

ISPE YOUNG PROFESSIONALS FAQs

Young Professionals (YP) Value Statement

To create a welcoming, comfortable environment at all levels of ISPE so that young professionals have unrestricted opportunities to network with peers, mentors and other professionals; gain fundamental and advanced knowledge about the industry and their area of professional interest; and grow their skills as needed to become successful industry professionals and the ISPE leaders of tomorrow

What defines an ISPE Young Professional?

Any person who has just graduated college (with proof of having attended half- to full-time) and is a current ISPE Member is considered a Young Professional. Typically, ISPE Affiliates and Chapters allow local Members to self identify as Young Professionals (YP). A YP Member is *not* a student Member.

Is the Young Professionals Group limited to just Young Professionals?

The intent of the YP initiative is to create opportunities for YPs to develop networks with their peers, engage in programs that are focused on their specific training and educational needs, encourage them to develop social and professional networks as YPs and engage with other ISPE Members through Affiliate and Chapter programs. In general, this means that YP Members along with mentors and other interested Members will be on the forefront of YP programming.

How can my Affiliate or Chapter get involved?

Every ISPE Affiliate and Chapter is encouraged to create a Young Professionals Committee (YPC) targeted at Young Professionals. This Committee will be assisted by the International Young Professionals Committee which will facilitate the sharing of YP business plans and best practices from the Affiliates and Chapters that currently have Young Professional groups functioning locally.

Should Young Professionals have a special rate for local events?

For a regular event, Affiliates and Chapters are encouraged to establish a special rate for Young Professionals. Many YPs are in entry level positions and will find the “regular” registration fee to be too expensive, particularly since YPs are not reimbursed by their employers for attending ISPE events.

Do Young Professional activities limit attendance to only YPs?

If an activity is planned specifically for Young Professionals and there is space available for other Members interested in attending, then they are encouraged to attend and support the new initiative. YP-focused classes have been held and half of the attendees were not Young Professionals, rather members who also were interested in the specific topics.

Where is this initiative in the Society’s priorities?

The development of actions that encourage recruitment of Young Professionals into ISPE is one of the Society’s priorities. It is anticipated that Young Professionals should receive special attention in every Affiliate and Chapter in future years. However, YP activities are not to replace the student activities! The YP activities should be developed in addition to the Student Activities Committee locally.

How should an Affiliate or a Chapter fund this initiative?

This is based entirely on the financial stability of the Affiliate or Chapter. A small budget provided by the Affiliate/Chapter should be considered to support some start-up meetings and support a few events. This has been the case at some of the pilot Chapters and has worked well. Alternately, a short-term goal of the local Young Professionals Committee might be to have sponsors for their meetings.

Are we creating a group that will be separate from existing activities within a local Affiliate or Chapter?

No! A local YPC will tailor its socials and activities to the needs of the local young professionals. Such events might be freestanding or part of regular Affiliate and Chapter events.

What about the current Student Affairs Committees that we support?

The International YPC encourages all Affiliates and Chapters to continue supporting their local student affairs committees (SAC). This is also an important element in teaching and recruiting Young Professionals who are the future of this industry. It is encouraged that strong collaboration between the local SAC and the YPC occur to help transition students into YP Members of the Society.

Should we cut our student programs?

International is not encouraging any student programs to be cut. However, the addition of a Young Professionals Committee could oblige all other local committees to share their budgets until the new group is self-funded by sponsorships or other means.

How can local Affiliates and Chapters engage Young Professionals?

- Ask them to join a committee.
- Provide some events where YPs can socialize with and befriend other YPs.
- Delegate tasks to help plan an event/meeting
- Create a mentor relationship with the YPs in your local area.
- Ask YPs to share ideas about their needs with other Members.
- Encourage YPs to network not only with their peers but also other Members as well.
- Provide a place for YPs to have discussions and share resources/information.
- Promote real Member benefits.
- Reduced prices on training, local social events, networking opportunities, leadership roles for professional development, etc.

Where do you find Young Professionals in your area?

- Online – on social networking sites.
- Ask local ISPE Student Chapters for a list of recent graduates.
- Contact ISPE HQ for a list of recent graduates or new professionals entering the industry.
- Word of mouth at local companies looking to develop their young professionals.

What help can the International YPC provide to Affiliates and Chapters?

The International YPC will provide support by sharing best practices of YP groups, providing ideas on how to get started with your local group, creating the opportunity for local groups to engage in monthly meetings with other YP committees, establishing a network of YP resources and contacts across the Society and providing a foundation for ways to integrate YPs into ISPE.

Additional Questions?

For further information and links to volunteers involved in Young Professionals activities, please contact Grace Ewen (gewen@ISPE.org) or Tracey Ryan at ISPE (tryan@ISPE.org).

Thank you for taking the time and initiative to work with local Young Professionals and develop the future leaders of our industry. Providing a discounted rate for the YPs at an event is great, but more can be done to engage and sustain YPs within ISPE. Consider giving YPs a leadership role on committees, ask them to speak to a local Student Chapter or participate as part of a panel with more experienced professionals at an educational event. Invest in your YPs, and they will invest in ISPE and the industry.