Mentoring the Future: Your Role in Safety 2.0
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Who are we?

The Emerging Leaders Membership Council is designed "to increase the next generation's participation within the ICC." The ELMC is open to all ICC Members but is focused specifically on Members aged 35 and under and/or those Members who have been in a codes enforcement-related profession for less than 10 years. This Membership Council exists to promote, expand, and improve the International Code Council and its family of companies by exploring and researching ways to engage new and emerging code professionals to involve them in the continued growth of the company for the duration of their careers.
Who are you?

Why take this class?
* We already know that the problem of retiring building officials is not on the horizon. It is here right now.
* "The cities are trying to have smaller building departments and trying to accomplish more work with less people," Williams says. "As a result of that, the cities aren't willing to invest in an individual who does not have the training and experience. That's where this gap has grown."

By the numbers...
Why does retirement age matter?
* 42% are delaying retirement past 67.
* 27% Say that they will never retire and would choose to work until death.

Why does age matter?
“Still, Williams is worried for the future of his industry. He believes that without returning to an employment paradigm closer to the pre-recession norm, the retirement cliff will continue to loom. It used to be that jurisdictions would hire a junior inspector to train under a senior inspector, whom they would eventually replace. Now that they want to do more with less, those junior inspectors aren’t getting hired.”

What you’re really losing...
Technical skills on the chopping block...

The Balanced Building Official Skillset

Experience is not what happens to a man; it is what a man does with what happens to him.

Abraham Lincoln

What has shaped you will help shape others.
Who are we working with these days?

Established, looking to leave
Latchkey Kids, Independent
Now in their 30's
Generation Z

What events brought you to where you’re sitting right now?
New Kids: The Myths

The Safety 2.0 Role: Be a connector, be a mentor

Mentoring is a brain to pick, an ear to listen and a push in the right direction. -John Crosby
We are really good at making captains, we need to make more coaches.

What do you crave in a job? Would it be different for someone new?

Why is ICC/professional organization participation so important for this model?

- Experimentation
- Social/Professional Networking
- Passion for their vision
- Failure without fear
Filling jobs can be done quickly. Building new leaders takes time.

Who are you and why are you here?

You clearly are doing something right.
✓ What is it?
✓ What could you be doing better?
✓ What guidance do you have for someone else?

Summing Up

• Skills shortage
  • What skills are going to be lost?
• Mentoring
  • Retains institutional knowledge and gaps the experience deficit
  • Your experiences a barometer of who you are and what you may have wanted in a job. Think about that when learning how to reach the next group of young professionals.
• Plan for the next generation of your office
  • Who is your next generation of Building Officials?