Young Professionals Division
Program Committee Notes
June 29, 2021
1 p.m. CT

Attendees: Travis Parker, MK Starr-Proulx, Brian Bailey, Rafael Ruas, Amy Ferguson, Sarah Van Huis

Committee Overview and structure

Brian Bailey and Rafael Ruas have agreed to co-chair this committee moving forward.

The Young Professionals Division is one of eight NSC Divisions – four industry- and four affinity-based. Centered around the tagline of “Learn. Network. Engage.,” the Division Program committees work both independently and across Divisions to provide educational programming that fits the needs of NSC Members along with staying true to the focus of their Division. Several times a year, Division committee leads come together to identify areas other Divisions can offer additional support to a topic or series.

Future meetings (all registrants for today’s meeting will be invited via Outlook – linked registration also available):

- Sept. 30, 9 a.m. CT
- Dec. 8, 12 p.m. CT

Sarah Van Huis did a quick recap on the spring webinar series. Brian Bailey gave an update on the planned webinar series on young worker safety, and supplied the following descriptions as a starting point:

**Safety for Young Workers Webinar Series**

- Safety and Younger Workers
  
  This webinar will focus on identifying and distinguishing the traits and workstyles of younger workers and how employers can influence their work habits. Presenters will discuss guidance, resources, tools, and strategies for engaging younger workers so that they approach their work safely. This is the first in a four part series sponsored by the Young Professionals Division to bring awareness of safety issues surrounding a younger workforce.

- How to Train Younger Employees
  
  Safety training needs to be accessible to all employees in the way the best understand. Young workers are no exception – and need to be trained adequately in
hazard recognition and safe work practices. This webinar will focus on concepts, policies, and procedures applicable to younger workers.

- Managing a Multigenerational Workforce
  
  The presence of multiple generations in the workforce expands the pool of available talent, but many employers are managing all employees – regardless of generation or communication style – in the same way. This webinar will provide an opportunity to explore the distinctive perspectives, motivations and expectations of different generations, so all attendees can develop appropriate and effective strategies for managing multi-generational talent.

- Health: Physical and Mental
  
  A safe and healthy work environment leads to safe and healthy employees. Many younger workers are significantly under-prepared to handle work-associated pressures or address mental and physical health challenges. Many have received no information or advice about taking care of their mental and physical health before entering the workforce as part of their education. As such, young adults are struggling with physical (weight, blood pressure, lack of activity) and mental health issues.

The Committee is committed to presenting these webinars alongside opportunities to provide safety leadership development opportunities for those who are new to safety – regardless of career path. A significant discussion centered around the need to support those who are wearing multiple hats, one of which may be safety. This may be a regular roundtable opportunity for the Division to host.

Previously recommended additional topics:

- Writing a Safety Career Plan – panel discussion
  
  Possible speakers: – Chris Osterhout, Women’s Division, Who else?
  
  Labor/Industry/Construction?

- Identifying Opportunities to Take Control of Your Career

- Building Inclusion and Respect for Safety in Your Organization
  
  Possible speakers: Rafael Ruas, who else?

Actions for the Committee:

- Identify Speakers for Recommended Topics – send recommendations to Sarah Van Huis, Brian Bailey or Rafael Ruas

- Make recommendations for additional Rising Stars of Safety leadership series opportunities – send recommendations to Sarah Van Huis, Brian Bailey or Rafael Ruas