STARTING A YOUNG PROFESSIONALS GROUP IN YOUR WORKPLACE

Experiences, Challenges and Lessons Learned

Justin Siegrist
About Me

School

• BS, Civil Engineering, University of Dayton, 2011
• Colorado State University - Online Masters, Civil Engineering (currently pursuing)

Work

• Wade Trim – Cincinnati, OH
• Planning/modeling & design for wet weather projects
Workforce Development
Establishment of a Young Professionals Group (YPG)
YPG Benefits
Challenges/Lessons Learned
Why start a Young Professionals Group?
Challenges

Employee Retention

Recruiting

Training

Employee Engagement
Why a YPG?

Investment in Future
Workforce Development
Establishment of a Young Professionals Group (YPG)
YPG Benefits
Challenges/Lessons Learned
Purpose

To provide networking and professional development opportunities to younger staff.
To provide networking and professional development opportunities to younger staff.
To provide networking and professional development opportunities to younger staff.
Establishing a YPG – How?

Networking
  • Monthly lunches
  • Quarterly happy hours

Professional Development
  • Webinars
Developing a YPG Network
Office Lunches

- Project site visits
- Guest speakers
- Leadership discussions
YP Leaders

• Monthly meetings
• Senior Leadership
Knowledge Transfer

Senior Leadership

YP Leader

Office YP Members

YP Leader

Office YP Members

YP Leader

Office YP Members

YP Leader

Office YP Members

- Monthly YP Leaders Meetings
- Monthly Office Lunches
• Develop public speaking and presentation skills

• Platform to speak to the Group

• Another way to network
YPG Webinar Series
Workforce Development

Establishment of a Young Professionals Group (YPG)

YPG Benefits

Challenges/Lessons Learned
Stewardship Development Subcommittee
• Compiled data
• Developed 5 step plan
• Approved by Board
YPG – Company Benefits

- Mentor Program
- Academic Relations
- Recruiting
- Leadership Development
Member Benefits

Survey Says...

“YPG makes me feel more engaged with my workplace”
87% Agreed

“YPG helps me network with other Wade Trim employees”
93% Agreed

YPG Member Satisfaction Rate: 94%
One employee chose us over a competitor because of the YPG
One employee chose us over a competitor because of the YPG

“YPG helped me to get to know my peers better, making it easier to work as a team.”
One employee chose us over a competitor because of the YPG
“YPG helped me to get to know my peers better, making it easier to work as a team.”

Bridged lines of communication across Market Segments
One employee chose us over a competitor because of the YPG
“YPG helped me to get to know my peers better, making it
easier to work as a team.”

Bridged lines of communication across Market Segments
“Makes work more fun.”
Member Benefits

One employee chose us over a competitor because of the YPG
“YPG helped me to get to know my peers better, making it easier to work as a team.”

Bridged lines of communication across Market Segments
“Makes work more fun.”

“I have been able to network within the company more easily as an intern.”
Member Benefits
Workforce Development
Establishment of a Young Professionals Group (YPG)
YPG Benefits
Challenges/Lessons Learned
Challenges/Lessons Learned

- Tracking activities/budget
- Communication/coordination
- Balancing work commitments
- Overcoming geographic distances
Leveraging Technology
Questions?