

## 2022/2023 Emerging Professionals GOALS:

Chair:	Misti Burdine
Co-Chair:	Jasmyn Knight <a href="mailto:jknight@easinc.net">jknight@easinc.net</a>
Past Chair	Heather Groves - <a href="mailto:hberlinski@gmail.com">hberlinski@gmail.com</a>
Committee Members:	Regional Chairs
Staff Support:	Dra'lenne Ricks <a href="mailto:dricks@nawic.org">dricks@nawic.org</a>

**Strategic Plan Alignment: Industry** – develop best practices for hiring & retaining women. Create information on how to establish a national guide to an annual Employer Appreciation Night.

**Women in Construction** – Develop programs for different generations and different career strategies.

**Committee Goal:** Promote NAWIC to emerging professionals through networking, education, & events.

### **1. Mentoring Program:**

- a. Develop national subcommittee for mentorship program – Head up the national database members can access experience.
- b. Create at the region level information of potential mentors and mentees and how to match women up. Will work with national group to form logistics of how to create program for regions.

**2. Infrastructure:** Build the infrastructure necessary to ensure emerging professionals have a valuable and positive experience once they join NAWIC. Joining with other committees to do at least three joint webinars on topic.

**3. Contact Colleges/Trades Schools:** Create an outreach program to engage students. Maria Patchin (Sacramento) may have form letter she uses to get students connected to NAWIC. Next year's contest may be around how many campuses you have solicited.

**4. Experience Database:** Working with national office to determine if there can be questions related to the database that are available while filling in your application. Will continue to discuss and work on as a committee.

### **5. Career Development:**

- a. Arm women starting out with the tools to maximize their impact on the job. MB to join with PD&E on Personal Branding.
- b. Recognize individuals and employers that exemplify the goals of this committee and choose to invest in themselves and the development of their employees.

### **Campaign/Contest/Award (include deadline):**

**1. Mentoring Experience:** Encourage NAWIC EP members (under 3 years membership) to share a photo or video along with stories about NAWIC and or EP, now or in the past, and share on social media with #NAWICEP22 and talk about how it has helped you develop personally and professionally. Please enter between January 1, 2022 - June 30, 2022 MB reached out and sent emails and got more entry's. Three \$50 Gift cards, certificates, plexi glass award.

**Budget:** \$2,500.00

### **Webinar Topic(s)/Dates TBD:**

1. Membership joint webinar – Charris Sonney-Phinney - TBD
2. PD&E joint webinar - Lori Donnell – Scheduled for November 9<sup>th</sup>
3. DE&I Joint - Gerri Harris -TBD
4. Might do a college contact webinar?