



young
IPWEA

INSTITUTE OF PUBLIC WORKS
ENGINEERING AUSTRALASIA

2013-2015 Action Plan

VERSION 2.1

ISSUED: APRIL 2014

***Young IPWEA - Developing Leaders of
Tomorrow***

Revision History

[illegible]

Summary

This document outlines the 2013-2015 action plan for Young IPWEA. The intention is to create a uniform approach for the Chairs to achieve goals and to gauge their success within their areas.

The core of the document is eight goals which the group aims to achieve at the end of the two year term. For 2013-2015 these eight goals are:

1. Establish Young IPWEA, NZ
2. Have a voting young member on the Australasian Board (and also at divisional levels)
3. Work closer with the foundations
4. Formalise links with other young professional associations
5. Identify key career days and provide presentations (schools and university)
6. Work with LG's and ALGA (and equivalent in NZ) to change their community perceptions to increase the attractiveness to young professionals
7. Increase the involvement with the state government (and equivalent in NZ) bodies
8. Implement the mentoring program (as being developed in WA)

This document is to be maintained and updated by the nominated Chair, Young IPWEA and should be read in conjunction with the Young IPWEA Framework.

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Introduction

Young IPWEA is still in its infancy with having only just completed its first year as a national initiative. Throughout the first year it has already undergone some changes to the way the group operates and how the group will move forward. It has been recognised that more structure and having set goals is a more effective way to operate. The overarching Framework is already in circulation and has already undergone its first review to include New Zealand into the model.

This plan outlines eight goals with steps to take in order to achieve them and a measurement on how to monitor the success of each goal. This document is only intended to be a guide, however it is expected that the majority of the goals are achieved by the end of 2015.

The eight goals outlined in the plan are quite broad; however it is expected as Young IPWEA grows that the goals will, over time, become more refined. The goals for 2013-2015 have a focus on growing the group and building relationships which will provide a more sustainable platform for Young IPWEA. A traffic light summary report of this action plan will be provided to the IPWEA board at each meeting.

The majority of the goals require a large amount of support from the board and also the foundation. Proposals for some of the projects outlined in the goals will be put forward to the board and foundation for approval before proceeding.

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Goals

The eight goals for 2013-2015 are outlined below; the following pages outlines the tasks associated with each goal and how the success of each goal will be measured.

It is important to highlight that these goals are generally approached at an Australasian level and each division is able to create their own action plan which is more suitable for their area. Since there are challenges unique to each division it is appreciated that there may be a different approach. It is expected that each division will contribute to the success of the goals.

The tasks underlining each goal are those specific to achieve each goal, however there are still a number of other initiatives which run in the background to provide ongoing support of Young IPWEA i.e. articles in the PWPro magazine.

1. Establish a NZ Young IPWEA chapter
2. Have a voting young member on the Australasian Board (and also at divisional level)
3. Work closer with the Foundations
4. Formalise links with other young professional associations
5. Identify key career days and provide presentations (schools and university)
6. Work with LG's and ALGA (and equivalent in NZ) to change their community perceptions to increase the attractiveness to young professionals
7. Increase the involvement with the state government (and equivalent in NZ) bodies
8. Implement the mentoring program (as being developed in WA)

Goal 1 – Establish a NZ Young IPWEA Chapter

NZ joined IPWEA in 2013 from being a similar institution in INGENIUM. Currently there is no young professionals group in the NZ however there is the market and the drive for there to be. NZ has already confirmed that they want Young IPWEA into NZ and will send a member of their board to the annual meeting in November.

The Young IPWEA framework has already been adjusted to include NZ and it is confirmed that NZ will fit into the structure as another division.

| Task | Detail/Measurement | Responsibility/Completion Date |
|--|---|---|
| 1. Nominate a representative to lead the NZ Division | Provide a suitable candidate who is happy to take on the responsibility and driver of the NZ division of Young IPWEA. Successful candidate to be supported by the NZ Board. | Responsibility of the <i>NZ Board</i> – to be completed by end of January 2014 |
| 2. Create a NZ Young IPWEA Committee | Following from task 1 – form a committee of approximately six young professionals to take the lead on Young IPWEA NZ. | Responsibility of the <i>Chair, Young IPWEA NZ</i> – to be completed by end of March 2014 |
| 3. Market Young IPWEA to existing IPWEA NZ members | In conjunction with the Chair, Young IPWEA NZ identify target groups and events. Aim to present about Young IPWEA and its successes at four events within each year. | Responsibility of the <i>Chair, Young IPWEA NZ and Chair, Young IPWEA</i> . |
| 4. Chair, Young IPWEA to speak at the NZ conference in Auckland | Requires a proposal to the foundation and board and co-ordination with the NZ conference committee. Obtain positive feedback from NZ conference attendees. | <i>Chair, Young IPWEA</i> – to be completed by end of January 2014 – Proposal required |
| 5. Promote the Community of Practice (CoP) | Through presentations and marketing promote the use of the CoP at a management level and also at a young professional level. Aim to increase membership on the CoP to at least 1,000 by the end of 2016 (currently at 442). | <i>Chair, Young IPWEA</i> – to be part of Task 2. |
| 6. Promote the invitation of young professionals to the 2015 Rotorua conference | Through all the divisions and marketing initiatives, encourage managers to include their young professionals in the budgets for conferences. Increase of under-35 delegates at the 2015 Rotorua conference compared to Darwin (35 in total). | <i>Chair, Young IPWEA</i> – in conjunction with the conference committee – to be completed by May 2015 . |

Goal 2 - Have a voting young member on the Australasian Board (and also at divisional level)

Currently the Chair, Young IPWEA is an observer on the Australasian Board. In some divisions, young members have also been successful in being voted onto their Divisional boards. To further progress young professional's challenges and views it is hoped that the Chairs of the Divisions will be able to sit on their respective boards as a voting member. Once their term is up in their position it will rotate to the incoming member (as voted in by their peers), refer to the Young IPWEA Framework.

| Task | Detail/Measurement | Responsibility/Completion Date |
|--|--|---|
| 1. Gain Australasian board support | 90% of positive votes on the proposal | Chair, Young IPWEA - Proposal to go to Australasian board on October 25th, 2013 |
| 2. Gain support from Divisional boards | 90% of positive votes on the proposal | Chair, Young IPWEA - Proposal to go to Australasian board on November, 2014 |
| 3. Voting members on each board | End goal – by 2016 the divisional Chair will have voting rights on their divisional board. | Divisional Boards – November 2015 |

Goal 3 - Work closer with the Foundations

Given the demands already on the divisional boards in regards to financials, Young IPWEA proposes a different way to approach the promotion of the initiative into the regional centres through working with the foundation. The foundations also add another level of support and industry professionals who we hope will provide guidance and opportunity for Young IPWEA.

| Task | Detail/Measurement | Responsibility/Completion Date |
|--|---|--|
| 1. Establish different ways to reach to regional centres | Map out with the foundation and IPWEA CEO what is already being completed in the regions and identify the gaps where Young IPWEA can fill in. Requires close collaboration with Divisional boards. | <i>Chair, Young IPWEA ,</i> IPWEA CEO, Foundation President, August 2014 |
| 2. Tap into the resources available within the foundations to further connections within the industry | Work closer with the Australian foundation on projects where their focus areas are able to have a significant impact on retention and attraction of young professionals. Run one regional event in each Division per year with a focus on Young IPWEA initiatives. | <i>Chair, Young IPWEA -</i> Proposal to go to Australasian board on November, 2014 |
| 3. Rename the Emerging Leaders award | Rename the Emerging Leaders Award at the Conference to be the “Young IPWEA Emerging Leaders Award” and include the divisional chair in the judging process of the award. Adjust the award requirements to include a point about contributing to Young IPWEA. | <i>Chair, Young IPWEA -</i> Proposal to go to Australasian board on November, 2014 |
| 4. Mentoring Program | Work with the foundation members on the implementation of the mentoring program across Australasia – see goal 8 | Refer Goal 8 |
| 5. Presentations to Schools and Universities | Work with the foundation to provide some opportunity to work with universities and schools to further the promotion of the industry to students. | Refer Goal 5 |

Goal 4 - Formalise links with other young professional associations

IPWEA has created a good working relationship with Engineers Australia at a national level. There is opportunity for the young professional bodies of each to work together as there are common strategic goals which both groups are working towards achieving. Young Engineers Australia is also more established than Young IPWEA therefore there are definitely opportunities for ideas and collaboration.

| Task | Detail/Measurement | Responsibility/Completion Date |
|---|--|--|
| 1. Initiate communication with other Young Chairs | Complete. First meeting with Ben Aldham (current Young EA Chair) on September 12 th . | <i>Chair, Young IPWEA</i> , September 2013 |
| 2. Connect all divisional Chairs with the relevant Young EA Chair | Complete in WA ; Provide opportunity to connect the Chairs within each Division. | <i>Chair, Young IPWEA</i> - November, 2014 |
| 3. Initiate joint events | Have at least one joint event in each division per year. | <i>Chair, Young IPWEA;</i> <i>Divisional Chairs</i> |
| 4. Work with other young professional groups on sharing initiatives and ideas on skills retention | Progress on joint initiatives and support events – <i>will be updated after meetings with the Chair, Young EA.</i> | <i>Chair, Young IPWEA;</i> <i>Divisional Chairs, Young EA</i> |

Goal 5 - Identify key career days and provide presentations

IPWEA is traditionally strong in supporting and promoting the industry to professionals who are already in the industry. This is very successful for retention of skilled professionals, however in terms of attracting public works professionals externally we could promote ourselves more effectively.

| Task | Detail/Measurement | Responsibility/Completion Date |
|---|---|---|
| 1. Assess what is already being undertaken by IPWEA | Assess what IPWEA is already doing at a divisional and Australasian level and identify opportunities for Young IPWEA to become involved. | <i>IPWEA, Chair Young IPWEA - July 2014</i> |
| 2. Assess what is already being undertaken by Engineers Australia | Assess what Engineers Australia is already doing at a divisional and Australasian level and identify opportunities for Young IPWEA to become involved. | <i>IPWEA, Chair, Young IPWEA, Chair, Young EA - July 2014</i> |
| 3. Create links with the key university/TAFE departments | Assess which universities/TAFE's have strong courses in public works related professions. Start to build relationships with career counsellors and Present to two different university/TAFE's per year. | <i>IPWEA, Chair Young IPWEA</i> |
| 4. Identify marketing opportunities for Young IPWEA into career publications | Assess what career publications are used across each division and into high schools. Develop marketing material to go into publications to assist in the marketing of Public Works. <i>Possible network of Distribution for the PW Pro Magazine?</i> | <i>IPWEA, Chair Young IPWEA.</i> February 2015 |

Goal 6 - Work with LG's and ALGA (and equivalent in NZ) to change their community perceptions to increase the attractiveness to young professionals

Possibly the main struggle of the Public Works industry is its public perception of what it means to be in Public Works. This is even evident in our own through processes and how individuals talk to other professionals about their industry and what they do during the day. The history of this perception is quite deep, however it will continue in a vicious circle if some changes are completed now to change the future. This perception has gone on for too long and it is having detrimental effects on the Public Works industry, specifically Local Government.

| Task | Detail/Measurement | Responsibility/Completion Date |
|---|--|--------------------------------|
| 1. Create connections within ALGA | Create connections within ALGA who are also working towards combatting skills shortage. Work on collaborative initiatives, present ideas on how to change the industry perception to gain support | TBC |
| 2. Identify opportunities to promote the industry to the community | Local Government, in particular, is not necessarily perceived well in their communities. Local Government needs to embrace social media and marketing to promote positives that they are completing to gain community feedback. Through the community changing their perception of LG, young people will also change their perception which will lead to it being a more attractive career choice. Work with ALGA to lead from the top of changing perception. | TBC |

Goal 7 - Increase the involvement with the state government (and equivalent in NZ) bodies

Traditionally IPWEA has been focused on Local Government; however Public Works involves a whole range of professions and industry bodies. In Australia, IPWEA is generally made up of Local Government professionals, whereas in New Zealand there is a more even spread across the private, public and state sectors. From a Young IPWEA perspective it would be beneficial to more readily involve the state government bodies who have strong graduate programs.

| Task | Detail/Measurement | Responsibility/Completion Date |
|--|--|--------------------------------|
| 1. Identify key people in the state authorities who will support young professionals to become involved | Using existing relationships between the divisional boards and IPWEA Head office to promote Young IPWEA into the Division bodies. | TBC |
| 2. Present to the graduate programs on the benefits of joining Young IPWEA | Present to the graduates on the benefits of joining Young IPWEA. Achieve at least one presentation per year at an Australasian level, and one each from the Divisional chairs. | TBC |

Goal 8 - Implement the mentoring program (as being developed in WA)

One of the main initiatives which John Ambrose in Western Australia has been working on is the mentoring program. This program has the potential to be very successful at a Australasian level given the right support is in place.

| Task | Detail/Measurement | Responsibility/Completion Date |
|--|---|--------------------------------|
| 1. Assess the requirements of the mentoring program | The program has yet to be fully implemented in WA; this goal will be updated once more information is obtained. | TBC |
| 2. Create a plan for the rollout of the mentoring program | To have a successful roll out for something which is highly influential, it is expected that a proper plan would need to be created and managed by IPWEA. | TBC |