Conference.

FOCUS

To bring new membership to the society to get new professionals involved in all aspects of the IES and the lighting industry, and to contribute to the growth and future of the IES.

Today the focus is to grow the program even further.



# The First EP Event 2011



Halloween celebration on the Sixth Street in Austin, TX



Emma S. Barrientos Mexican American Cultural Center



# Timeline

Gap for new professionals was identified.

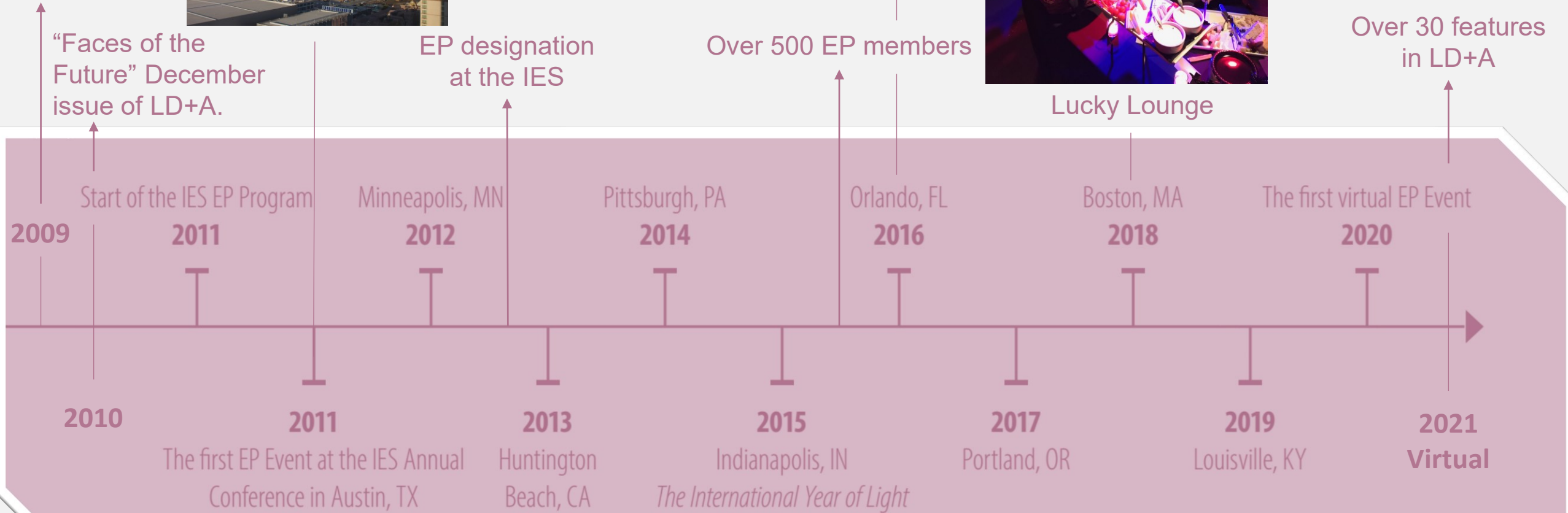


Orlando, FL



Lucky Lounge

Over 30 features in LD+A





# HIGHLIGHTS PAST EP EVENTS

## Network:

- With seasoned professionals and peers
- Learn from experienced professionals







## HIGHLIGHTS PAST EP EVENTS

### **Attend:**

- Keynote presentations and panels that feature industry leaders
- Educational sessions
- IES President's Address
- Leadership Forum (a workshop for the leaders of the society).





## Tour:

- Luminaire manufacturers
- Award-winning projects
- University labs

HIGHLIGHTS

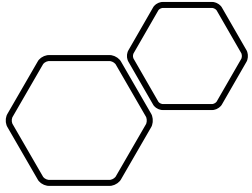
PAST EP EVENTS



*“...It is such a cool and inspiring experience, seeing the work of someone [who is] likely to stroll right next to you, pointing out cool features and telling insightful anecdotes about the project. And then you realize, one day that could be you. Amazing!”*

**Elizabeth Williams, Past EP (2015)**





## HIGHLIGHTS PAST EP EVENTS

### Socialize:

- At fun places unique to the locale.



# Impact of the EP Program if you like numbers

The 2020 virtual EP Event was supported by **18** sponsors and was free for all EPs/students.

From **1** sponsor in 2011 to over **35** sponsors in 2019 for the latest in-person event.

In 2020 over **90** EPs/students attended the virtual IES Street and Area Lighting Conference, and over **260** EPs/students attended the virtual IES Annual Conference for free.

Over **800** EP Sponsorships to attend the IES Annual Conference at no cost were awarded to EPs/students over the years.



# Impact of the EP Program if you like numbers

Over **30** EP features in Lighting Design + Application to date



## EP Events

- **11** main EP events at the IES Annual Conference to date
- Multiple local IES EP section events across the country
- Additional smaller events at LightFair

## LDA ONLINE

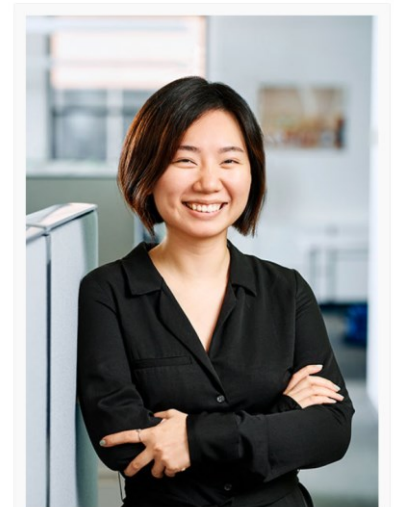
From conceptual planning to product selection and budgeting, lighting's comprehensive nature keeps this designer with **The Lighting Practice** coming back for more

### Why lighting?

I love that lighting influences everyone. We are all constantly stimulated by light, even though we only notice lighting when it takes on a unique presence around us. When we design lighting for a space, it affects everyone who goes there, from larger public projects to workspaces that house office workers just like me. It feels important and powerful to create comfortable environments for all people, and even more poetic that the difference we make is on a subconscious level.

### Favorite project?

The recently completed TD Bank office fit out at One Vanderbilt Avenue in New York City. This was the first project I saw through from start to finish since joining The Lighting Practice as a full-time lighting designer in 2019. It was also the first

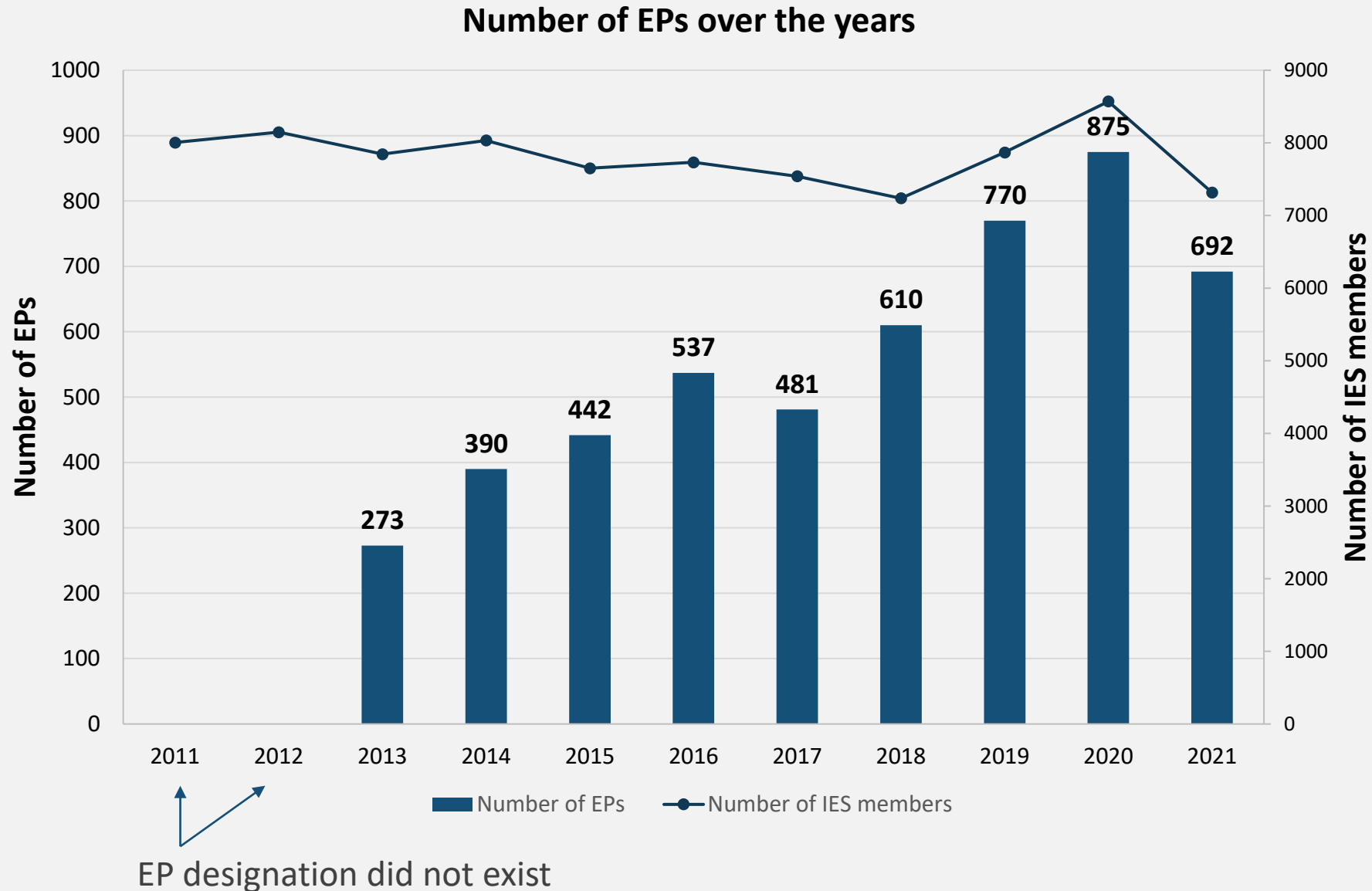


Xinying Peng, The Lighting Practice

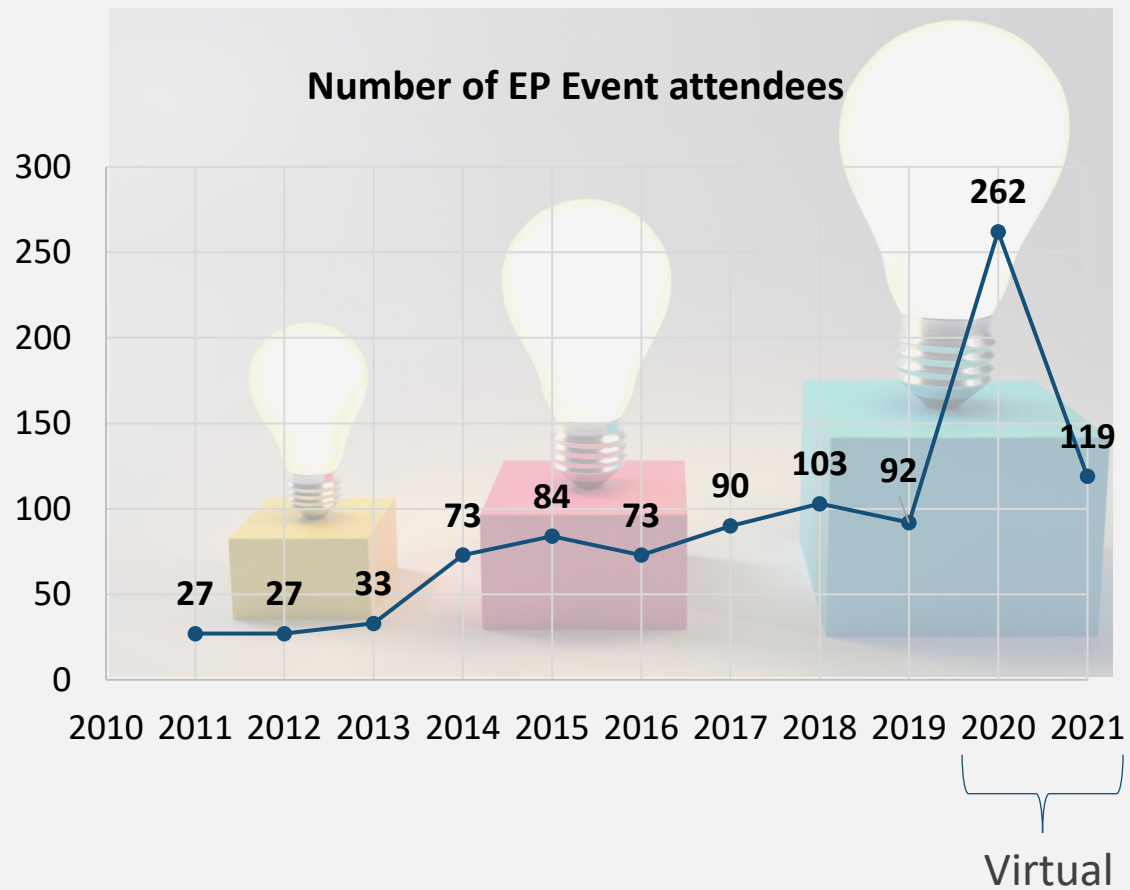
Current "Ask an EP" in LD+A



# Impact of the EP Program *if you like numbers*



# Impact of the EP Program *if you like numbers*



2019 Louisville, KY

# Impact of the program if you like stories

- “...It was great to have industry leaders volunteer their time to ensure the future of the industry is supported.”
- “I learned how much people are passionate about the same things that I am.”
- “It's amazing to be able to interact with people in our industry like Howard Brandston and David DiLaura who have accomplished so much. It's very inspiring for me to look forward to in my career and what I could contribute to the lighting design community.”
- “I learned that there are very diverse and creative career paths in lighting.”





# Past Emerging Professionals comment if you like stories



**Elizabeth  
Williams**



**Rajaram  
Bhagavathula**



**Kaitlin  
Page**



**Sam  
Koerbel**



**Chrysanthi  
Stockwell**



**Tony  
Esposito**

# Past Emerging Professional

Chrysanthi  
Stockwell



Associate Vice President,  
Senior Lighting Designer  
at HGA

**“The connections and support that I have received from the EP Program has influenced the trajectory of my career. Participation in the organization of these events gave me leadership opportunities that wouldn’t have been afforded to me at my workplace early on in my career. I was exposed to the evolution of lighting design at IES, creating relationships with life-long mentors. The mentoring benefit is one that I cannot even begin to quantify.”**

Attended the EP Event in **2011**  
Joined the IES around **2005**



# Past Emerging Professional

“I [got] over my fear of “speaking up” thanks to the EP Program. I realized that there was a lot of value in talking about my experiences and learning about others’, and that others (not just EPs) were interested in hearing from me. It led me to volunteering with various IES committees, acquiring more experience and connections with industry leaders. It also gave me a place to discuss my job with peers that are navigating similar things, which helped me realize and begin to manifest what I want from my career.”

Attended the EP Event in 2015, 2016, 2017, 2020, 2021  
Joined the IES 2015

Elizabeth  
Williams



Lighting Designer, Project Leader  
Illuminart, a Division of Peter Basso Associates



# Past Emerging Professional

Rajaram  
Bhagavathula



Research Scientist,  
Virginia Tech Transportation  
Institute

**“I was able to find research collaborators through this program and conduct exciting lighting research.**

**IES EP program is more personal and hands-on than any of the other programs.**

**Meeting Dr. Neil deGrasse Tyson was one of the highlights of my first IES conference as he is one of my personal heroes. He really liked my tie and he even made a note of it on my autograph.”**

**Attended the EP Event in 2014-2019  
Joined the IES around 2013**

# Past Emerging Professional

“Connecting with other EPs, creating a sense of community, connecting with IES members that interact with EPs - being part of the EP community helped pave a way for active IES membership.

I have friends in my industry I can reach out to with questions, and that can talk to me too - I love that we all have different experiences and can reach out to each other.

Tanya is one of the best mentors out there for the EP program - and she's the selfie queen! A conference doesn't feel complete unless you get to take at least one selfie with her! ”

Attended the EP Event in **2012-2017**  
Joined the IES around **2012**



Kaitlin  
Page

Senior Electrical Engineer, Lighting  
at CD Companies



# Past Emerging Professional

Sam  
Koerbel



Founder + CEO at Lytei

“I was exposed to a group of leaders in the industry that have gone on to become friends, advocates and mentors.

It helped me gain the courage to connect with people early on. Those that I met helped me become a leader and learn how to give back selflessly. Additionally, I've made lifelong friends that are peers and my age. To watch us all "grow up" together has been nothing but fun.

...The IES always puts their conference in a fun place that gives young professionals a chance to mix a little professional development with good old fashion fun. 6th street in Austin on Halloween!”

Attended the EP Event in **2008**  
Joined the IES around **2010, 2011, 2013**

# Past Emerging Professional

“I think the most beneficial part of attending the program was exposure to industry veterans, some of which I may have not met otherwise. The EP event kickstarted/solidified professional relationships, many of which I still have today.”

Attended the EP Event in **2015 and 2016**  
Joined the IES around **2010** as a student

TONY  
ESPOSITO



Founder and Head Research Scientist  
Lighting Research Solutions, LLC



# Goals for improvement and growth

- **Evolve the EP Program**
- **Have robust engagement throughout the year**
- **Reach broad audience**
- **Find mentors for the EPs/students**





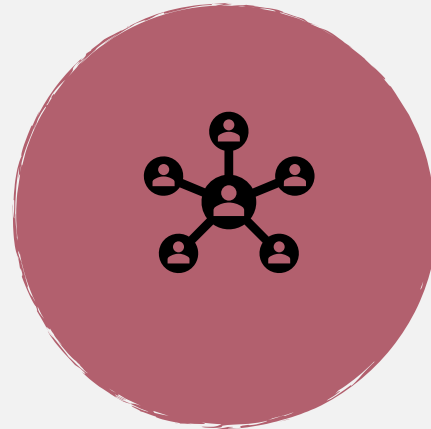
Volunteer expertise  
and time



Become a  
mentor



Donate



Link students with  
potential employers

# Ways to engage for supporters

Spread the word about the EP Program



# WAYS TO ENGAGE FOR STUDENTS/EPS



- Become an IES EP member
- Apply for sponsorships to attend the annual conference
- Be featured in the EP column in the LD+A magazine
- Join the IES committee and volunteer
- Meet peers and seasoned professionals

- Past and current EP committee members
- Sponsors (local IES sections and corporate sponsors)
- IES staff
- Many contributors to the program



THANK YOU TO OUR IES EMERGING PROFESSIONAL SPONSORS 2019  
\* List as of July 1, 2019

**EPic | \$10,000 and UP**

IES **New York City** Section | ETC. | FOCUS LIGHTING | landscapeforms

**INSTIGATOR | \$8000 and UP before February 2019** | **EXTRAORDINARY | \$5,000**

IES **Boston** Section | IES **Toronto** Section | IES **Los Angeles** Section

**SUPPORTING | \$4,000**

IES **Chicago** Section | CREE LIGHTING | AcuityBrands Lighting | ILLUMINART  
A Division of Peter Basso Associates, Inc.

IES **Detroit** Section | SESCO LIGHTING | LUMENPULSE GROUP | IES **San Francisco** Section | ILLUMINATION

**CONTRIBUTOR | \$2,000**

IES **Mexico City** Section | TOKISTAR LIGHTING | tempo | LIGMAN LIGHTING USA

wb WIEDENBACH BROWN | THE ULTIMATE LIGHTING SOURCE | ELS ENTERPRISE LIGHTING SALES | impact! | LIGHTING DESIGN ALLIANCE | IES **St. Louis** Section

IES **District of Columbia** Section | BEGA | IES **Atlanta** Section

**SPECIAL CONTRIBUTOR**

IES **Reno** Section | THE LIGHTING QUOTIENT | IES **Cincinnati/Louisville** Section | IES **Albuquerque** Section  
 IES **Rochester** Section | IES **Wichita** Section | IES **Milwaukee** Section

THANKS TO ALL SUPPORTERS





Learn more &  
**GET ENGAGED**

**EP Program Brochure**

<https://media.ies.org/docs/emerging-professionals/emerging-professional-program-10year.pdf>

**EP membership**

<https://www.ies.org/membership/emerging-professionals/>

**EP features in LD+A**

[www.ies.org/lda-magazine/emerging-professional/](http://www.ies.org/lda-magazine/emerging-professional/)

**EP Facebook group**

<https://www.facebook.com/groups/103818617044843/>

**Questions**

[membership@ies.org](mailto:membership@ies.org)



**THANK YOU**