



CAREER GUIDANCE COMMITTEE STRATEGIC PLAN

Mission Statement

The mission of the Career Guidance Committee is to provide opportunities for professionals to advance their transportation career development by promoting the growth of mentoring and professional liaison programs in the District and engaging young professionals into ITE activities.

Long-term Strategic Goals (5+ years)

The following are the long-term goals of the Career Guidance Committee in support of the Western District's Strategic Goal related to Career Development:

- Explore new opportunities to enhance the member experience for young professionals to encourage their continued support of ITE as their transportation organization of choice.
- Establish additional networking opportunities for young professionals to enhance their communication within ITE and amongst themselves (i.e., younger members group).
- Encourage engagement of young professionals in leadership positions to provide diverse and inclusive perspectives and foster professional involvement with ITE.
- Provide additional opportunities for leadership and technical recognition for young professionals to keep them engaged with our profession.
- Provide career guidance and mentorship for young professionals to retain the best and brightest within our profession.

Short-term Objectives (1 – 3 years)

The following are specific initiatives that will be undertaken or maintained in the relatively near future to move the committee toward its long-term goals.

Goal: Mentoring

- Provide opportunities for young professionals to network and engage active members who can serve as role models and guides.
- Provide events or portions of events geared towards young professionals to encourage their continued participation in ITE and the profession.
- Provide career guidance sessions such as resume review or career development workshops focused on young professionals.

Goal: Involvement

- Actively engage young professionals at the District level by soliciting their participation in committees or District sponsored events.
- Provide opportunities for first time attendees at annual meetings to network with District leadership and active members and encourage future participation in ITE.
- Encourage involvement at the section level to provide young professionals with a robust support network within their local community.
- Assist the Student Funding & Initiatives Committee (SFIC) with helping students make the transition from students to professionals.

Goal: Recognition

- Continue current recognition awards for young professionals including the Young Professional Achievement, Best Paper, and Mentor awards.
- Explore ways to align the Western District awards for young professionals with the ITE International awards process.
- Explore new ways to recognize or highlight the best and brightest young professionals in ITE.

Actions (6-12 months)

The following are a list of specific actions corresponding to the objectives listed above that the Career Guidance Committee will undertake over the current calendar year.

- Provide Career Guidance sessions at the Annual Meeting to support professional development for young professionals.
- Solicit nominations and select awardees for the Young Professional Achievement, Outstanding Student, Transportation Educator, and Mentor Recognition awards.
- Launch a revamped mentorship program to provide a support system for younger members
- Introduce a badge (award) program to encourage participation in ITE events
- Develop a webinar series on topics of key interest for young professionals