

CULTIVATING MILLENNIALS - OUR NEXT CHALLENGE

By: Calvin D. Gidlof, BSc, P. Eng, CCP, CEC

Introduction

Millennials, the generation born between 1981 and 1996, have been a topic of discussion and debate in various industries. As they continue to dominate the workforce, it becomes crucial for organizations to understand and adapt to their unique values, aspirations, and work preferences. In this article, we delve into the perspectives of millennials themselves and explore strategies for effectively engaging and retaining this talented group.

A Millennial Perspective



What Some Gen-X Managers Think a Millennial Looks Like

Millennials are often viewed through a lens of stereotypes by older generations, particularly Generation X. They are seen as flighty, flakey, and unwilling to pay their dues. However, a closer look at millennial perspectives reveals a different story. Millennials prioritize making a positive impact, with 64% considering it a priority to make the world a better place. They also value autonomy, as 72% express a desire to be their own boss. When working for a boss, 79% of millennials prefer a coach or mentor rather than a traditional hierarchical relationship. Flexibility, collaboration, and work-life integration are other key factors important to millennials, according to research conducted by Jamie Gutfreund, chief strategy officer for the Intelligence Group.

Another Millennial Perspective

Contrary to the assumptions of cynical managers, millennials are not simply looking to fill slots in faceless companies. They approach their careers as "venture consumers," seeking opportunities to invest in places where they can make a difference. They are ambitious and iconoclastic, bringing valuable contributions to organizations. To effectively engage millennials, companies must find ways to align their values and provide compelling experiences. Shara Senderoff, co-founder and CEO of Intern Sushi, emphasizes the importance of wrangling millennials into organizations by appealing to their distinct values.

Millennial Communication



To understand and accommodate millennials, it is crucial to embrace a cultural shift. Dave Ramsey suggests rather than asking them what they want to be, the focus should be on what they want to do and where they want to be in the future. Millennials ask about their choices and seek opportunities aligned with their passions and talents. They prioritize meaningful work and are willing to take pay cuts to work at companies that match their ideals. This shift in communication helps bridge the gap between generations and fosters understanding.



As a Non-Millennial You Can Relate

What is the Cultural Shift?

To effectively engage millennials, organizations must consider the following strategies:

1. Offer a Competitive Compensation Package, Including Savings and Retirement Benefits: Money remains a top incentive for

millennials, with 69% stating that it motivates them to work harder and stay longer with an employer.

2. Provide the Opportunity to Do Meaningful Work: Millennials value having their passions and talents utilized to the fullest extent. They are attracted to companies whose missions align with their ideals and are willing to take pay cuts to work in such environments.
3. Showcase the Talent You Already Have: Millennials seek collaboration and expect their colleagues to enable their best work. Companies should highlight the expertise and dedication of their employees to attract and retain millennial talent.
4. Provide Engaging and Interactive Onboarding and Ongoing Training: Leveraging the existing talent within the organization to onboard and train millennials can be effective. Internship programs can also be instituted to create a collaborative environment.
5. Accommodate Flexibility in When, Where, and How Work Gets Done: Millennials value work-life integration and flexibility in their schedules. Remote work options and flexible hours can contribute to their overall job satisfaction.

What are the Millennial's Favorite Companies Doing?

Companies like Google, Facebook, LinkedIn, and Apple have inspired others by implementing initiatives such as "20% time." This allows employees to spend a portion of their workweek on personal projects that align with their interests. Embracing such practices fosters a sense of empowerment and encourages creativity among millennials.

How Will Our Current Business Model Change?

Employers report that millennials bring valuable contributions to the workplace, including technological skills, a propensity to question the status quo, market knowledge, entrepreneurial spirit, and a drive to make a difference. As a result, 85% of companies have made policy changes to appeal to millennials.

How to Lose a Millennial in 10 Days

To avoid losing millennial talent, organizations should avoid common mistakes:

1. Valuing Results Over Relationship: Recognize that work is a means to an end for millennials, who prioritize a balanced life.



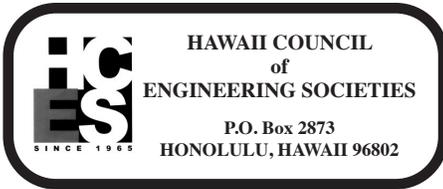
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Additions and/or corrections to the Wiliki mailing list should indicate the proper society, institution or association. Corrections to email addresses should be submitted to your society coordinator.



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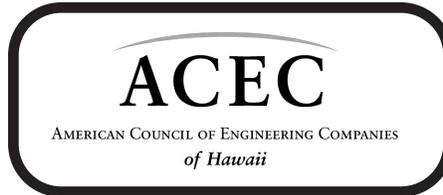
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Cultivating Millennials, from Page 1

- Show an understanding of their values in conversations and interactions.
2. Only Leading from the Balcony: Encourage a sense of connection to the organization by involving millennials in the company's mission and providing opportunities for them to contribute.
 3. Forgetting the Power of Meaning and Purpose at Work: Highlight how the company makes a difference in the community to motivate millennials, who take pride in contributing to a larger cause.

Conclusion

To effectively cultivate millennial talent, organizations must be intentional in their approach. Regular check-ins, open communication, and providing opportunities for growth and impact are crucial. Empower



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Mechanical Engineering Student Katlynn Vicuna Recognized for Achievements

Katlynn Vicuna, an incoming senior at the University of Hawaii at Manoa, is receiving special congratulations for her outstanding accomplishments in the field of Mechanical Engineering. With a keen focus on aerospace, Katlynn has demonstrated exceptional dedication and has been recognized as the recipient of two notable scholarships: the ACECH Education Scholarship and the ACEC National's Stanley Consultants Diversity in Engineering Helping Hands Scholarship.

Katlynn's pursuit of excellence and her unwavering passion for Mechanical Engineering have garnered well-deserved attention. The ACECH Education Scholarship, awarded to exceptional engineering students, acknowledges her exemplary academic performance and dedication to her studies. Additionally, Katlynn has been honored with the ACEC National's Stanley Consultants Diversity in Engineering Helping Hands Scholarship, which highlights her commitment to fostering diversity within the engineering field.

Empowering Change: ACEC Hawaii's Impactful Journey to Washington, D.C.

In June, a dedicated group of Hawaii members embarked on a remarkable journey to Washington, D.C. for the National Spring Conference. The purpose of their visit was to engage with our congressional delegates and shed light on the pressing matters affecting our industry. ACECH was privileged to host our esteemed congressional delegates at the prestigious ACEC Townhouse on Capitol Hill, where fruitful discussions took place regarding the challenges confronting us at both the national and local levels.

Throughout the gathering, a range of significant issues were brought to the forefront. The participants earnestly delved into topics such as R&D Amortization, Workforce Shortage, Infrastructure Investment and Jobs Act (IIJA)

millennials to take ownership of projects, encourage innovation, and align their work with the company's mission. By understanding and addressing the unique needs and aspirations of millennials, organizations can thrive and retain top talent like never before.



ACECH members at the ACEC Townhouse on Capitol Hill

Implementation, and Permitting Reform, highlighting the complexities and hurdles faced by our industry. These conversations provided a valuable platform for exchanging insights, fostering collaboration, and seeking viable solutions to these shared challenges.

The event served as a powerful reminder of the collective determination and proactive engagement displayed by our Hawaii members. Their efforts in advocating for our industry's interests and addressing critical concerns contribute to shaping a brighter future for us all.

Stay connected with us and stay in the loop on all the latest updates, upcoming events, programs, and community support by following @ACECHawaii on LinkedIn, Instagram, and Facebook. You can also visit our website at www.acechawaii.org for more information.



IEEE Hawaii Section

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Student Rep	Gwyneth Raquepo
HCSE Liaison	Eugene Chang

The IEEE Hawaii Section is excited to announce the formation of an IEEE Women in Engineering Affinity Group! Our global network connects over 40,000 members in over 125 countries to advance women in technology at all points in their lives and career. IEEE WIE members make lifelong friendships, acquire influential mentors, and make a difference for the benefit of humanity.

Website: <https://r6.ieee.org/hawaii-wie/>
LinkedIn: <https://www.linkedin.com/company/ieeehawaiiw/>

For more information, contact Brianne Tengan (brianne.tengan@ieee.org)

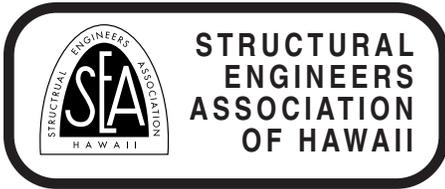
Technical Seminars

Secure Sourcing of COTS Software

Oct 10 – 5:30 pm @ Entrepreneurs Sandbox – FREE

Agenda, Speaker's Bio, and registration at <https://bit.ly/46tTZ5e>

Please register to enable us to manage space and food.



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Previous BOD Meeting

July 5, 2023

Upcoming Events

For all events see seaoh.wildapricot.org. Look for email flyers for registration of upcoming events.

- SEAOH August Meeting – Wednesday, August 9, 2023 at 12:00 PM, AIA Honolulu, 828 Fort Street Mall, Suite 100. Presentation on Building Code changes and updates by Lyle Carden of Martin, Chock & Carden, Inc.
- 2023 SEAOH Convention – September 6 – 9, 2023 at the Hyatt Regency Maui Resort in Ka’anapali. Joint convention with the Structural Engineers Association of California (SEAOC).

2023 SEAOH Scholarship

SEAOH will be awarding scholarships to students entering or currently attending an accredited college or technical school as full-time students. A request for applicants and the scholarship application form has been posted on the SEAOH website. The deadline to apply is September 11, 2023.

2023 SEAOH Scholarship Golf Tournament

SEAOH is planning to hold the 11th annual scholarship golf tournament at Ko Olina on October 20, 2023. Be on the lookout for a save the date flyer with more information.

SEAOH Board of Directors

SEAOH is looking to fill spots for the 2024 Board of Directors. If interested in serving on this prestigious board, please contact Craig Meierhoffer at cmeierhoffer@baseengr.com.

Next Meeting on Wednesday, September 6, 2023. For information, contact SEAOH President Mike Greer at mgreer@wje.com.



ASME-HI 2023-2024 Officers

- Email: ASMEHawaii@gmail.com
- Section Chair Abel Siu
- Vice-Chair Raymond Liu
- Treasurer Kevin Dang
- Secretary Derek Sato
- Members-at-Large Ed Chang, Justin Souza

Informal Event with Student Section

Tentatively on August 5th meet and greet with students from UH Manoa at driving range. Please contact us at ASMEHawaii@gmail.com if interested.

June 30, 2023 General MEMBERSHIP Meeting Notes

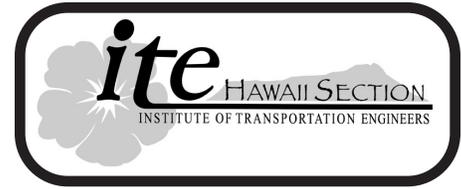
- Requested tours for several facilities on O’ahu.
- Discussed about giveaways from UH COE store.
- Some members attended the Section Leadership training.

NEXT MEETING

Tentatively scheduled on Friday, September 1, 2023. Officers will start planning activities for the year. Please contact us if interested.

REQUEST FOR SPEAKERS

ASME welcomes guest speakers to present any topic during our general meetings. If interested in presenting, please contact ASME.



2022-2023 Officers:

- President: Keoni Wasano
keoni@goldwings-supply.com
- Vice Pres.: Mike Motoki
- Sec/Treas: Michelle Agustin Lindsey

In July, the ITE Hawaii Section held a virtual meeting on Wednesday, July 26, 2023. Dr. Roger Chen, who is an Associate Professor in the Department of Civil and Environmental Engineering (CEE) at the University of Hawaii at Manoa, did his presentation on Understanding Pedestrian Route Choices. He presented results from a pedestrian route choice study of community members on the University of Hawaii at Manoa campus.

Save the dates! Be on the lookout for emails regarding our DTS Skyline Rail Tour in September as well as our ITE Hawaii Annual Meeting Social in October.

If you would like to be added to the ITE mailing list, please email Michelle Agustin Lindsey at magustin@wilsonokamoto.com.



Hawaii Section Officers 2023-2024

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Claire Fukuoka, Past President
pastpresident.ascehawaiiymf@gmail.com

YMF General Meeting

The next YMF general meetings will be in-person on Wednesday, August 2, 2023, at 6:00 PM and Wednesday, September 6, 2023, at 6:00 PM. Please check our website, social media channels, or weekly eblast for the latest information on our upcoming general meetings and events. If you are interested in attending and learning more about the various professional, social, and service opportunities available through YMF, please contact YMF at yymf.hawaii@gmail.com.

Diamond Head Park Restoration

By Lauren Hill and Meagan Nakamoto, Community Service Chairs

On June 17, 2023, ASCE Hawaii YMF members volunteered at the Diamond Head Millennium Peace Garden. YMF members along with other volunteers helped to remove weeds and invasive plants, and raked debris and leaves to clean up the garden. YMF members were able to learn about native Hawaiian plants in the garden and invasive plants that needed to be removed. At the end we were able to plant native Hawaiian plants. Thank you to everyone who came out, we were able to make a big difference with all your help.

Skyline Preview

By Sean Shigenaga and Dylan Terukina, Field Trip Chairs

On Wednesday, June 28th, YMF members were given the opportunity for a preview ride of the Skyline, O'ahu's new rail system, before it opened to the public. The Skyline will provide residents a new mode of transportation that will work alongside existing public transportation

options like The Bus and Handi-Van. This will also allow riders to bypass any construction or traffic along the corridor.

The YMF members were lucky enough to have an empty rail car which afforded the members the opportunity to sit wherever they wanted, even in the "driver" seat. They were also able to ask the staff questions about features of the railcar. It was stated that the interior colors were inspired by natural features we see in Hawaii, from the floor representing sand, the seats representing the ocean, the bars representing the sun and the handle straps representing the sky. As noted on the news there are a lot of security cameras and we were told to watch what you are looking at on your phone. There were other various features mentioned including a speed limiter on the railcar for different sections of the route. We want to thank Travis Ota for notifying us of this opportunity and to the City & County's DTS staff for having everything run smoothly.



Photo Credit: Travis Ota, Department of Transportation Services

ASCE YMF Job Shadow Program

The Job Shadow Program is looking for students and industry professionals interested in becoming a mentee/mentor. Your interest and participation in this program will provide a valuable experience that will help guide students toward a successful path beyond graduation! If you have any questions and/or want to sign up*, please email the Job Shadow Program directly at yymfhawaii.jobshadow@gmail.com

*Note: Information collected will help the Job Shadow Program pair mentor(s) and mentee(s) up based on their experience and interest.

2023 PE Exam Update

The PE Exam is now computer-based, with appointments available year-round at Pearson VUE test centers. Information about how to register for the exam can be found on the YMF website: <https://ascehawaiiymf.org/pe-exam-information>

Online PE Refresher Course

The Hawaii YMF has partnered with Pathceed, an online PE Exam refresher course that covers the breadth portion of the civil engineering exam. This course features 12-hours of on-demand course materials that may be accessed for a 6-month period and a one-time free access should you not pass the exam. Curious, but want a sample of the course? You can check out a free 1-hour lesson before committing to the program! The course cost is \$289, and we offer ASCE Hawaii YMF members a \$40 discount when registering. If you are interested in signing up for this course, please contact us at yymf808.pecourse@gmail.com for more information.



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Exec. Dir.:	Aiko Fajardo Executive-director@hwea.org





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 email: president.ascehawaiiyfm@gmail.com

EXECUTIVE COMMITTEE MEETING

Last held: July 6, 2023
 Next meeting: August 3, 2023

ASCE HAWAII SECTION DINNER MEETING

We will keep you informed via e-blasts and/or notices posted on our website at ascehawaii.org with the meeting information and schedule.
 Cost: (RSVP via Eventbrite)

OUTSTANDING CIVIL ENGINEERING ACHIEVEMENT (OCEA) AWARDS

The American Society of Civil Engineers (ASCE) Hawaii Section seeks nominations for the 2023 Hawaii Outstanding Civil Engineering Achievement (OCEA) Awards, which honors the best and the brightest achievements within the local civil engineering industry. Various awards will be given to those projects that demonstrate innovative and outstanding civil engineering accomplishments by Hawaii's design and construction professionals. Nominations are due by August 4, 2023 to the ASCE Hawaii Section Awards Committee.

The awards banquet will be held on Thursday, September 21, 2023 at the Koolau Ballrooms.

For more information on nominations and the awards banquet, please visit <http://www.ascehawaii.org/ocea-nominations.html>

OFFICER ELECTIONS

The ASCE Hawaii Section will be holding elections for its officers. Hawaii Section members will be able to vote on the following

positions: President-Elect, Vice President, Treasurer, Secretary, and YMF President (only YMF members can vote for YMF president). The nominee for incoming secretary is Norman Leong.

COMMITTEE POSITIONS

ASCE Hawaii is looking for volunteers for various committee positions, including Advocacy Captain, Report Card Committee Members, and Water Resources Chairperson. If you are interested or have questions on any of these positions, please contact President Reyn Hashiro, rhashiro@ascehawaii.org.

MEMBERSHIP

If you haven't already done so, please renew your ASCE membership, which includes 10 free PDHs. You can renew your membership at www.asce.org.

ASCE HAWAII SECTION STUDENT SCHOLARSHIPS

Please help us increase our scholarship endowment so that we can recognize deserving students. We continue to accept tax-deductible donations with the goal of increasing the annual scholarships. Make your check payable to 'ASCE Hawaii Section' and include the note 'Walter Lum Scholarship Fund' and mail to: ASCE Hawaii Section, P.O. Box 917, Honolulu, HI 96808-0917. If you have any questions, please contact Steven Doo at sdoo@ascehawaii.org.

ASCE GOLF TOURNAMENT

The 20th Annual Scholarship Golf Tournament in Honor of Steve Fong will be on Friday, August 4, 2023.

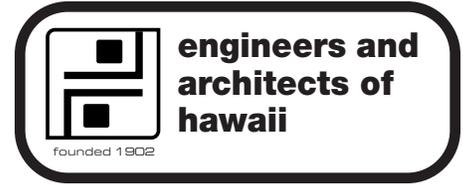
ASCE JOB LISTINGS

The following job listings are currently posted on the ASCE Hawaii Section website:

- **Bowers & Kubota** (Civil Designer I, Civil Designer II, Civil Designer III, Civil Engineer)
- **Oceanit** (Civil Designer or Senior Civil Designer)

- **EnviroServices & Training Center LLC** (Environmental Engineer/ Environmental Scientist)

For further information, please visit <http://www.ascehawaii.org/job-listings.html>



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Director	Howard Wiig	(808) 587-3811
Director	Andrew Stanton	

Aaron Erickson Program Chair

August eaH Meetings will be:

August 4 TBA and August 18 TBS

Look for two new eaH YouTube Uploads. **Bill Bonnet's** talk on his experiences working summers in the 1960's at the **Nevada Atomic Energy Testing**. Bill talked about the tunnel complexes and individual tunnel designs used for the underground atomic testing. He talked about Operation Plowshare that was a potential peacetime use of atomic blasting. Bill witnessed the Sedan Shot, which was the last surface blast. During Bill's final summer he worked on The 'Rover' Program, which built and tested a nuclear reactor rocket engine. Bill's father was also an engineer who had worked on the Manhattan Project with General Groves and Robert Oppenheimer.

The second upload is **Sam Dannaway's** talk on the **History of the Honolulu Fire Department**. Sam covers HFD's founding in 1850-51, the first hand engines, first steam engines, motorization, politics, early and current fire stations, December 7th, 1941 Hickam Field and many stories. One highlight is how Hawaii's Monarchy and privy council played critical roles in the founding and department operations and even 4-year-old Prince Albert's role, who was an honorary member of the Fire Department. Search for eahawaii1902.

Deadline for
Wiliki
is August 15th

Professional Directory

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