Topics

- Incorporating Fresh Perspectives
- Passion for Learning
- Diversity
- Workforce development
Question Time!
You are attending the Texas Emergency Management Conference.

1. True
2. False
Question Time!

What generation do you fall into?

1. 1996 to present: Gen Z or Centennials
2. 1977 to 1995: Millennials or Gen Y
3. 1965 to 1976: Generation X
4. 1946 to 1964: Baby Boomers
5. 1945 and before: Traditionalists
## Question Time!

<table>
<thead>
<tr>
<th>Years of Experience</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Zero to 2 years</td>
<td>4%</td>
</tr>
<tr>
<td>2. 3 to 5 years</td>
<td>26%</td>
</tr>
<tr>
<td>3. 6 to 10 years</td>
<td>22%</td>
</tr>
<tr>
<td>4. 10 to 15 years</td>
<td>19%</td>
</tr>
<tr>
<td>5. 16 to 20 years</td>
<td>11%</td>
</tr>
<tr>
<td>6. 21 to 30 years</td>
<td>11%</td>
</tr>
<tr>
<td>7. More than 30 years</td>
<td>7%</td>
</tr>
</tbody>
</table>
Question Time!

How do you define the millennial?

1. Entitled 38%
2. Sensitive 17%
3. Passionate/Dedicated 7%
4. Confident 0%
5. Physically Disconnected 7%
6. Social 3%
7. Digitally Connected 28%
8. Trendy 0%
Development of Emergency Management

1950’s – reactive and response focused

1970’s/80’s- role was given to someone like a fire chief and became an additional responsibility

1990’s – became coordinating authority
Question Time!

How did you get into EM?

1. Transition from Fire/LE/EMS
2. By Luck or Chance
3. From the EM Council, DDC or EOC
4. College Degree Program
5. Military Transition
6. Family Friend or Word of Mouth
7. From Volunteer Organization
8. Other
Expansion of Degree Programs

Conscious choice to pursue a career in emergency management

250 major programs nationwide

25% of emergency management jobs posted on indeed required a degree in an emergency management related field
Question Time!

How many recent grads are in your department?

1. Zero 48%
2. One 19%
3. Two 22%
4. Three 4%
5. Four 0%
6. Five or more 7%
Workforce Development

Government agencies must focus on training and development of younger employees—and fast, before the departure of the Boomers.

- Mentors
- Engagement
Question Time!

Rank the importance of engagement:

1. Meaningful opportunities
2. Facilitate open communication
3. Creating perks
4. Addressing concerns
5. Ensure job security
Workforce Development

How to engage millennials in government jobs

• Offer leadership development opportunities
• Office community spaces
• Tuition reimbursement
Diversity

U.S Department of Homeland Security annual employee survey

• 2007- 32% were women
• 2010- 37.5% were women

As of 2014

• 34% of women occupied Emergency Management staff jobs

• 8% held director level positions
Diversity

In the US, 7% of federal government employees are under the age of 30.

America’s ageing workforce does retire “Silver Tsunami” – it will create a massive brain drain, as government loses long time employees’ institutional knowledge.
Take away slide:

Don’t be afraid to hire young people to pass the torch to.
Thank you