

Emerging Public Works Leaders Program

Rules & Conditions

The APWA Wisconsin Chapter established the Emerging Public Works Leader Program to foster the growth of new leaders within the organization.

PROGRAM OVERVIEW:

For each participant, the program consists of two individuals, the Emerging Leader and the Mentor. The active participation of both individuals is critical to the success of this program. Candidate(s) will be selected to the Emerging Public Works Leaders Program annually.

Candidate requirements for the EPWLP:

- (1) Shall have less than seven years of experience in the public works field, or be in a new public works role.
- (2) Shall have demonstrated an interest in advancing their career within the profession.
- (3) Does not need to be a member of APWA to participate; participants shall be from either a public works agency or private company working in the public works field.
- (4) Shall secure a Mentor for the program who is currently a member of APWA, preferably the Wisconsin Chapter.
- (5) Shall have the support of their employer in regards to time commitment and event participation.

Recipient requirements for the EPWLP:

- (1) Upon acceptance to the program, shall be required to join APWA and serve on an event, technical, and/or standing committee for a minimum of 2 years. Actual committee selected shall be at the discretion of the Emerging Leader with advice from the Mentor.
- (2) With assistance from their Mentor, the Emerging Leader shall submit an application for the Emerging Leaders Academy to APWA National. For more information, click on this link (https://www.apwa.net/MYAPWA/MyApwa/Apwa_Public/Education_and_Events/Emerging_Leaders_Academy.aspx)
- (3) The Emerging Leader shall attend the annual PWX in Atlanta, Georgia, September 8-11, 2024. Before attending PWX, the Wisconsin Chapter will assign a conference mentor if the Emerging Leader's selected mentor will not be attending PWX.
- (4) The Emerging Public Works Leader shall prepare a written report and submit it to the APWA WI Executive Committee at the first scheduled chapter conference after PWX, typically the Fall Conference. This report shall outline the programs & events attended along with a summary of their overall experience.
- (5) The Emerging Public Works Leader shall meet quarterly with their Mentor to discuss career projections, aspirations and overall status. These meetings shall occur throughout the 2-year period that the Emerging Public Works Leader is required to maintain participation in a APWA WI Chapter Committee.



- (6) The Emerging Public Works Leader shall work with the Executive Committee to select a topic to research, either alone or with the other selected candidate(s), and will develop a presentation for an upcoming chapter conference and/or provide a newsletter article. The project is meant to give the Emerging Public Works Leader an introduction into APWA and is not an exhaustive research project. The topic can be at the Emerging Public Works Leader's discretion with input from their Mentor.
- (7) The Emerging Public Works Leader will have free attendance at both the Spring and Fall Chapter Conferences in the year of selection into the program.

Mentor requirements for EPWLP:

- (1) The Mentor must assist the candidate throughout the application process. Should they be accepted to the program, the Mentor shall assist and mentor your Emerging Public Works Leader for a period of two years after acceptance into the Program.
- (2) The Mentor shall provide logistical advice and support throughout the PWX experience if the mentor is planning to attend. The mentor is responsible for all travel, lodging and incidental expenses incurred to attend PWX.
- (3) The Mentor shall volunteer time to freely share your public works related knowledge and experiences with your selected Emerging Public Works Leader.
- (4) APWA membership, preferably including membership and active participation within the Wisconsin Chapter, is required to participate as a Mentor.
- (5) The Mentor shall assist the Emerging Public Works Leader with their application to the Emerging Leaders Academy at APWA National.
- (6) The Mentor shall meet quarterly with the Emerging Public Works Leader to establish and monitor the progress of clearly defined goals for leadership growth within their chosen Public Works career. These meetings shall occur over the 2-year period that the Emerging Public Works Leader is required to actively participate in APWA WI Chapter Committees.
- (7) The Mentor shall assist the Emerging Public Works Leader in developing their topic for either a conference presentation or newsletter article.
- (8) Coordinate with the Past President's Committee to select a Mentor for the Emerging Public Works Leader who will also provide their advice and support throughout the two years after Program acceptance.

SELECTION CRITERIA:

Applications from qualified candidates will be initially reviewed by the Leadership & Management Committee. **Deadline for applications is April 18, 2024.**

The Leadership & Management Committee will evaluate all applications and will forward nominations for the EPWLP to the Executive Committee at the **May 2024** meeting.

The Executive Committee will vote on the Emerging Public Works Leader(s) from the Leadership and Management Committee recommended nominations. Upon selection, the Leadership & Management Committee will work with the successful candidate(s) and their mentor(s) to prepare an application to the National APWA Emerging Leaders Academy, which is **anticipated to be due in early June 2024.** **All new APWA Wisconsin Chapter Emerging Leaders shall receive documentation regarding their responsibilities and schedule.**

In accordance with the diversity goals of the Chapter, the Leadership & Management Committee will actively seek participation of qualified applications from women and minority candidates. The criteria for nomination to the program shall consist of the following:

- (1) Applicant meets the candidate requirements
- (2) Applicants demonstrated commitment to the industry
- (3) Applicants skills, background and personal growth
- (4) Letters of recommendation

PROGRAM BENEFITS/COSTS:

The APWA Wisconsin Chapter will reimburse the program participant for the registration, hotel, travel expenses, Chapter dinner, and other meals for the 2024 PWX, in Atlanta, Georgia (up to \$2,000.00). All other expenses will be the responsibility of the Program participant. Detailed receipts shall be submitted within two (2) weeks of the close of PWX to the Leadership & Management Committee chair to be reviewed and forwarded to the Chapter Treasurer for reimbursement.

In the event the participant is accepted in the National APWA Emerging Leaders Academy, the participant will be required to find financial support for attendance at the 2025 PWX per the National APWA Emerging Leaders Academy program agreement form.