

ASHE/PTC/PennDOT District 8 Spring Conference

YOUNG ENGINEER LUNCH PANEL



Meet the Panel

Danielle Derolf, P.E., Bowman

Sheila Hromadik, P.E., PTC

Kurt Platteel, EIT, PennDOT District 80

Greyson Sison, P.E., Kimley-Horn

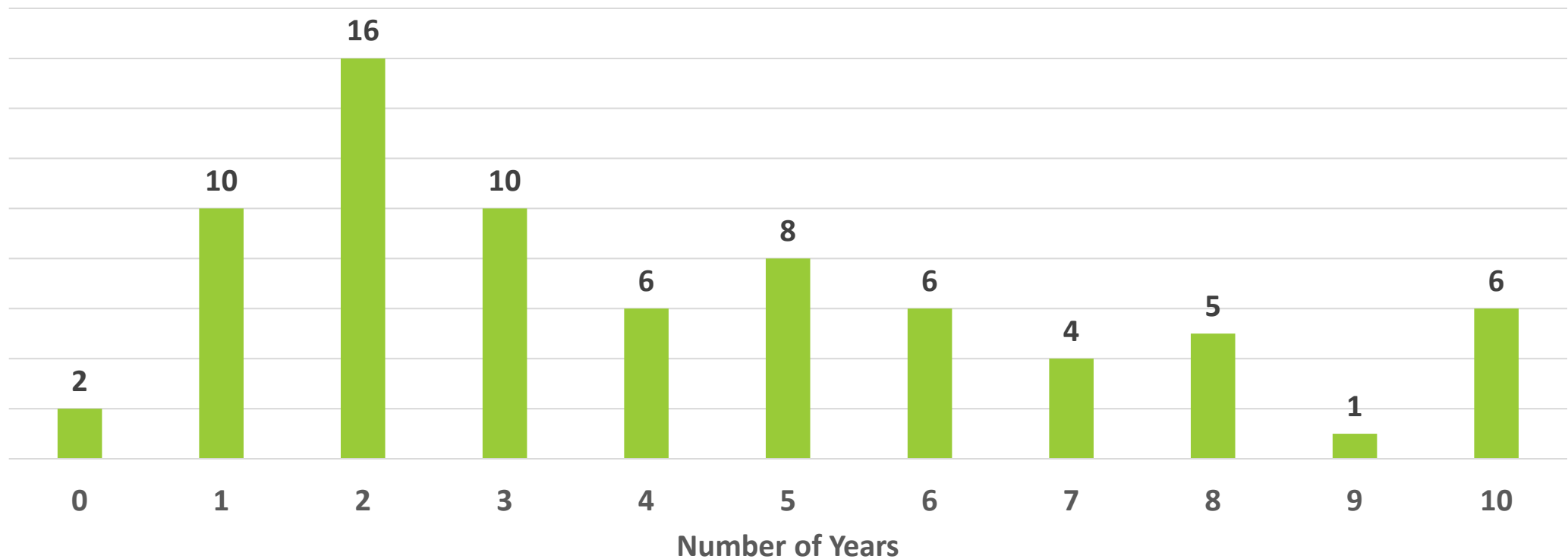
Brianna Rotheram, EIT, PTC

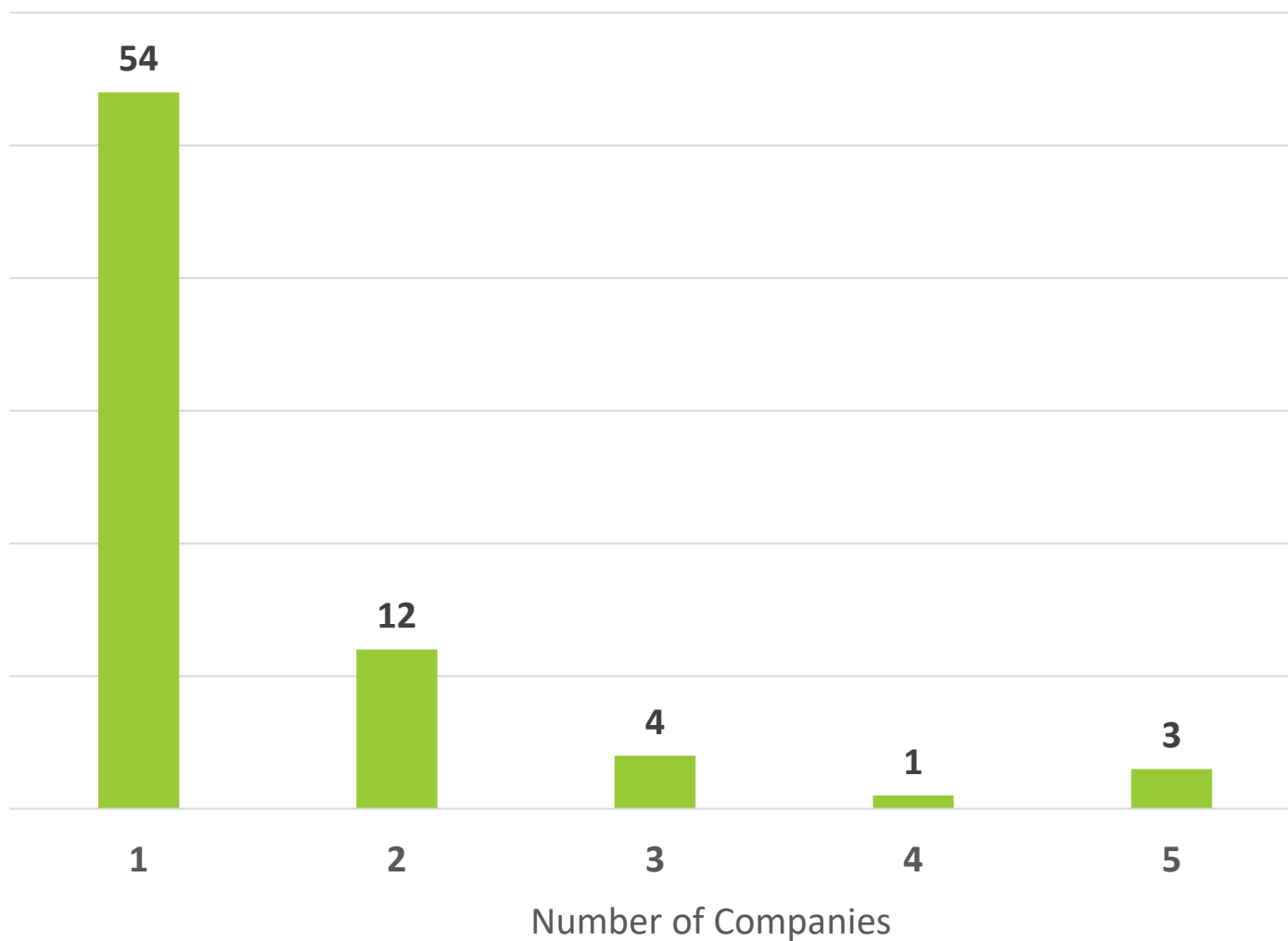
Jordan Matus, EIT, Lochner

Young Member Survey

74 RESPONSES FROM YOUNG ENGINEERS AT PENNDOT, PTC, AND
CONSULTANTS

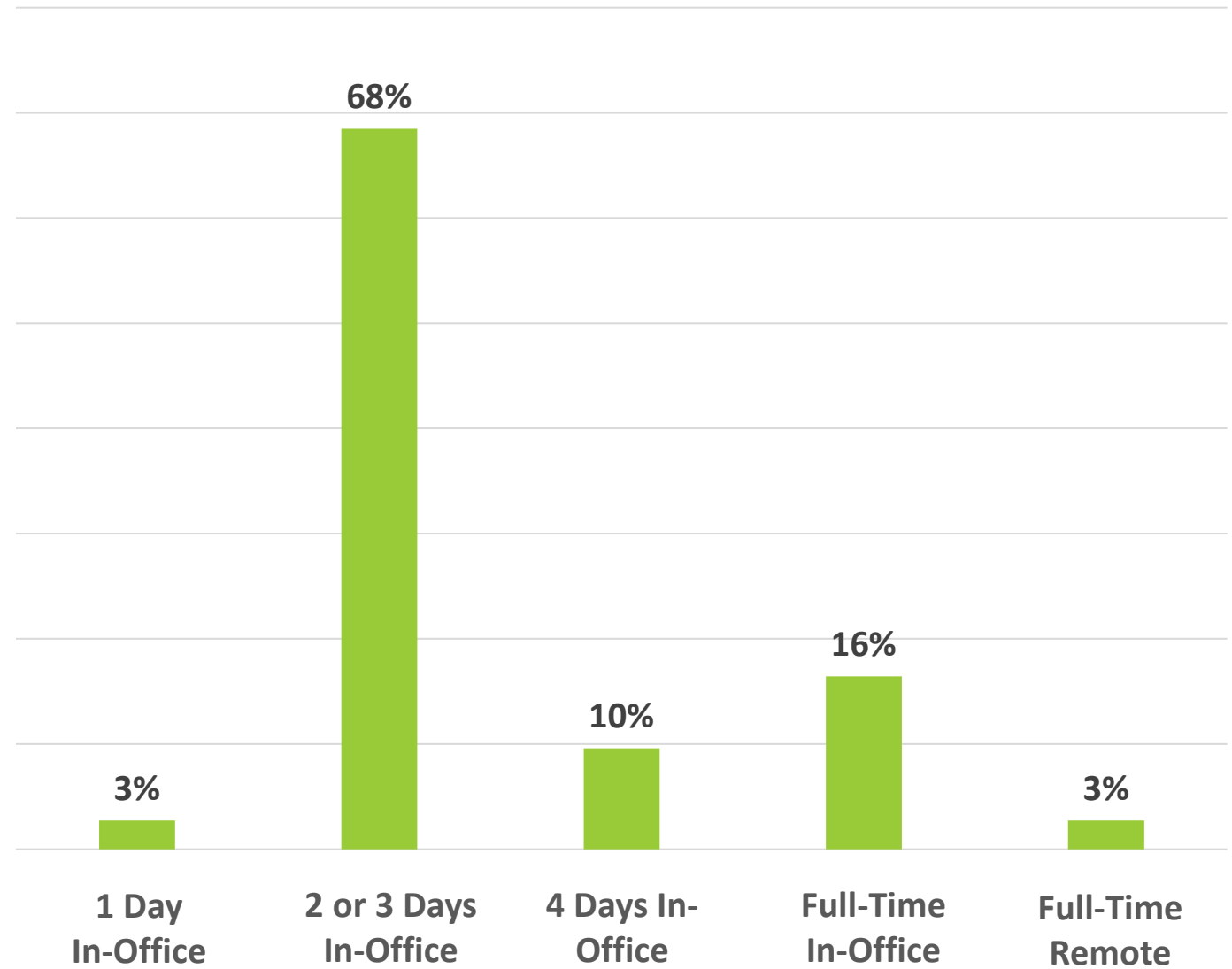
How many years of experience do you have?



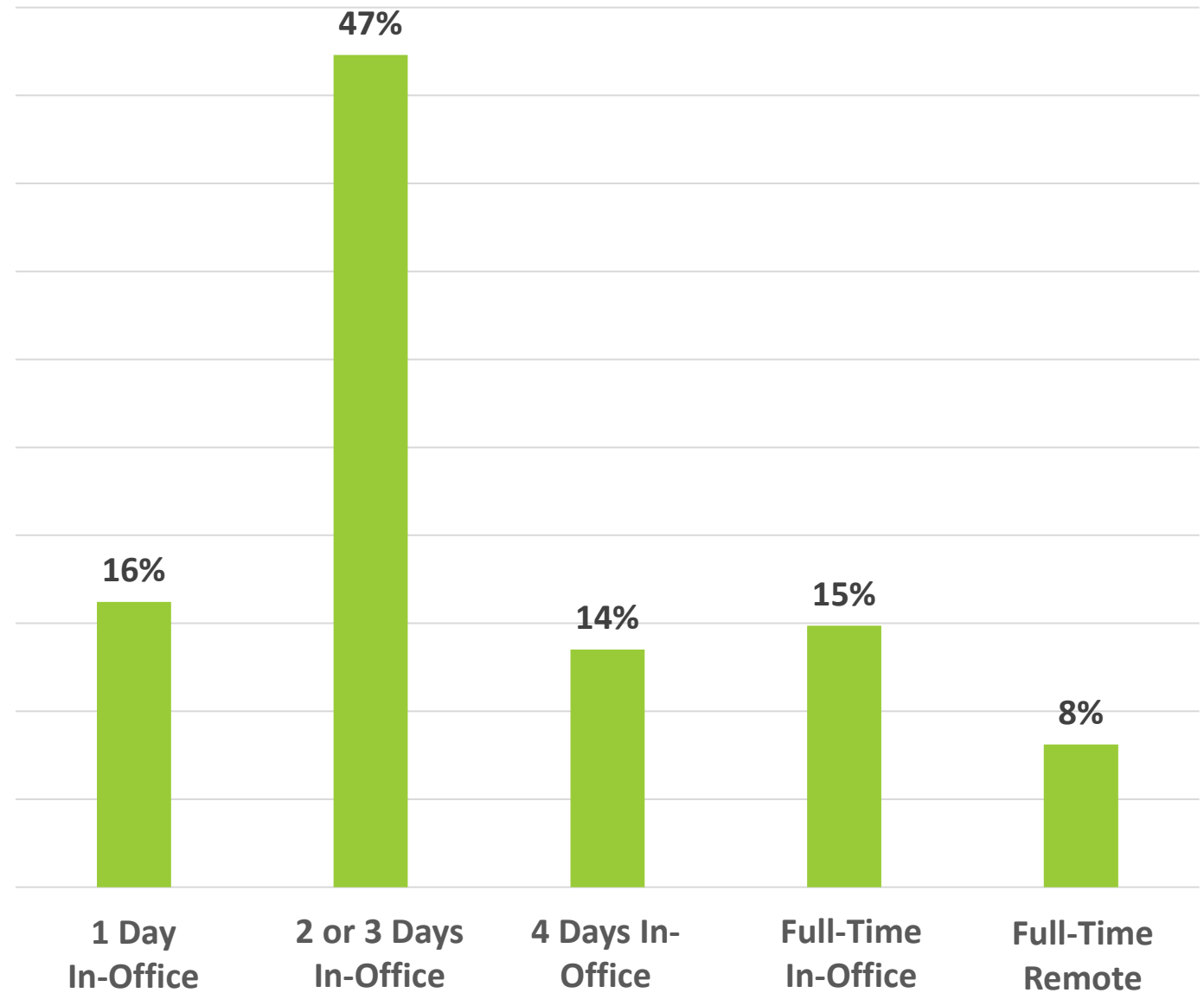


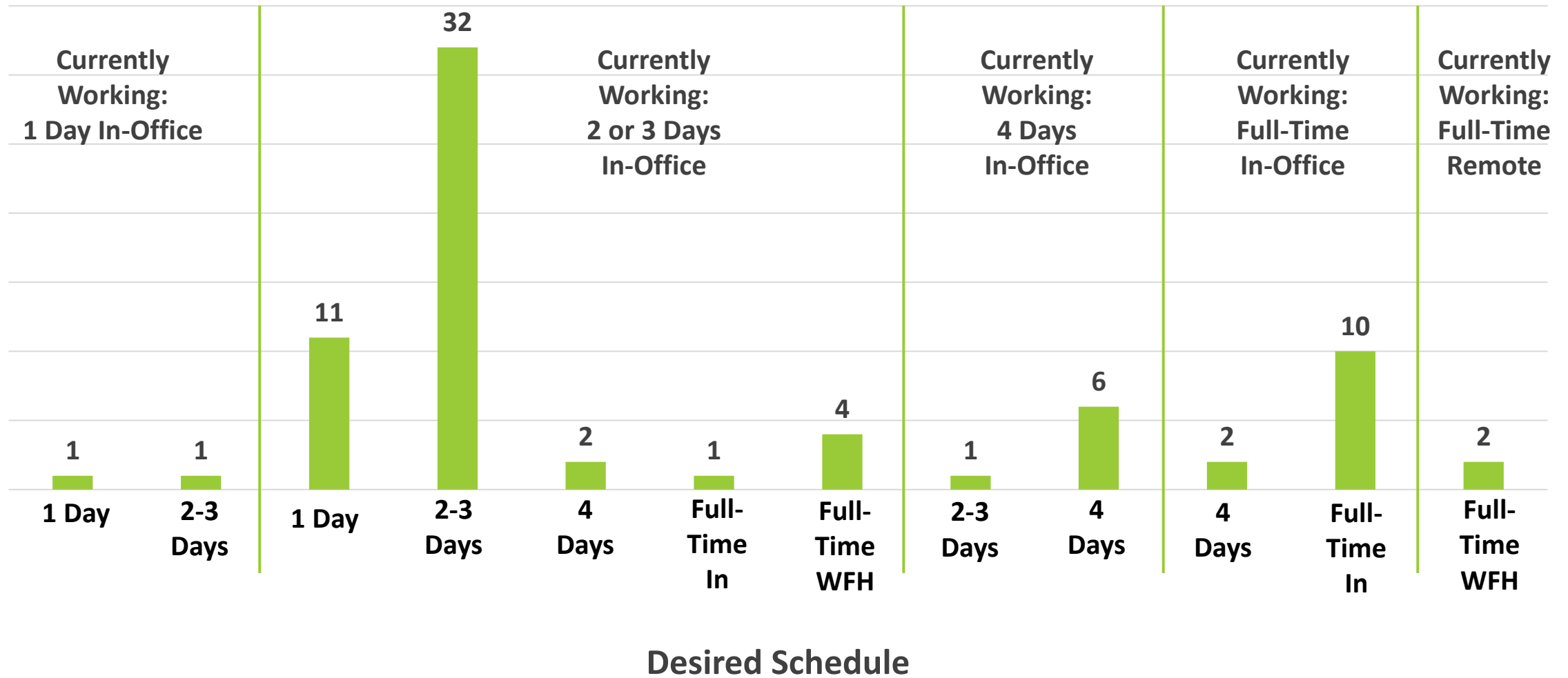
How many
companies
have you
worked for?

What is your
current
schedule?



What is your preferred schedule?





Current vs. Preferred Schedule

In-Person vs. WFH

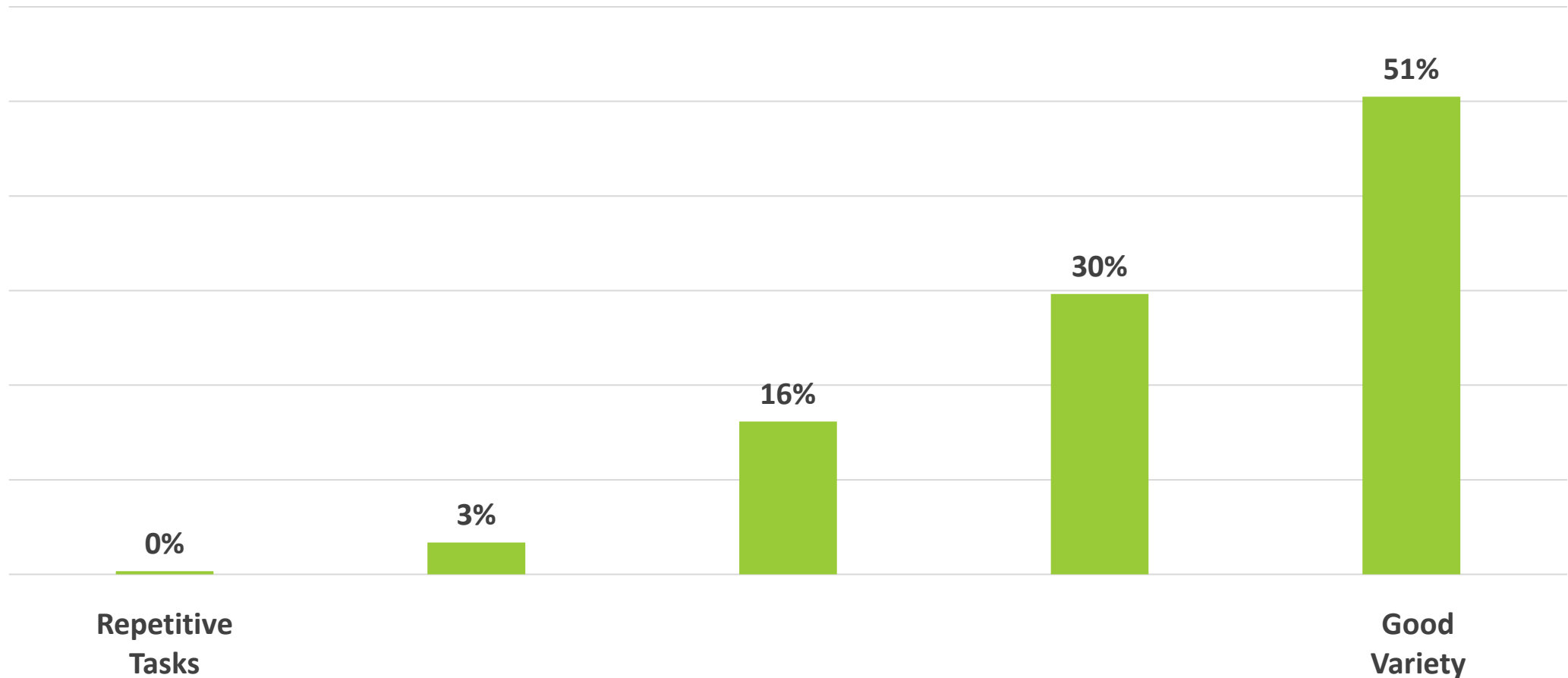
WFH eliminates commute time, “prep time” (packing lunch, getting ready), can start day earlier, savings on gas

High value on flexibility

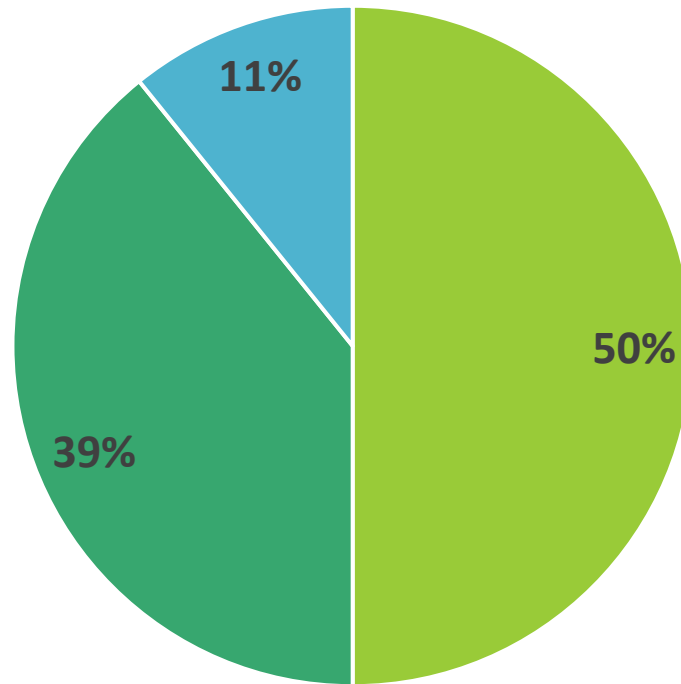
Many find the office to be more distracting than home

Most recognize the benefit of meeting coworkers in-person and learning from teammates in-person

Do you get variety in your work or do you specialize or focus in certain tasks?

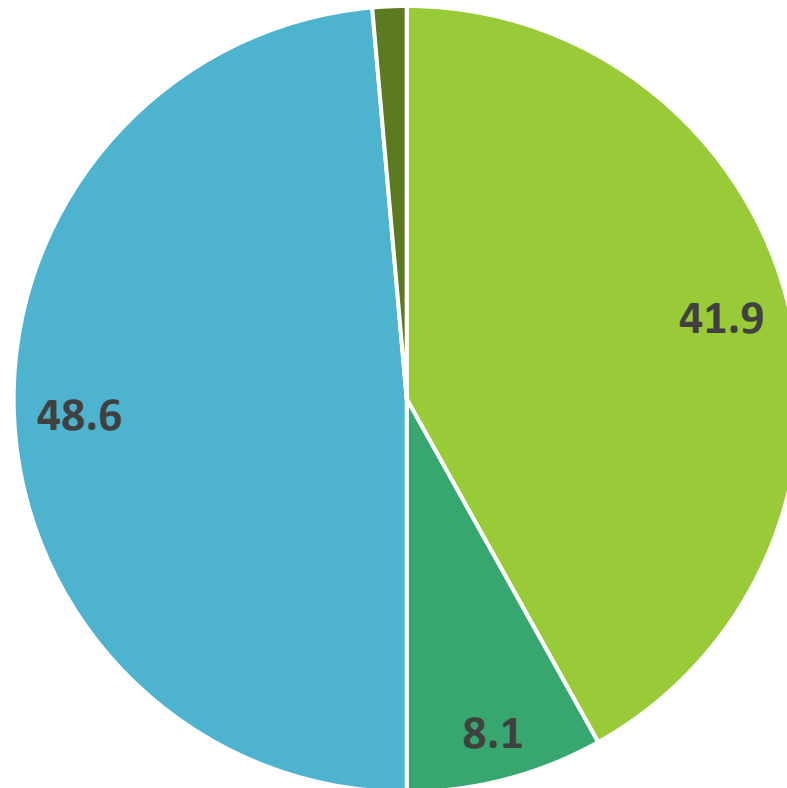


Are you involved in/informed about your projects beyond the specific tasks you are assigned?



- I usually attend meetings and know what's going on with the whole project, even if I just have a small piece
- I sometimes attend project meetings, depending on the topic
- I usually just do my piece and send it off to the project manager

How are you typically learning new skills?



- Mostly from teammates
- Mostly from the internet
- An even mix
- Training Events

40% of respondents said that when they learn something new from the internet, it is because they do not have anybody on their team to teach them (either because they don't know how or don't have the time)

Open Thoughts: Training

“I wish there was more focus on technical training”

“I wish my company focused on access and allotted time for formal training”

“I think that the teacher/apprentice aspect of working in a squad should not be discounted...There should always be space to learn from each other instead of being a purely production focused organization”

“Providing or recommending technical development opportunities would help reduce the feeling of needing to learn everything on your own”

“I wish we had a more steady flow of projects that allowed us to follow an actual proactive process that allows for proper learning of techniques, rather than a fast-paced, reactionary workflow out of necessity to meet deadlines and budget constraints”

Open Thoughts: Training & Mentorship

“I wish that my mentors were more knowledgeable about the software that we use every day”

“It would have been beneficial for more senior level staff to be trained as well so a few of us designers are not overloaded”

“I wish my team had more mid-level PEs available to ease some of the workload and help transfer/communicate knowledge down to the less-experienced crew”

“A better mentor and teacher to help me understand my tasks and assignments more clearly would be beneficial and helpful”

“It’s difficult to learn about the general timeline and order of operations of a project when senior-level engineers don’t really have time to sit down and go through things”

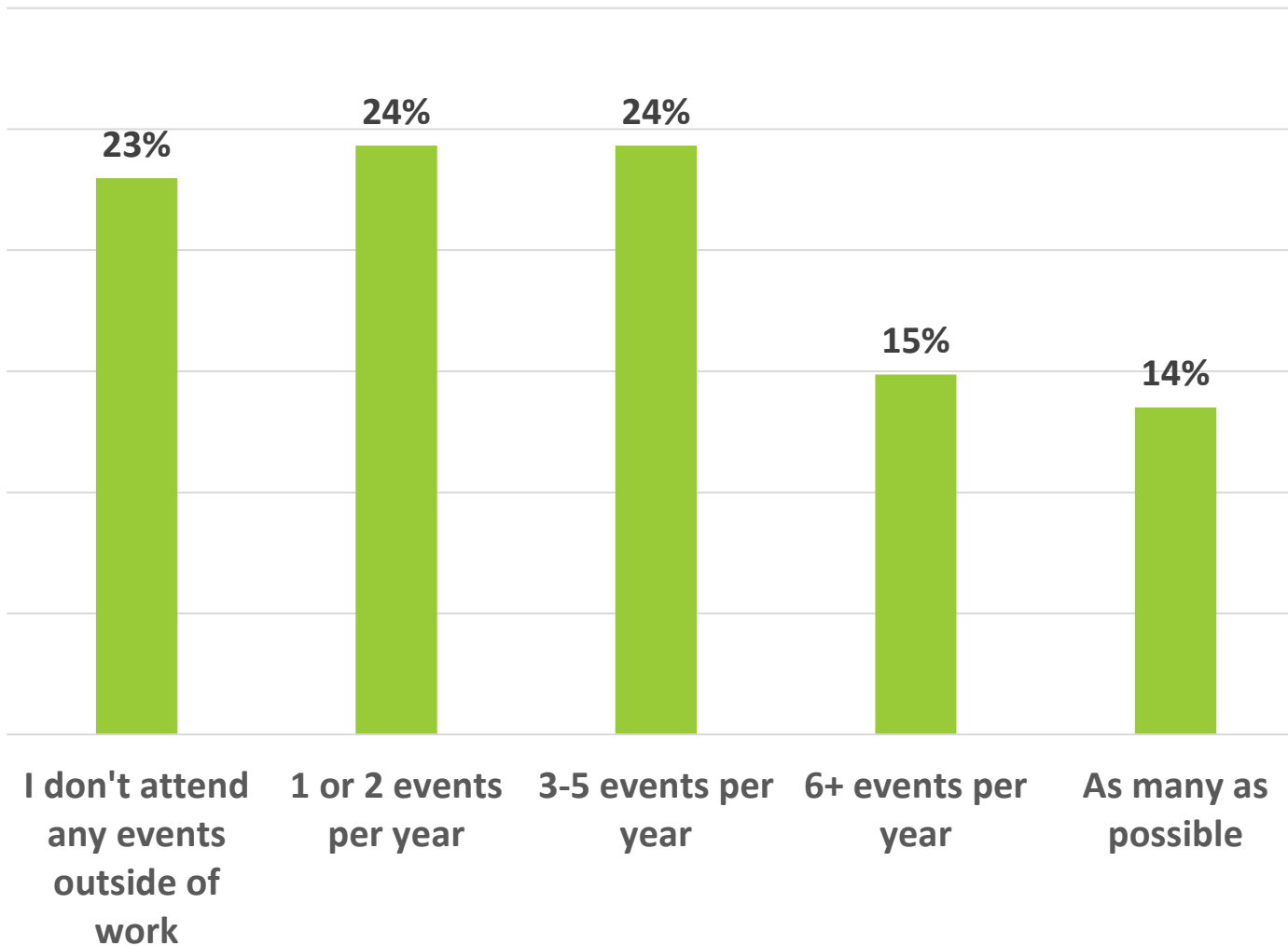
Open Thoughts: Onboarding

“Onboarding should be a well-defined outline and should be followed. Each new team member should have the same onboarding/resources available to them.”

“I believe this may be an industry-wide issue, but I would like to see companies invest more time and effort into onboarding and continuously developing staff.”

“It would be nice to have access to all apps, websites, or programs that we will be using throughout the job at the beginning of employment so employees don’t have to constantly ask for approval on something we should have to begin with”

How often do
you attend
industry
related events
outside of
work?



What are reasons you choose not to attend industry events?

53% said because they don't know anyone that will be there

47% said because of personal/family impacts (outside of working hours)

46% said they would rather go home/be home

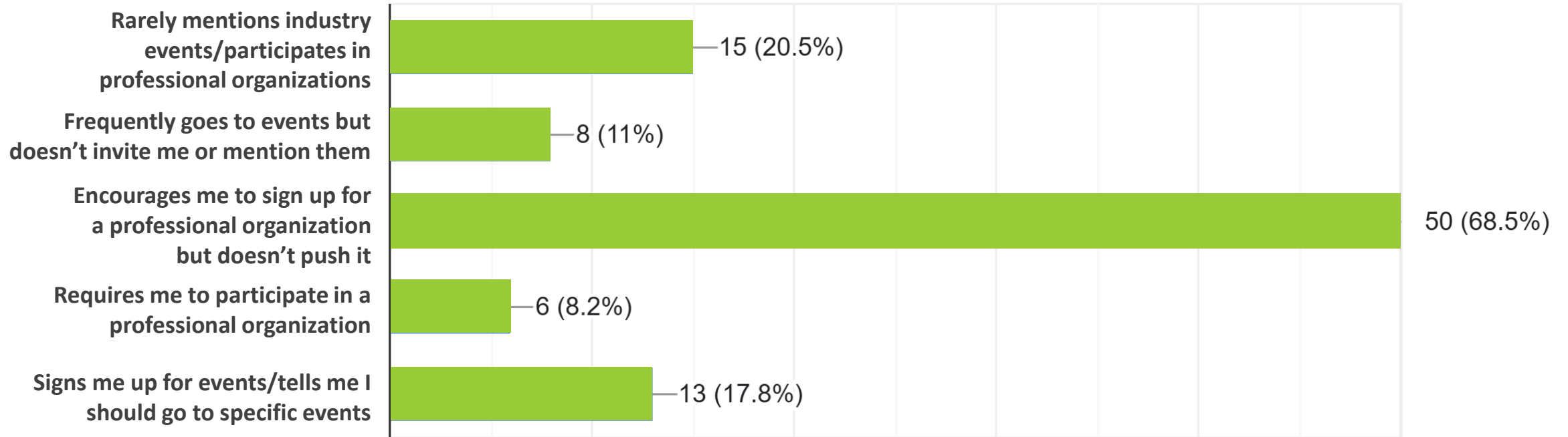
25% said because of the cost

22% said because they are not paid to be there

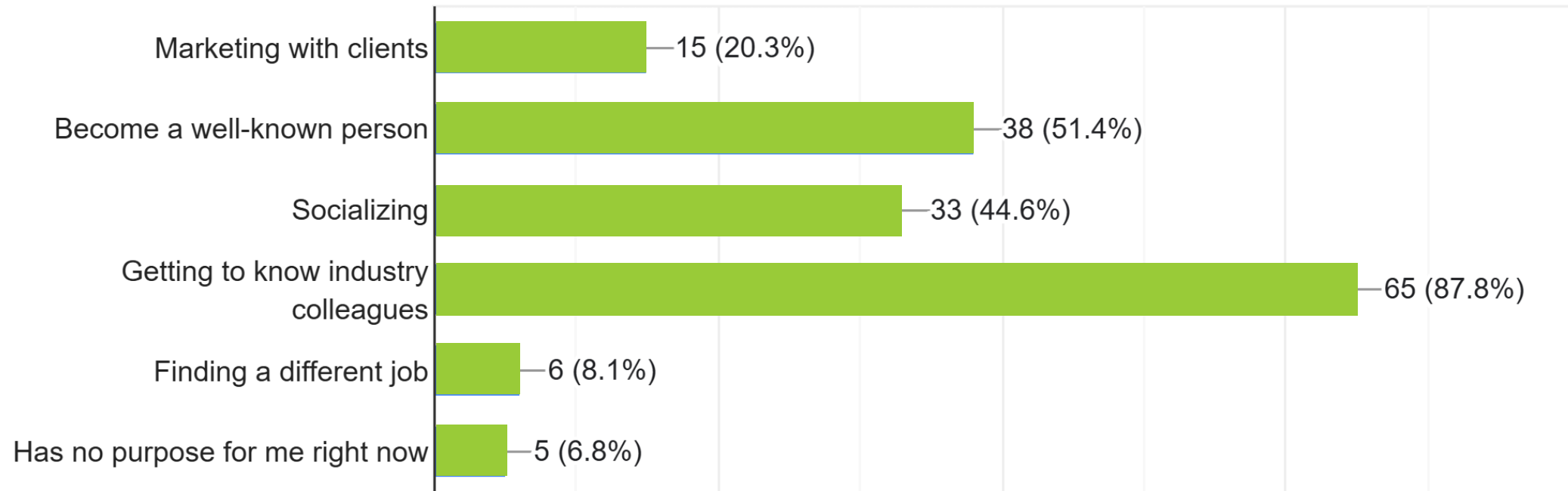
20% said because they are not interested in the topic

19% said because it takes away from their billable time

Would you say your boss:



What are your primary purposes of networking for you right now in your career?



Thank you
