

YP Mindset

Prepared By

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Agenda



Introduction

YP's Impact

Drivers/Motivation

Tools

01

Introduction

Who am I?

Background

- Born and raised in Hawaii
- University of Portland Alumni
 - » Class of 2022
- Staff Professional at Carollo Engineers



— Goal of Presentation

- » Goal: Display YP's outlook so firms/organizations can create an environment for YP's to be successful and meet their goals.

02

YP's Impact

What can YP's bring to the table



Enthusiasm



Diversity & Inclusion



Reverse Mentoring

Enthusiasm



- Keen to contribute
- Inbuilt optimism
- Contribute greatly to the workplace culture
- Boost morale

Diversity and Inclusion

- New ways of thinking
- Novel solutions
- Up to date on developing trends
- Wide range of experiences



Reverse Mentoring

- Empowers emerging leaders
- Provides senior staff with new perspective
- Increased knowledge about staff roles



Okay, so what?

Why should firms and organizations care?

- 40% of the workforce is under the age of 35.
- 22% - 31% of YP's want to change jobs.
- Roughly 25% of YP's are looking to change employers in the next 12 months.



- Increased difficulty to retain workers.
- Increased difficulty to replace senior staff that are retiring.



03

Drivers/Motivation

YP's Values



—
Pay/Perks



—
Flexibility



—
Career Growth

YP's Values



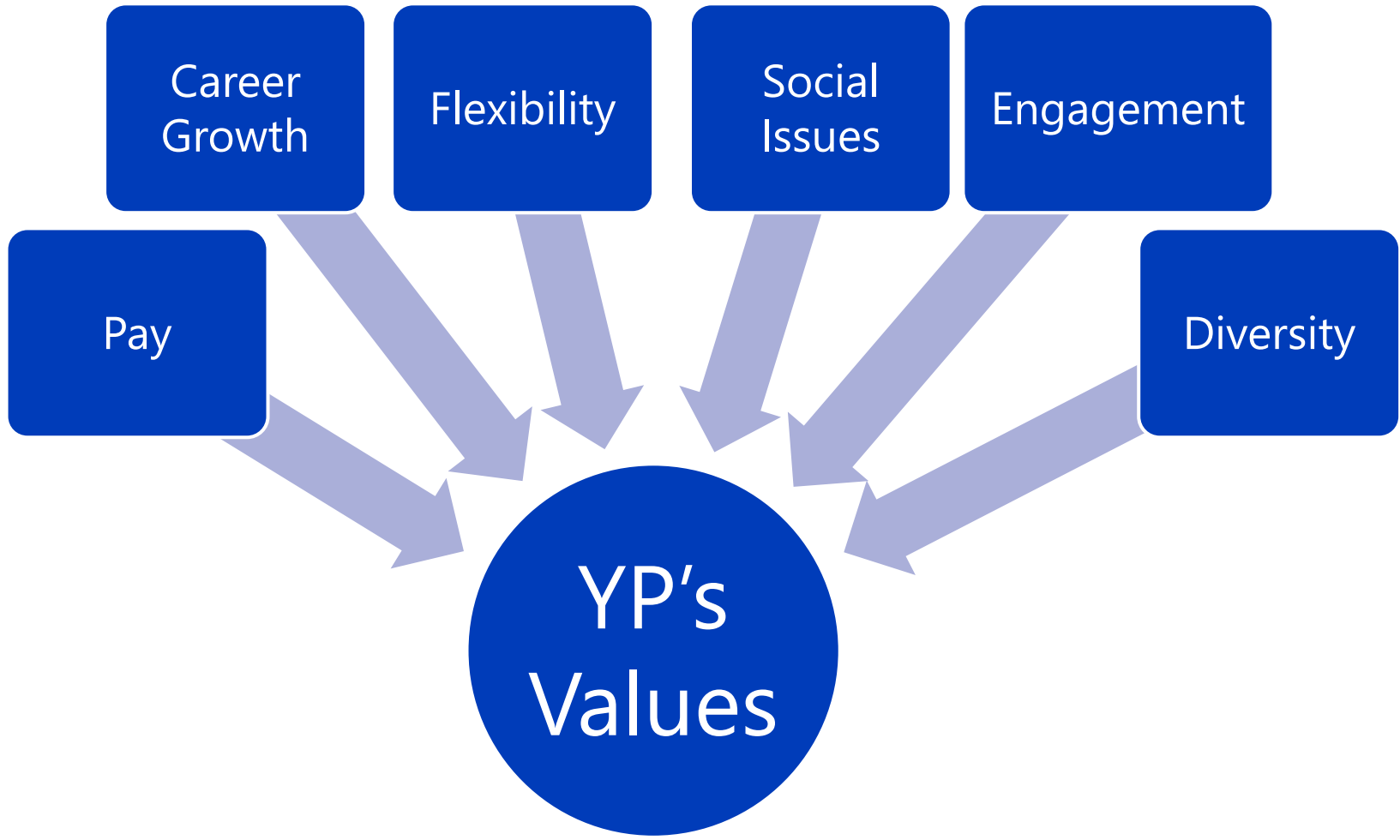
Diversity



Social Issues



Engagement



What the data is showing

Concerns/Attitudes	% of YP's	% of Senior Staff
Being overlooked for development opportunities	25%	11%
Not being taught technical or digital skills	38%	19%
Likelihood to switch employers	27%	9%
Likelihood to ask for a promotion	38%	16%

When, Where, and How

- Gen Z are 10% more likely to say *when* they work is extremely or very important
- Gen Z are 11% more likely to say *where* they work is extremely or very important
- Gen Z are 17% more likely to say *how* they work is extremely or very important

04

Tools

Workplace Implementations

- Flexible hours
- In-person vs virtual
- Work attire



CAMP® Carollo



An introductory program to the processes and values.

CAMP® Carollo



SESSION 1
**Our Strategy for
Success**



SESSION 2
**Working at
Carollo**



SESSION 3
**Our Work
Explained**



SESSION 4
**Growing Your
Career**

Mentorship Programs

My CLIQ Programs Timeline Reports Profile

Participated in
1 program(s)

Explore Open Programs

Connected in
3 relationship(s)


Development Timeline

Invested
2.5 hour(s)

Development Report

Elevate Mentoring Program

JY **Mentee** Program Resources Program Preferences Development Timeline

 **John Awezec**
Senior Project Manager | Engineering

Mentor

Matched since: Nov 2023 (5 months)
Conclude Relationship

Total hours: 2.5 Hours
Development Timeline

Career Development Plan

- Accomplishments and needs
- Skills Assessment
- Career Development Program Level
- Requirements for Placement
- Performance Review
- Mid-year Check-in
- Training
- Career advancement opportunities

—
Continued Engagement!!!!



— Takeaways

- Young professionals bring a lot to the table for organizations
- They put a bigger emphasis on things like
 - » Career growth
 - » Pay
 - » Flexibility
 - » Social issues
 - » Engagement
- Consider investing more into the thing's young professionals value. YP's make up 40% of the workforce
- Advocating for young professionals is important

Questions?