


INTENTION
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APWA WA | 2019 CONFERENCE


INTEGRATING YOUNG PROFESSIONALS INTO THE WORKFORCE

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OVERVIEW

1. Introduction
 - a) Purpose/ Objectives
2. Background
 - a) Workforce Demographics
 - b) Trends/ Outlook
3. Panel Discussion
4. Audience questions/ comments



INTRODUCTION

- Purpose:
 - Share ideas for attracting, preparing, supporting, and retaining young professionals in an evolving workforce.
- Objectives:
 - Identify:
 - Workforce demographics
 - Generational strengths and motivators
 - Young Professional's values and career goals
 - Discuss:
 - Strategies for integrating young professionals
 - Methods for collaborating across generations
 - How to support self-managed young professionals



BACKGROUND

Workforce Demographics: 5 Generations of Influence

| | Year Span | Age Range | Workforce Distribution | Communication Preferences | Values/ Motivation |
|-----------------|------------------|------------------|-------------------------------|----------------------------------|-----------------------------------|
| Traditionalists | Before 1946 | 74+ | Largely Retired | Formal/ Written | Proud/ Loyal/ Disciplined |
| Baby Boomers | 1946 - 1964 | 55 - 73 | Retirement Stage | Direct/ Phone call/ Face-to-face | Ambitious/ Optimistic |
| Generation X | 1965 - 1980 | 39 - 54 | Primary Leadership | Phone call/ Email | Task oriented/ Self-motivated |
| Millennials | 1981 - 1997 | 22 - 38 | Largest Representation | Email/ Texting/ Social media | Goal oriented/ Thrive on feedback |
| Generation Z | After 1997 | 0 - 21 | Just Entering Workforce | Texting/ Video face-to-face | Collaboration/ Real time feedback |



BACKGROUND (cont'd)

- Recent Trends:
 - Hiring rates continue to increase
 - Retirement rates are also increasing
- Outlook:
 - Opportunities for growth
 - Job vacancies to fill
 - Transfer of knowledge



PANEL DISCUSSION

PANELISTS:

- **Alyssa Ardourel, PE**
Huitt-Zollars, Inc.
Civil Engineer
- **Tyler Christian**
City of Monroe
Water Quality Specialist
- **Ali Sirjani**
HWA Geosciences, Inc.
Geotechnical Engineer
- **Jessy Hardy**
King County
Civil Engineer, EIT
- **Ben Dort, PE**
BCRA, Inc.
Civil Engineer, Project
Manager

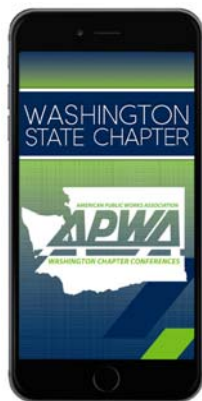


THANK YOU!

On Behalf of the APWA Washington State Chapter
Emerging Professionals Committee



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