

YOUNG PROFESSIONALS (YP)

YP PROGRAM MISSION

The mission of SPE's YP program is to identify, engage, and develop SPE members 35 years old and younger, as well as other industry newcomers, by providing relevant technical education and networking opportunities.

YP PROGRAM STRUCTURE

YP programs address the needs of an important part of the SPE membership and should be considered a subcommittee of the section, similar to any other special committee (e.g., the scholarship or membership committee). YP programs should not operate independently of the section.

Though the mission of YP programs is to meet young professionals' needs, other age demographics should not be excluded from participating.

During the initial stages of the section's YP program development, the YP liaison may be the only YP-related position. The section is encouraged to have the YP liaison also serve as a member on the section's board. Over time, the YP liaison position may be supplemented with a YP program committee. YP program committee members should be encouraged to migrate through the section's board succession plan. The YP program's committee structure should resemble that of the program committee.

YP programs should set their budget and goals and gain board approval at the beginning of each fiscal year. Like a new study group or committee, the YP program may require financial assistance from the section until the program is more stable. However, YP programs must strive for financial solvency as soon as possible.

All YP programs should follow the official SPE nomenclature *YP program*. Do not use other names such as Emerging Leaders Program or Young E&P Professionals Programs.

YP LIAISON

The YP liaison is a member of the section's board and serves as the main source of communication between the board, the YP program committee, and the section's YP members. The liaison does not have to be a yp, but if he or she is, he or she can also serve as the chairperson on the YP program committee. Duties of the YP liaison include

- Identifying and developing future leaders for SPE and the oil and gas industry
- Organizing and promoting YP meetings and workshops
- Partnering with SPE sections to establish YP programs in their jurisdiction
- Communicating with SPE staff and the SPE Young Professionals Coordinating Committee

YP COMMITTEE CHAIRPERSON

Working with the section chairperson and membership chairperson, the YP chairperson leads the YP program committee in its mission and assists in improving the growth of the young professionals within the section. The duties of the YP chairperson can be divided between retention of current young members, development of new young members, and organization of events (meetings, social events, workshops, field trips, etc.).

- Establish a YP program committee
- Establish professional development and networking opportunities for young members
- Set goals and develop a long range plan for the section's YP program
- Generate an action plan to achieve goals
- Budget funds for YP programs and activities
- Coordinate with other section activities
- Establish YP program awards (e.g., section young professional of the year)
- Communicate with SPE staff and the SPE Young Professionals Coordinating Committee

GUIDE FOR STARTING A SECTION YP PROGRAM

Sufficient representation of young professionals and resources to introduce YP programs must be available prior to creating a YP program or committee.

- Obtain the contact information for the young professionals in the section from the membership chairperson as noted on the section rosters.
- Organize an informal meeting, perhaps at a café, and invite all the section's young professional members.
- Consider the mission of YP programs when deciding what activities and events the committee could accomplish within a year.
- Select or vote on YP program committee members.
- Present the budget and strategic plan and obtain section board support.
- Begin planning and publicizing events and activities.

BEST PRACTICES

SPE has identified best practices upon which successful YP programs can be built. The techniques and programs that prove effective in developing and continuing a successful YP program will vary from section to section, based on section size, location, and culture. The YP network is a great resource for information, as well as a way to communicate with other YP leaders.

- Request a senior section board member who actively supports the YP program to serve as a mentor for the committee.
- Obtain from the section membership chair the monthly roster of the section's young professional members, with company and email addresses.

- Host an event for young professionals, with local flare.
- Utilize the online YP Network to
 - Consult other YP programs for advice and best practices.
 - Post queries/discussions on the blog.
 - Post your local YP program's activities on the global event calendar.
 - Share your best practices with other programs.
- Coordinate YP programs with other societies related to the industry.
- Encourage and involve student chapter members in the section's YP events.
- Plan events that draw from and pertain to other demographics within SPE.
- Combine technical and social events to boost attendance.
- Create workshops at a local level to discuss topics such as presentation, leadership, and/or technical skills.
- Plan technical field trips offering an opportunity to network within the young professional community and improve technical knowledge.
- Secure corporate sponsors for events and activities to gain exposure, attract more young professionals from sponsoring companies, and assist in financial obligations of the event.
- Publicize the benefits of SPE at all YP program events.
- Communicate your section's YP program activities and successes to the editor of *The Way Ahead* magazine at EditorTWA@spemail.org.
- Establish a newsletter, bulletin, and/or website to communicate relevant and useful information.
- Partner with SPE sections to build YP programs in their jurisdiction.

OUTSTANDING SECTION YP PROGRAM AWARD

The SPE Young Professionals Coordinating Committee initiated the award for Outstanding Section YP Program in 2008. Applications must be submitted with the section's annual report by 1 June. No more than three winners will be chosen each year. The officers of the winning section(s) are presented a plaque during the President's Luncheon at the SPE Annual Technical Conference and Exhibition.

REFERENCES

- Outstanding Section YP Program Award Nomination Form

For more information, contact

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