



January 29, 2020

# INNOVATIVE APPROACH TO CAREER DEVELOPMENT: STARTING A YOUNG PROFESSIONALS GROUP IN YOUR WORKPLACE

Experiences, Challenges and Lessons Learned

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*Original Presenter: Justin Siegrist*





# About Me

## School

- BS, Civil Engineering, Tarleton State University, 2017
- ME, Civil Engineering (focus in Structures and Applied Mechanics), University of Texas Arlington, 2019

## Work

- Wade Trim – Fort Worth, Texas
- Design for municipal project, mainly roadway design.



# The Underground Utilities Event

Underground Construction Technology | January 28-30, 2020 | Fort Worth, TX

## Agenda

Workforce Development

Establishment of a Young Professionals Group (YPG)

YPG Benefits

Challenges/Lessons Learned







## Workforce Development

**Why start a Young Professionals Group?**





## Challenges

**Employee Retention**

**Recruiting**

**Training**

**Employee Engagement**



Why a YPG?

# Investment in Future

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## Purpose

To provide  
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## Establishing a YPG – How?

### Networking

- Monthly lunches
- Quarterly happy hours

### Professional Development

- Webinars





# The Underground Utilities Event

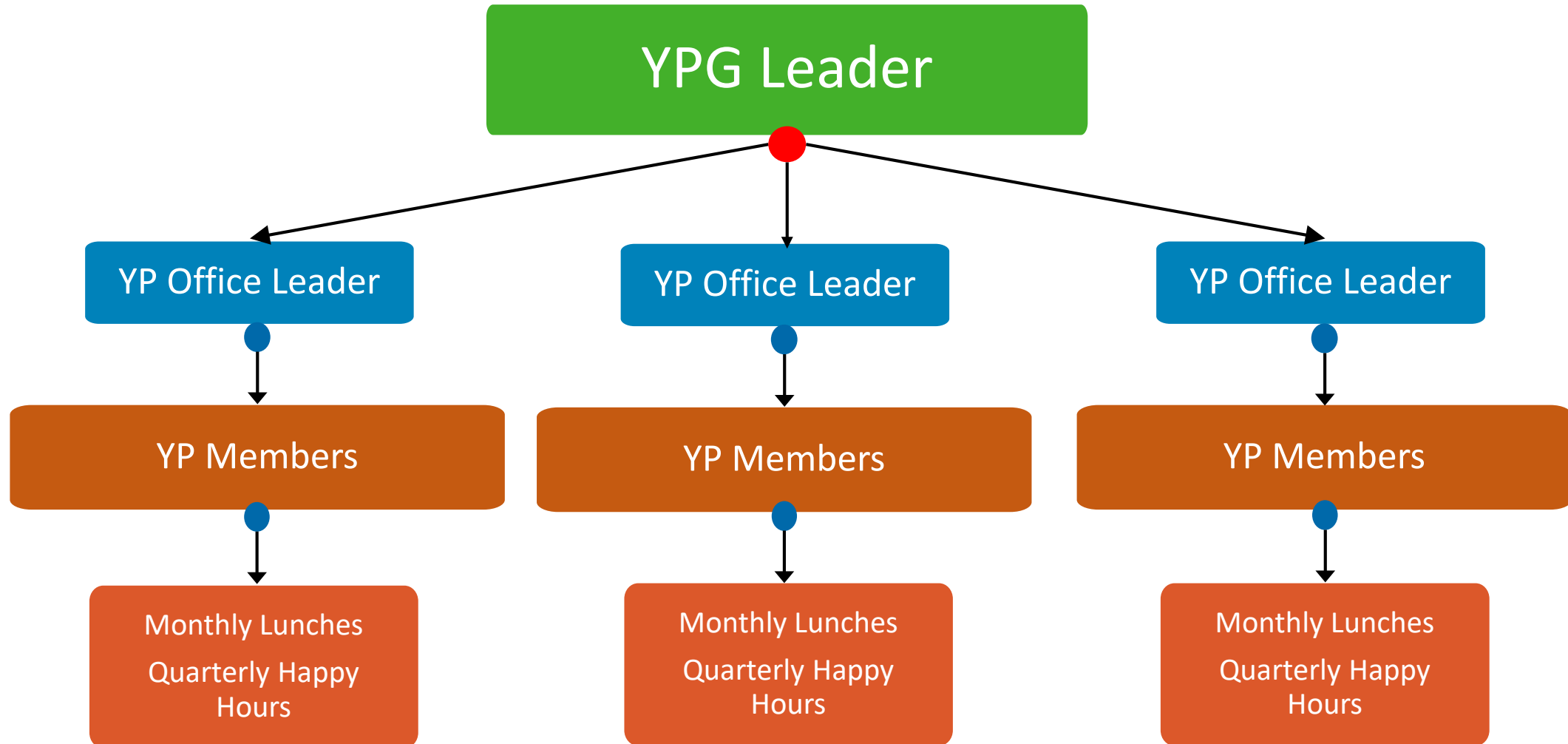
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## Developing a YPG Network





## YPG Structure



## Professional Development

### Office Lunches

- Project site visits
- Guest speakers
- Leadership discussions





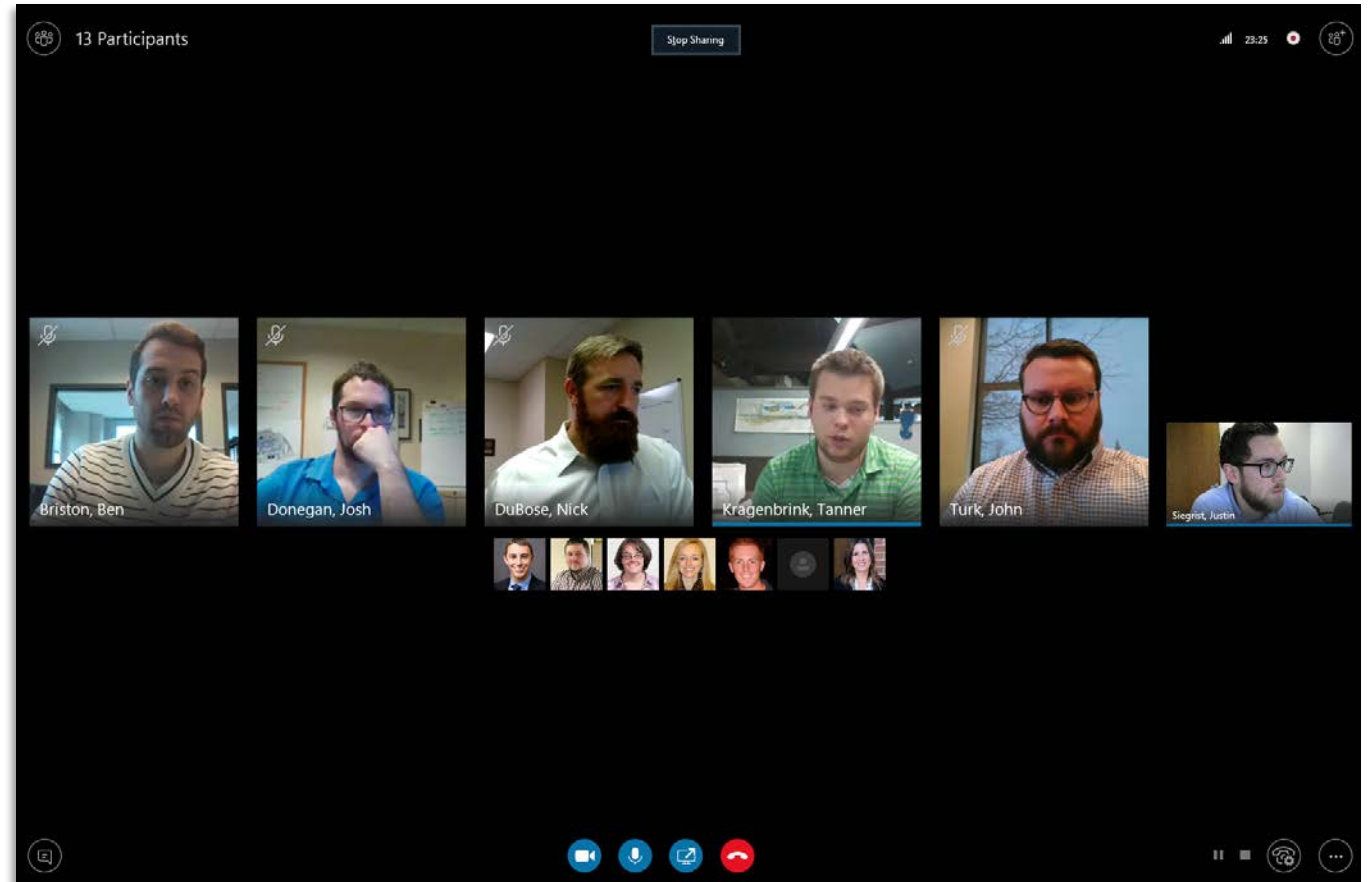
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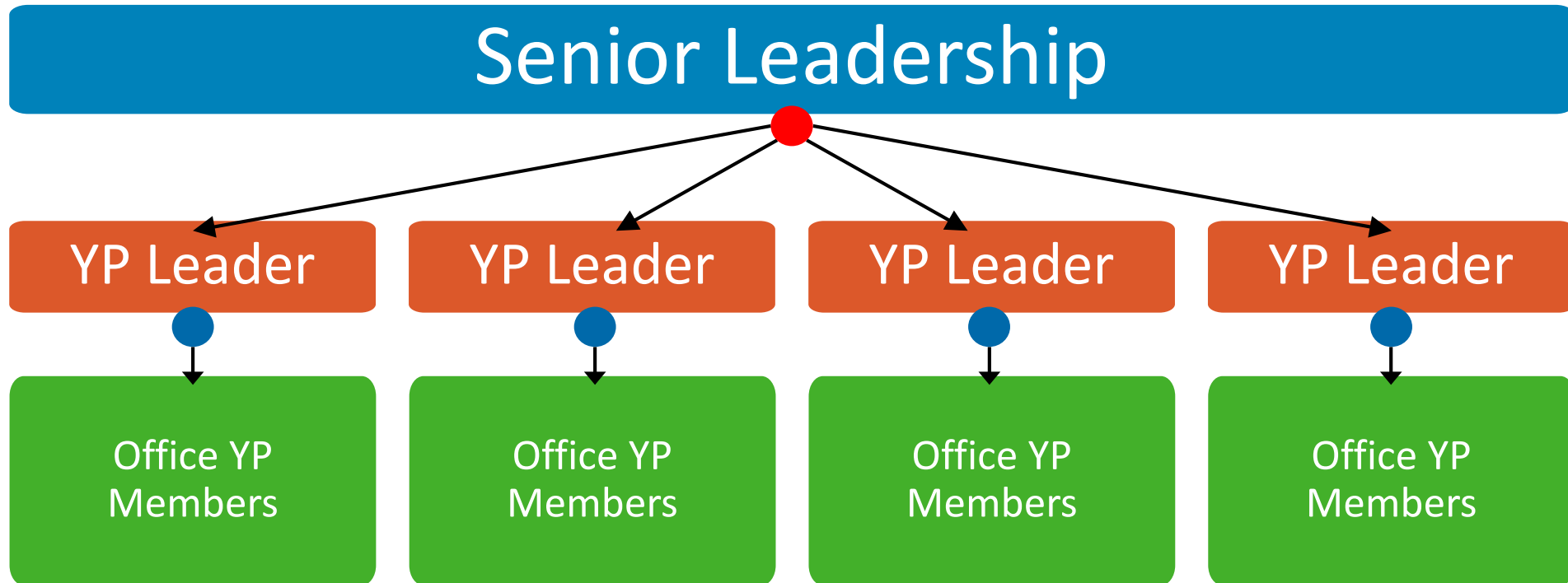
## Professional Development

### YP Leaders

- Monthly meetings
- Senior Leadership



## Knowledge Transfer

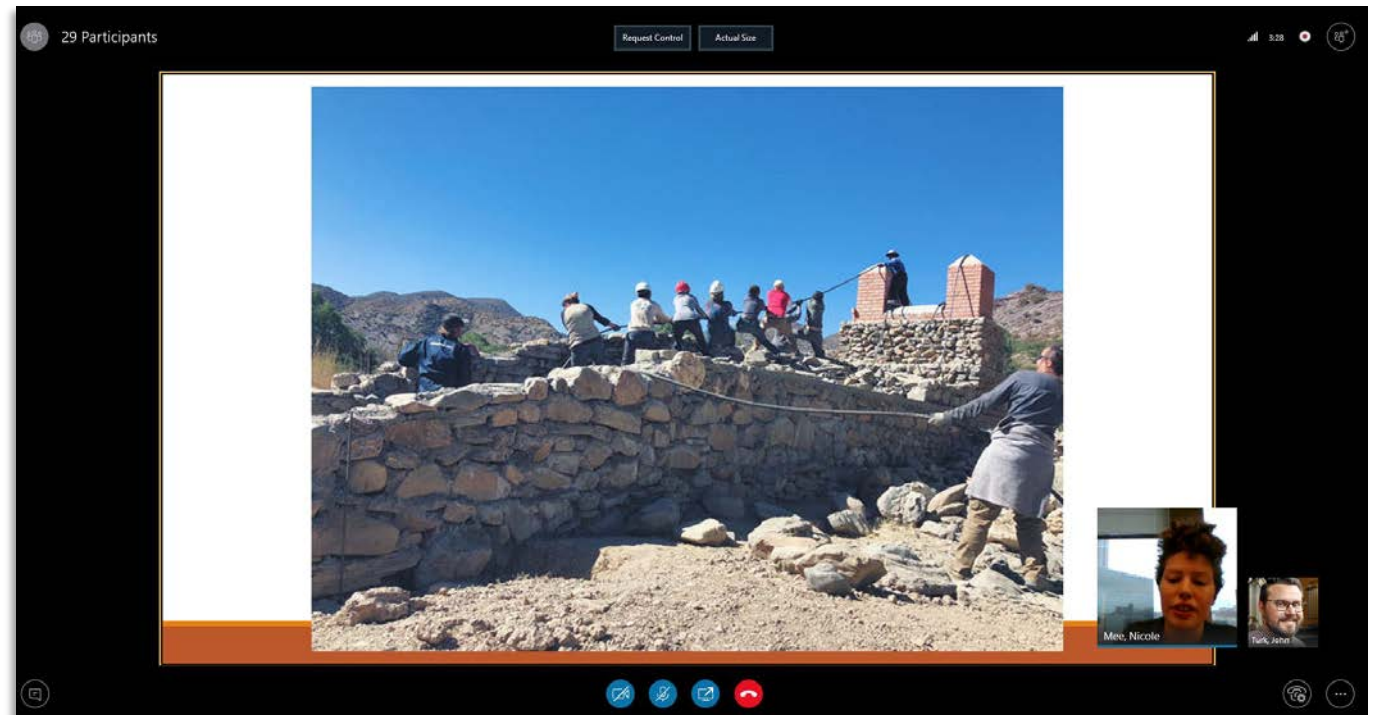


● Monthly YP Leaders Meetings

● Monthly Office Lunches



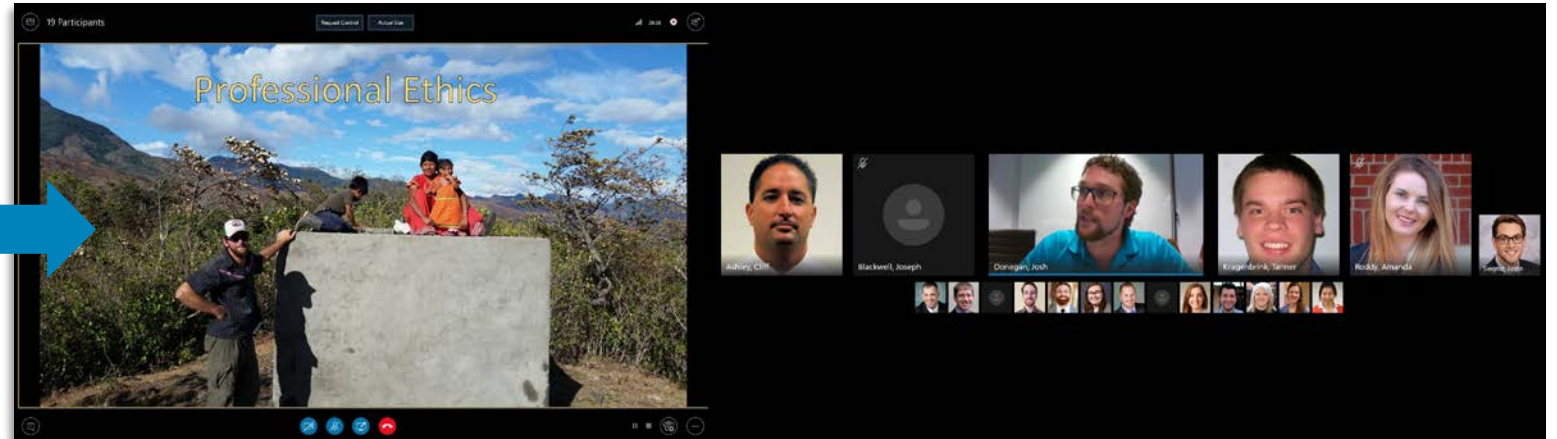
- Develop public speaking and presentation skills
- Platform to speak to the Group
- Another way to network



# UCT The Underground Utilities Event

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## YPG Webinar Series



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**YPG Benefits**

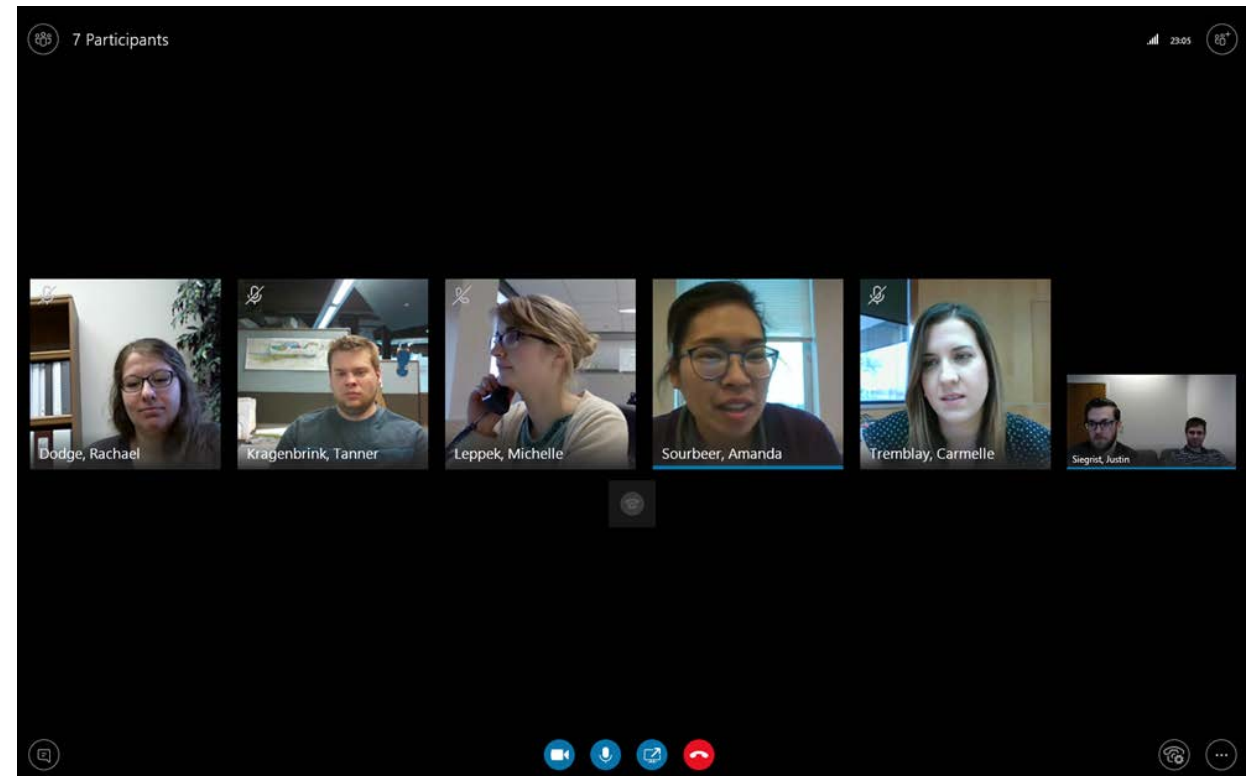
Challenges/Lessons Learned



## YPG – Company Benefits

### 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%**



## Member Benefits

One employee chose us over a competitor because of the YPG



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“YPG helped me to get to know my peers better, making it easier to work as a team.”



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Bridged lines of communication across Market Segments

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“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.”



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## Member Benefits





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## Challenges/Lessons Learned

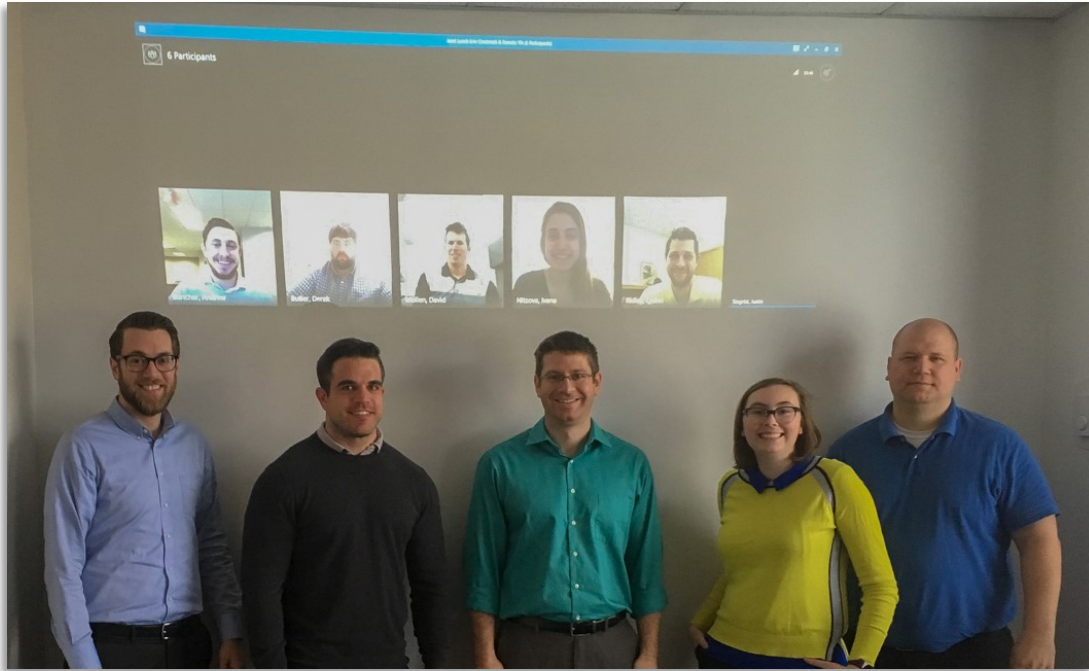
- Tracking activities/budget
- Communication/coordination
- Balancing work commitments
- Overcoming geographic distances



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## Leveraging Technology







## Questions?

