We hear a lot about emerging professionals and the future of public works engineering but what do we know about the next generation?

1. The next generation have arrived!

Millennials (born between 1981 and 1996) now constitute 35% of our workforce. The next generation, Gen Z or post-Millennials (born late 1990s to early 2000) now occupy up to 10% of roles. So almost half our workforce is now ‘the next generation’.

And we are delighted so many of our future leaders were inspired to follow their parents into public works engineering and we look forward to seeing their development and contribution to our communities in the years to come. Please send in your photos!

2. Gender distribution may be trending towards 50/50

Statistics from the 2019 IPWEAQ Annual Conference suggests the next generation has a more even gender spread with an equal number of female engineers in those younger age groups. We are keen to track this trend to see if it sustains over the longer term and whether it is indicative of other sectors or unique to us. What will this trend mean for the future of our sector and our communities, our workplace and workplace practices? Will we see a greater take-up of paternal leave to raise families?

We are however excited to support all our public works professionals and will continue to do this by regularly seeking your feedback and input to influence our developing priorities, solutions and services.
We surveyed delegates who attended our inaugural U35 Design Thinking workshop at the Annual Conference, to discover what problems or challenges they encountered in their workplace and how these could be resolved utilizing the CASE framework. The topic was, ‘leadership by design’ which combined multiple challenges on time management, dealing with expectations, balancing sustainability with current industry standards and costs, breaking silos within a company and feeling inadequate.

The Learning Hub Emerging Professional pathway covers nine topics of relevance to emerging professionals transitioning from university to the workforce:

If you manage or supervise Emerging Professionals in your organization, please take time to discuss their development and the challenges they may be facing, and offer the guidance you received (or should have received) in the early stages of your career.

**Demonstrating their potential!**

The Geoff Wilmeth Best Paper award was won this year by Clarissa Campbell, Senior Engineer - Stormwater Infrastructure at Moreton Bay Regional Council.

Our 2019 Young Engineer of the year is Michael Shellhear, Manager Projects, Proterra Group who is also a regular contributor to articles in our journal.

We welcomed The Pretengineers to our community at the Annual Conference (see their video in the Knowledge Centre conference collection). Ryan Loomans and Jack Aubort shared their initiative launching Australia’s first podcast dedicated to supporting young engineers transition from university to the workplace.

And we are very proud of our four IPWEAQ Ambassadors (Jessica Kahl, Josh Flanders, Ben Ash and Maddy Stahlhut) who proactively engage with us to help guide strategy.

With emerging professionals such as these, the future certainly looks bright!

**Emerging Professionals**

- Knowing yourself
- Your team
- Meetings
- Working effectively
- Fear
- Goal setting for success
- Creating a network
- Growth mindset
- Self-leadership

*Raad and Joseph Jarjees #IPWEAQ19*  
*Jeff and Ella Carter #IPWEAQ19*