



## 2019-2020 INTERNATIONAL COMMITTEE & COMMUNITY OF PRACTICE STRATEGIC PLAN

**COMMITTEE/COP NAME:** Young Professionals Committee

**DATE:** June 28, 2019

**OVERVIEW** *[Briefly describe your Committee/CoP to explain your group to others. Answers the question 'who are we?']*

The IRWA Young Professionals Committee is a Service Committee designated to promote the growth, retention and support of IRWA members under the age of 35 and/or at the beginning stages of their right-of-way career.

**VISION STATEMENT** *[Describe what your Committee/CoP wants to achieve. Answers the question 'what are we working toward?']*

The IRWA Young Professionals Service Committee strives to promote participation in the IRWA by the younger and newer members to insure the lasting success of the organization.

**GOAL A** *[Define the goal as an outcome-oriented statement. This may include attracting new members, developing a new product or service, etc.]*  
*Answers the question 'what will we accomplish?']*

A designated Young Professional Representative in each Chapter of the IRWA.



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**STRATEGY A** *[Describe what actions will be taken to achieve the goal. Include the deadline by which the action will be complete and what support or resources are required. Answers the question 'what steps are we going to take to achieve our goal?']*

Utilize Region Representatives to work with Chapter Presidents to recruit Young Professionals to serve at the Chapter Level. Encourage Chapters to offer incentives for the Young Professionals to engage at the Chapter Level.

### **Q1 Progress Update**

Region Representatives have been tasked with gathering the information for all YP Committee Chairs within each Chapter of their respective Regions. They will be reporting this information back to the Committee at our September meeting.

### **GOAL B**

Implement College Outreach Program to encourage current College Students to pursue a career in right-of-way.



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### **STRATEGY B**

Form strategic partnerships with Universities currently offering degree programs in right-of-way related fields. Offer student memberships to encourage students of these programs to participate at the Chapter level and learn what the IRWA is all about. Work with local employers to offer internships to students approaching graduation to encourage them to pursue a career in right-of-way.

### **Q1 Progress Update**

Region representatives have been tasked to gather information from any Chapters within their respective Regions who may be doing a college outreach program at this time. They will be reporting their findings at the September YP Committee meeting.

### **GOAL C**

Continue developing the Mentor/Mentee Program



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### **STRATEGY C**

Encourage more Mentors and Mentees to register for the program and continue making the right matches. Look into offering incentives for Mentors to take an active role in promoting the growth of their Mentee.

### **Q1 Progress Update**

Mentor/Mentee Sub-Committee will be meeting to discuss strategies and plans for the program to report back to the Committee at our next meeting.