

Young Professionals in WEF

Value of and Opportunities for YPs

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Who are YPs Today?

Approximately 30% of Workforce

Late Gen-Xer's-Born 1975-1981 20%
(Gen-Xer's are classified as 1960-1981)

Millennials-Born 1982-2000 10% Growing!

The next batch of PMs, Superintendants, and Presidents

Late Gen-Xer's

- ~20% of today's workforce
- Skeptical, self-reliance
- Comfortable with change
- Creative thinkers
- Leadership by competency
- Challenge status quo
- Time for family & friends...“Work to live”



Millennials

- 10% of today's workforce
- Realistic and optimistic
- Problem solvers
- Care what mom & dad think
- Want to make a difference
- Diversity – okay and expected
- Work to get the stuff they want

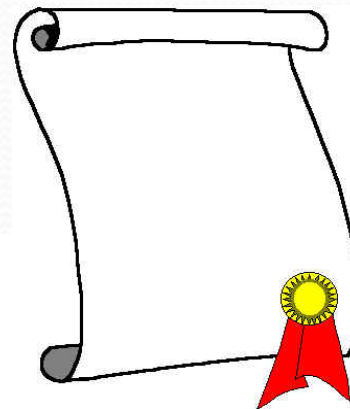
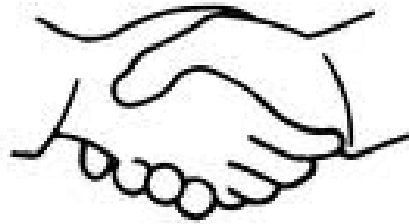
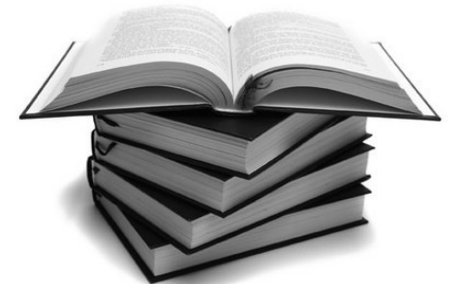


Organization Opportunities



Value of Organizations

- Learn
- Exposure
- Contact/Continuing Education Hours
- Accreditation
- Networking
- Fun



Questions for YPs in Today's Economy

- Will your employer be there next year?
- Is your employer growing the same way you are?
- How can you be of more value to your employer?
- You are the future leader of your organization; are you ready?



How Do YPs Get Involved with Organizations?

- ASK!-Opportunities are there
- Attend on your own-Show up.
- Volunteer
- Conferences
- Committees
- Tag along

Career Boosters

- Join an organization
- Be a leader
- Join a committee
- Learn the stuff your boss knows
- Learn the stuff your boss doesn't have time to

What “Stuff” are We Talking About?

- Project Management
- Regulation
- Funding
- Green Infrastructure
- Stormwater/Watershed Management
- Biogas, Biosolids, Bio-Anything

Valuable “Stuff” to your Employer

Project Management and Organizational Charts

Know who your boss’ boss is and who the key decision makers are in your organization.

Read a book

How can you help your boss?

- Ask for their work
- Show initiative
- Go above and beyond
- Do some “free work”
- Remind them you can do it with their help

More “Stuff”

Regulation

Check OEPA website

<http://www.epa.ohio.gov/Rules and Laws.aspx>

Workshops

What changes is your organization going through?

How can you help?

- CSO
- LTCP
- NPDES
- Local Limits
- Pretreatment
- Lab



Funding

- Go to a funding seminar
- Know ARRA
- RCAP
- WPCLF
- Ear Marks
- Ohio Department of Development
- Asset Management Applies



Green Infrastructure



- Know your Green
- Does your organization or client have a goal or initiative?
- How can Green be implemented in your projects?
- Funding is there for Green
- Leverage your knowledge of Green to be a player in projects
- Get LEED Certified (Leadership in Energy and Environmental Design)

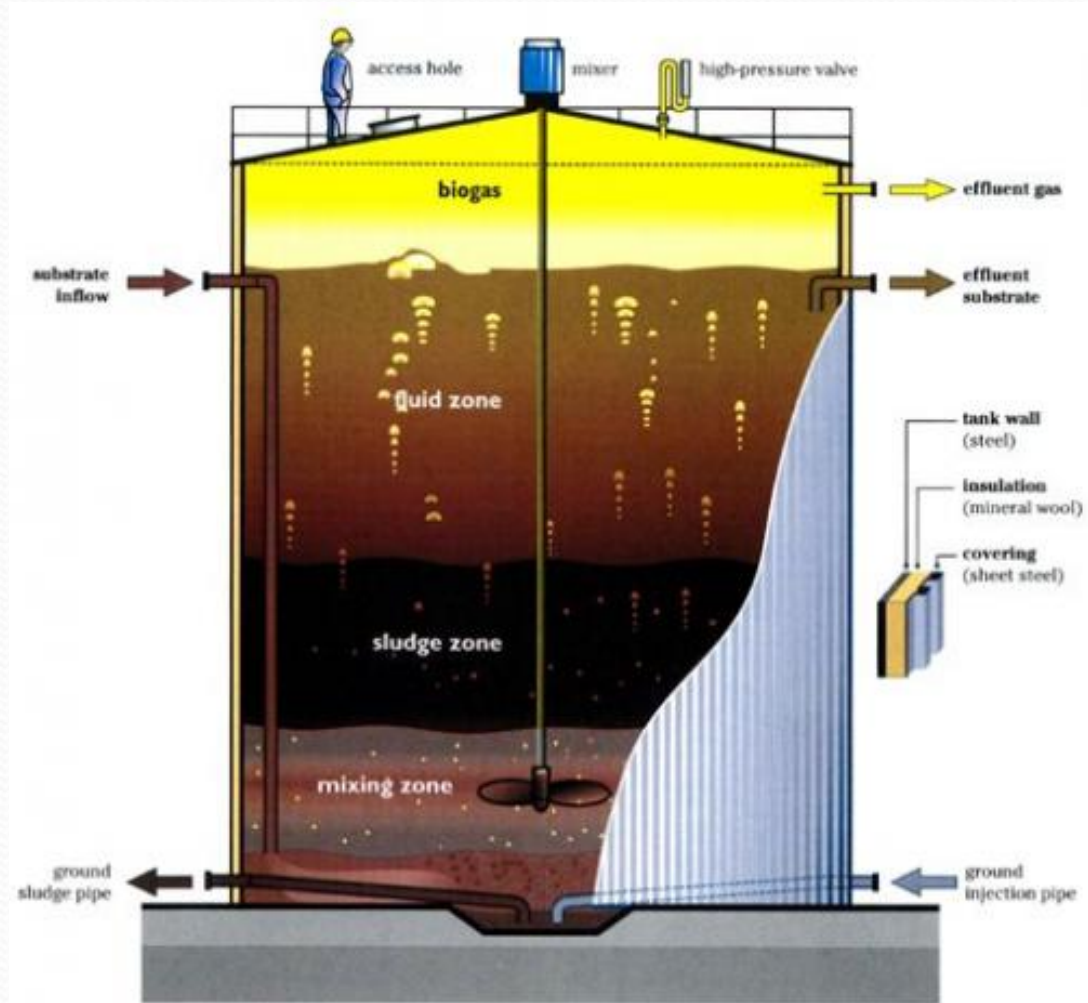
Stormwater/Watershed Management

- More Stormwater Regs are Coming
- More Stormwater Utilities Coming to Fruition



Bio-Anything

- Off gas opportunities
- Solids Management
- Sludge Regs
- Pretreatment
- Septage
- Off-Site/On-Site Regs



Who do YPs work for?

Traditionalists 1925-1942 5%



Boomers 1943-1960 45%



Early Gen-Xers 1961-1975 20%



Traditionalists

- Patience
- Loyalty & hierarchy
- Tried & true
- Feel lucky to have a job, job for a lifetime
- Patriotism, hard work, & respect for leaders

Boomers

- Optimistic
- Teamwork, team spirit
- Wellness
- Lead by consensus
- “Live to work”*
- Competitive

YP Tips for Next Opportunity

- Spend time outside of work
- Speak their Language (know your audience)
- Dress for Success
- Demonstrate Value
- Be Positive

What do 'ya do with 'em? (YPs)

- Take them with you
- Tell them your challenges
- Help with Operator/Licensing Q&A
- Challenge them
- Involve them
- Take them to a presentation or interview

Top Ten Reasons to Utilize YPs

1. We're Cheap!
2. Energetic
3. Flexible
4. Thirst for Knowledge
5. Will do your work for you
6. Have connections
7. Technically Savvy
8. Fresh Ideas
9. Willing to go extra mile
10. Will work for recognition (at first)

Roundtable Discussion

- Biggest Change in Your Career?
- Regulatory changes continue to challenge and evolve each career
- Technology in monitoring
- Hiring obstacles
- Exchange of information

Roundtable Discussion

- How has networking helped you?
- Valuable relationships outside of work
- Level playing field of people without career tags
- Business development
- Continued long term relationships

Roundtable Discussion

- How do you manage so much information?
- Delegation
- Prioritize

Roundtable Discussion

- Hot/Upcoming Topics YPs will be challenged with?
How do they vary with region?
- Nutrient
- Bacteria
- Pharms
- TMDL in Stormwater
- Stormwater Treatment
- CSOs
- Source

Roundtable Discussion

- Important for YP to learn early?
- Communicate!
- Well developed communication plan
- Golden Rule
- Consistency
- Learn from your mistakes

Roundtable Discussion

- Best Attributes for a YP to transition to the seasoned leader?
- Set goals and pursue them
- Enjoy what you do
- Strive to communicate
- Be a good listener
- Be aggressive in taking on challenges
- Diversify your tasks as much as possible

Roundtable Discussion

- Strategies for facing employment challenges?
- Continue to network
- Deliver a positive message and stay positive
- Certifications
- Show initiative
- Diverse skill set
- Be on a committee

Roundtable Discussion

- Best Knowledge Transfer?
- Mentoring/shadowing
- Experience through diverse tasks side by side with others whom have been through those same challenges

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- Green/Sustainability?
 - All about making the right fit

YP Committee

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- YP Summit 2010-Rain Garden
- Operator Challenge
- OSU WEF competing in WEF challenge
- Watershed initiatives
 - TMDL walk through?
 - Stream cleanups with watershed groups
 - Get YP liaison to each committee
- Highlight:
 - Take control and direction of your career
 - Feedback is super appreciated