

HOW TOP NOTCH EMPLOYERS SUPPORT YOUNGER MEMBERS

AMERICAN SOCIETY OF CIVIL ENGINEERS

ASCE INVOLVEMENT:

1. Encourage employees to hold positions within ASCE at the Society and local (Section/Branch/Region) levels.
2. Pay for all ASCE member fees, including the Section/Branch dues.
3. Encourage employees to attend ASCE meetings and pay the registration fees to attend these events.
4. Encourage and provide funding for employees to attend ASCE workshops and conferences.
5. Pay salary while at conferences and ASCE events, so the member does not have to take vacation time.
6. Internally distribute ASCE flyers and notices, in case other members missed them. Encourage employees to carpool and make new, different contacts.
7. Implement marketing and presentation incentives when it comes to ASCE events. Reward employees for writing articles and presenting at ASCE events. Potential incentives: cash, production support, internal recognition.
8. Fund ASCE scholarships and support interns and staff for active involvement.
9. Encourage active involvement with the community. Examples include: soup kitchens, charity running events, clothing drives, etc.
10. Take active involvement in the local community and educating the public about Civil Engineering and the infrastructure needs. Encourage your young engineers to get involved this way.
11. Offer your office conference room to host ASCE events – a board meeting, a Younger Member Group technical/professional presentation (maybe even about one of your projects), or even a webinar open to other colleagues.

CONTINUING EDUCATION:

1. Encourage employees to further their education with a masters in engineering or MBA.
2. Pay 100% (or a fraction thereof) for tuition, registration, and associated fees up to a certain amount per calendar year or semester.
3. Partner with local colleges and universities to enroll employees and/or allow them to teach courses. In some cases, you can develop an in-house partnership with webinar style course – employees can get a degree without leaving the office.
4. Host seminars for Younger Members; these are typically geared towards project management, safety training and leadership.
5. Develop an internal professional development program to allow staff to expand their skills and work with senior members of the company.
6. Offer standard pay raises or bonuses when engineers obtain their PE license.

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PROFESSIONAL DEVELOPMENT:

1. Offer paid time off to take Professional Engineering exams and various training courses for the exam.
2. Arrange for employees to take technical training and pay for them to attend.
3. Host the ASCE PE Review course at their respective offices, at no cost to the engineers.
4. Route ASCE publications throughout the office and keep track of which employees have had time to review and read. This helps keep the cost down and gives the employee a chance to review many articles.
5. Develop a formal mentoring program to help educate and train the younger staff.
6. Develop internal Project Management Certifications and Institutes.
7. Give performance reviews once a year for Younger Members, but with new hires (less than 2 years of experience), offer a performance review every six months.
8. Sponsor “Brown Bag” lunches for training and assisting the young engineers.
9. Encourage young engineers to attend project meetings and interact with clients.
10. Host internal “lessons learned” discussions for young engineers.
11. Create a rotation program within the different disciplines within the company. This gives the engineers a well rounded understanding the company and its capabilities.