



## Outline for Western District Committee-level Strategic Plans

1. Committee Name: Career Guidance

2. Committee Mission Statement:

The mission of the Career Guidance Chairperson Position 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 Institute activities.

3. Long-term Strategic Goals (5+ years)

The following are the long-term goals of the Career Guidance Chair, all of which are directly related to the Western District's Strategic Focus Area on Student Initiatives.

- Strengthen and replenish the nation's pool of transportation professionals and engage involvement in ITE through increased programs with young professionals.
- Encourage increased communication and networking among ITE and young professionals.
- Foster young professional involvement by defining and publicizing appropriate ITE roles, responsibilities and opportunities.
- Provide recognition of success and involvement as well as provide opportunities for interaction with contributing ITE members and the seniors within the profession.
- Institute long-term financial mechanisms for young professional related services and activities.

4. 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 first time attendees to annual meetings an opportunity to pair up with an active member who can act as guide.
- Provide a younger professional oriented event or portion of an event as we do for students.
- Provide a resume building/career development workshop for young professionals at the annual meeting as well as support during the year.

*Goal: Involvement*

- Solicit contributions from young professionals for newsletter articles.
- Continue with recognition awards for Young Professional Achievement, Best Paper, and Employer Recognition.

- Encourage involvement within the local sections to bring more members into ITE.
- Encourage more active participation for students before they enter the professional field.

*Goal: Financial Support*

- Provide a competitive scholarship award to support attendance to the annual meeting.
- Provide funding to host special events at the annual meeting catered to young professionals.

5. Actions (6-12 months)

The following are a list of specific actions corresponding to the objectives listed above that the Career Guidance Chair will undertake in the current fiscal year.

- Provide first time attendees to annual meetings an opportunity to pair up with an active member who can act as guide.
- Continue involvement with the ITE Young Member Committee and distribute meeting conclusions to the District.