

Funding the Future of Arcadis

NEWEA Annual Conference

January 2024



Agenda

1 What is ROA?

2 Professional Development Fund

3 Budget

4 Digital Tools and Metrics

5 Professional Development Fund Examples

6 Challenges & Future Goals

7 Closing



ROOTS OF ARCADIS

Our Objectives

Our Mission

- Create a global, unified platform
- Engage junior-level staff

Our Philosophy

Every Arcadian deserves to reach their highest potential and strive for professional growth.

Roots of Arcadis **aims to empower and build community** among Arcadis junior staff.

- Networking
- Spreading Arcadis culture
- Onboarding and retention
- Mentoring
- Knowledge sharing

A professional development and networking group aimed at junior staff (0-10 years of experience)

Statistics to Consider

Young Professionals want Professional Development Opportunities

- 94% of employees say they would stay at a company longer if it invested in their learning and development. ([LinkedIn Learning Report, 2020](#))
- 70% of employees would be somewhat likely to leave their current job to work for an organization known for investing in employee development and learning. ([Lorman](#))
- Young professionals want new challenges: 93% of them left their last employer voluntarily. ([Gallup](#))



Global Presence



North America



Asia



Europe

- Expansion Goals:**
- China
 - Poland
 - Spain
 - Portugal
 - Germany
 - East Europe and more



South America



Central America

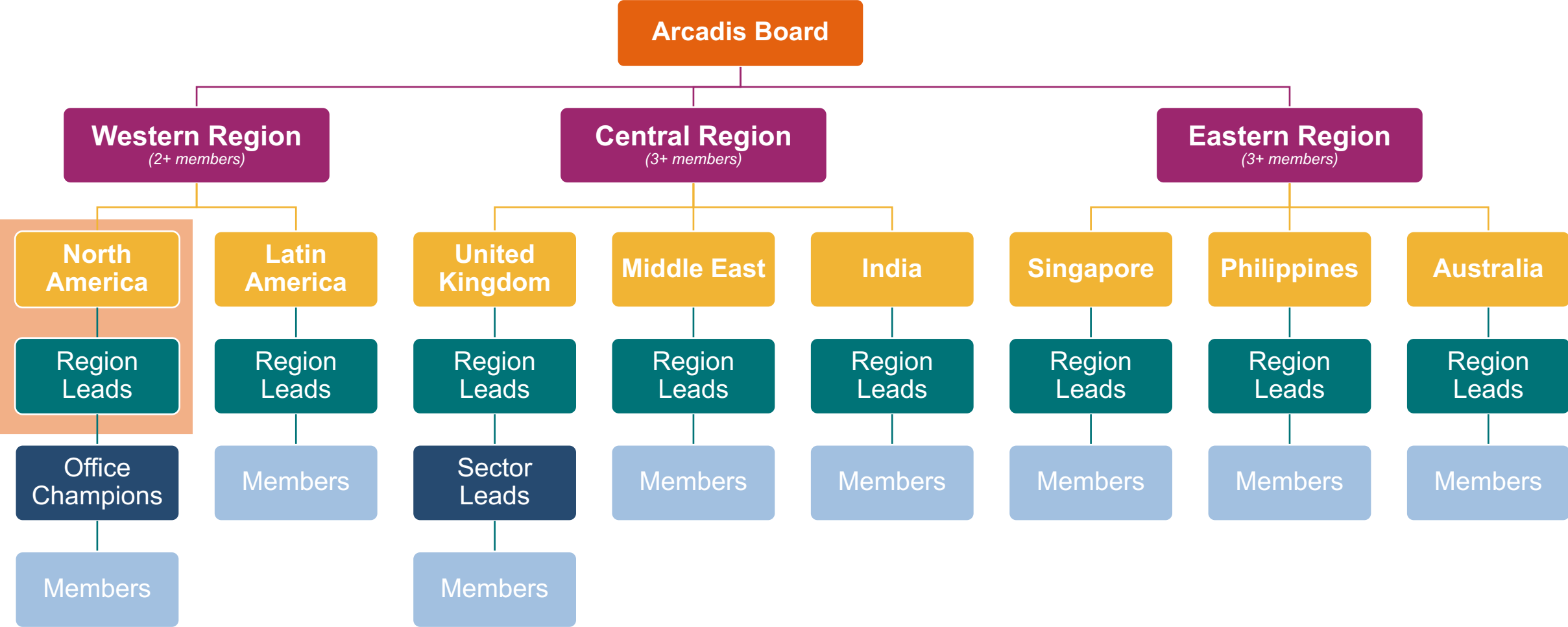


Australia



Middle East

Global Structure



ROA Activities

- Monthly meetings and guest speakers
- New hire orientations
- Lunch and learns
- Facility tours
- Networking events with nearby offices, professional organizations
- Outdoor excursions – kayaking, biking, hiking
- Beach cleanups
- Small challenges for prizes on monthly calls
- **Professional Development Fund**



There is always something new to do!

Professional Development Fund Uses

What Is the Professional Development Fund?

The Roots of Arcadis (ROA) Professional Development Fund is a pot of money available to all ROA members that is intended to provide individual **career development** experiences for members. The funds can be used for a variety of experiences such as site visits, office visits, conferences, trainings, and more!

- ROA members may only use the Professional Development Fund once per calendar year
- Applicant must verify that funds are not available via Operational budgets or other programming (project budgets, etc.)
- Development fund requests in excess of \$750 must be reviewed by the Global Leadership Team

Acceptable Uses

- Study materials
- Certificates
- Conferences
- Site visits – Lab Visits
- Non-Arcadis software subscriptions that are no longer than a 1-year subscription
 - i.e., data camp, LinkedIn Learning, LINDA subscription (continued education), etc.

Non-acceptable Uses

- Technical award covered exams
- Software programs
- Exam registration
- Sports teams

Professional Development Fund

Courses, Workshops, Training



Site Visits



Professional Licensure



NCEES



Conferences



Budget

- Personal Development Funds and office events
- Regional budgets
- Reporting to executive leaders
- Tracked through digital tools



Digital Tools and Metrics

- Intranet Site
- Metrics Reports
- Professional Development Application
- Professional Development Tracker



Intranet Site

- Central location for members to get access to program resources
- Access to the PD Fund application
- Contact list
- Marketing materials
- Program Guide

SharePoint Search this site Miller, Tyler

Roots of ARCADIS Professional Credentials The Arcadis Career Framework

Roots of ARCADIS Not following Site access

Home + New Page details Immersive Reader Published 3/16/2022 Share

Regional Chapters

Resources

Contacts

Membership

Program Guide and Litera...

Recycle bin

Edit

Roots of Arcadis

Roots of Arcadis is a professional development and networking group aimed at staff in the early stages of their careers (0-10 years of industry experience) designed to provide leadership and growth opportunities to its members, and foster intraoffice networking and culture-sharing. Our goal is to support junior staff as we aim to grow, maintain talent, improve company morale, and establish Arcadis as a top employer of choice.

Our program is offered in select regions as we begin our journey to full global roll-out.

Our Philosophy

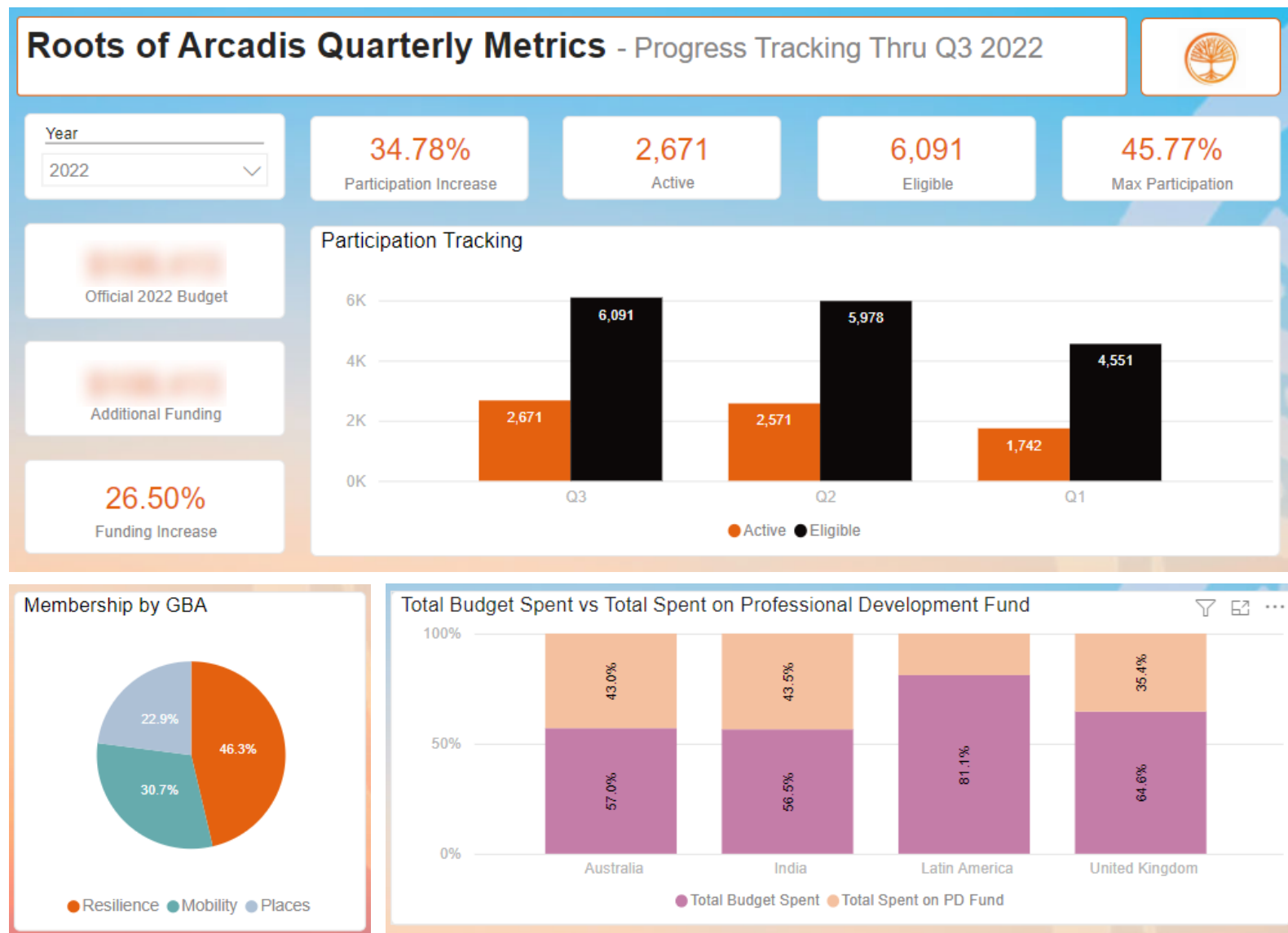
We believe every Arcadian deserves to be empowered to reach his/her highest potential and strive for continued professional growth. Every Arcadian

What are you working on?

Heavey, Eileen August 21, 2023 at 09:24 AM 1

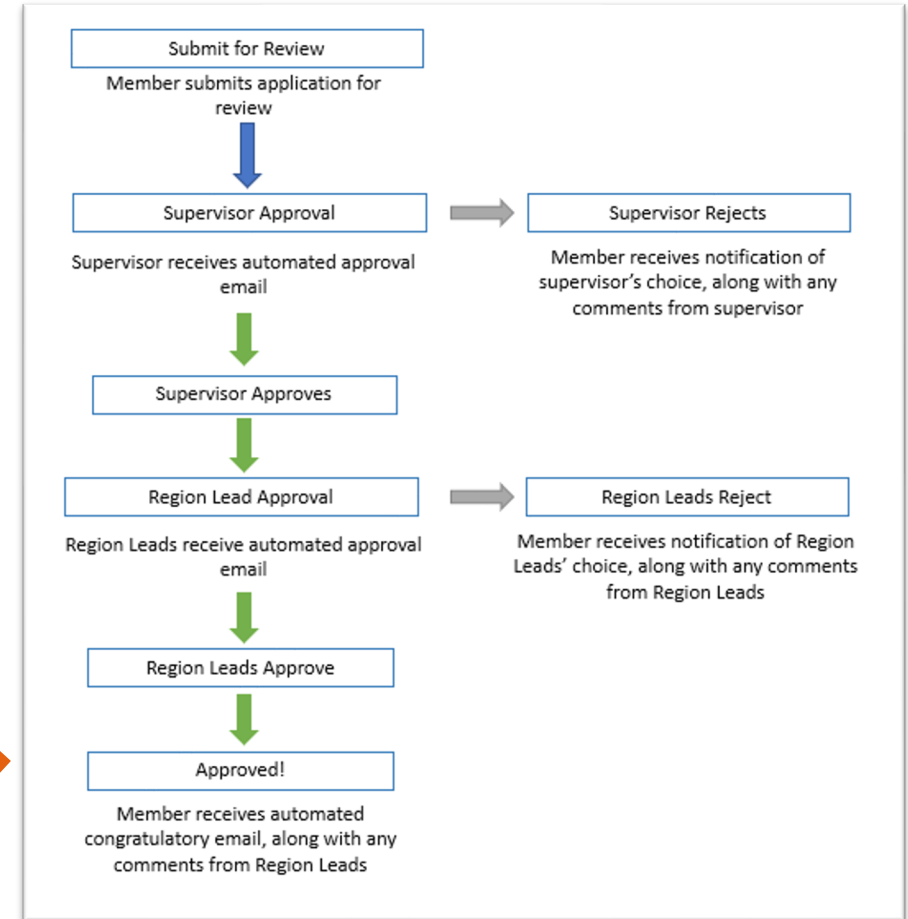
Metrics Reports

- Headcount per meeting/event
- New hires (name, business line, office location)
- Compare this to the quarterly report from HR
- Monthly meeting topics and presenters (ROA and non-ROA)
- Professional Development Fund uses (name, experience description, approved and final costs)
- Budget



Professional Development Application

Apply through an app!



Receive approval through automation!

Professional Development Fund Tracker

- Overview of the programs funding (Approved, Not Approved, and Pending Approvals)
- Average funding request
- Helps manage programs overall budget
- Reference for PD Fund ideas to the Region Leads

Roots of Arcadis Professional Development Fund - Application Types

Status: All

Year: All

Average Funding Request: **\$580**

Requested Funding Amount: \$5 to \$1,499

Status	Requested Funding
Approved	\$54,150
Not Approved	\$9,837
Pending Approval	\$9,781
Pending RL Approval	\$5,891
Total	\$89,660

Status	Event Name	Event Description
Saved		
\$147	4th edition Future EA Summit & Awards 2022	Its an Executive Assistant conference that can help understand the changin opportunity to network with top EAs and Leaders across many industries C
	2022 Iowa Water Conference	I'm currently taking my PMP training and would like to purchase the accom
\$270	Applied Data Science for Business	This course at Pearson College of London is an intensive executive prograr academic potential to improve soft and hard skills related to Data Science, i cultures, ethnicities and religions.
\$750	Conference	Engineering
\$1,250	EET PE Prep Course	20 Week PE Prep Course for both breadth and depth
\$697	FE Exam Prep Course	FE Exam Prep Course
\$260	FE Exam Training Questions	Practice Questions through the School of PE
\$650	Not Applicable	Not Applicable
Approved		
\$650	Life Cycle Costing for Energy Professionals Online Training Program	This course provides the energy professional with knowledge and practical measures (ECMs), energy conservation opportunities (ECOs), and demand goes beyond simple payback analysis of energy conservation measures. It able to calculate important energy investment parameters such as net pres The course helps participants understand why an energy conservation mea period (e.g., 3-4 years), is an excellent energy conservation investment, oft times the initial investment. As a unique benefit of the course, participants r use to conduct LCC analyses for their organizations and their customers.
\$100	2022 APWA Stormwater Management Conference	2022 Stormwater Management Conferece where municipal, state and cons subjects and projects in North Carolina.
\$500	2022 Florida Puerto Rico District ITE Annual Meeting	The Institute of Transportation Engineers annual meeting which brings toge Olde Cities to SMART New Cities is the theme for this annual meeting.
\$750	2022 Wildlife Habitat Council Conservation Conference	4-month of on-demand prep course for PE Civil Exam

Search for Key Words or Phrases to Filter Events

Requested Funding by Status

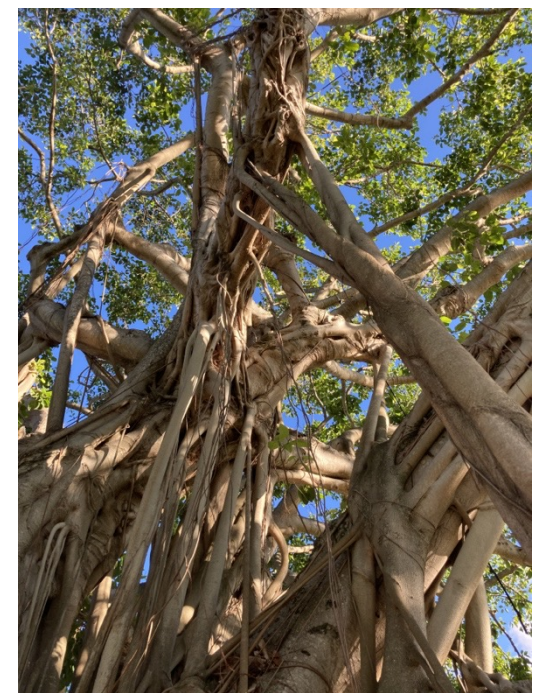
Status	Requested Funding
Approved	\$54,150
Not Approved	\$9,837
Pending Approval	\$9,781
Pending RL Approval	\$5,891
Saved	\$5,487

Professional Development Fund Examples

C-18 Impoundment Site Visit, West Palm Beach, FL

Ramsey Cook | Water Engineer I | Atlanta, GA

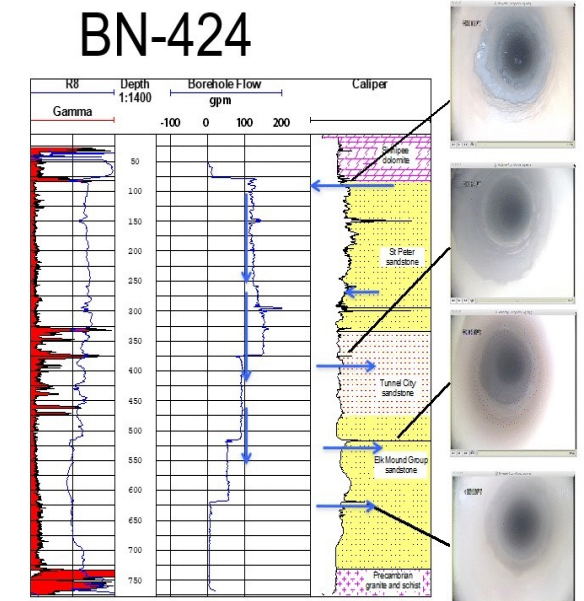
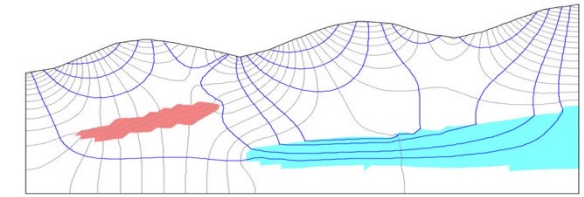
- ROA paid for travel and lodging and Arcadis paid for project hours to participate in a site visit to C-18 Impoundment project, part of larger Loxahatchee River Watershed Restoration project.
- Opportunity to meet colleagues in West Palm Beach, Miami, and Boynton Beach, Florida.
- Made valuable observations of site and collected photos to inform hydraulic modeling of C-18 reservoir.
- Seeing site in person helped me connect the dots on a very large project with many stakeholders. It was interesting to drive through the communities near the project and see some of the native species that we will be impacting.
- Went for a wonderful run through the city to the beach (very blue water)! And enjoyed traveling alone – something I rarely do.



Midwest Geosciences Group In-Person Training Course

Caitlin Cisco | Staff Geologist | Novi, MI

- Completion of this course has:
 - Exposed me to the hydrogeologic complexity of fractured rock aquifers.
 - Helped build my skills to characterize complex bedrock stratigraphy and better understand groundwater flow through fractured systems.
 - Taught me the fundamentals and how to best characterize and treat contaminated groundwater in these systems, which I can directly and immediately begin applying on my projects.
 - Provided me with an invaluable networking opportunity with hydrogeologists from across the US and Canada.
- Cost-sharing: ROA paid for registration costs and meals and Arcadis overhead paid for travel and lodging.
- Bonus fun: I got to explore the area and visit Banff. Truly a one of kind experience with breathtaking views!



Florida Connected Autonomous Vehicle Summit,

Katie Teipel | Traffic Engineer | Tampa, FL

- ROA paid for my conference registration and hotel to attend the Annual Florida CAV Summit
- This event assembles industry leaders from around the world to address technologies, operations, and policy issues, giving me the opportunity represent Arcadis and gain insight into the advances in my realm of expertise
- Increased my knowledge in automated, connected, electric, and shared (ACES) mobility, operations, law, infrastructure, functional design, cyber security, ethics, aftermarket products, enabling technologies, and public policy
- Gained valuable networking and connections with other industry professionals, public agencies, CAV car and technology manufacturers, Tampa Arcadians, more!
- Witnessed the future of CAVs in person

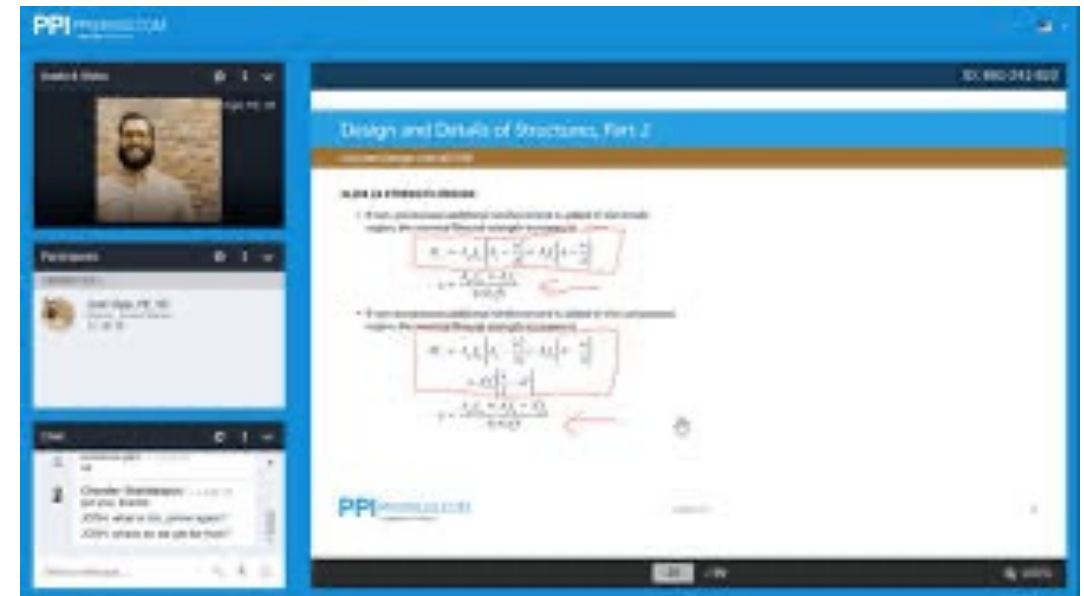


Environmental PE Exam Prep Course

Jissell Muir | Water Engineer | Miami, FL

Online Course:

- The RoA funds helped me cover the costs of this course and some supporting practice exams.
- Allowed me to practice and review environmental engineering principles and applications to pass the Florida Board Professional Engineers Exam.
- I used this as an opportunity to also bond with one of my colleagues who was also preparing for the exam, through a study group we were able to make the reviewing experience more fun!
- I plan to take the exam in the Spring of 2024



Ongoing Challenges

Encouraging and maintaining participation

Burnout for leaders

Developing creative ways to engage members apart from teams' meetings

Global collaboration & interaction

Future Goals

Expand external awareness of program

Engagement of all business lines, remote and field workers

Increase membership/reach, especially during onboarding

Sustainability

Thank You!



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