

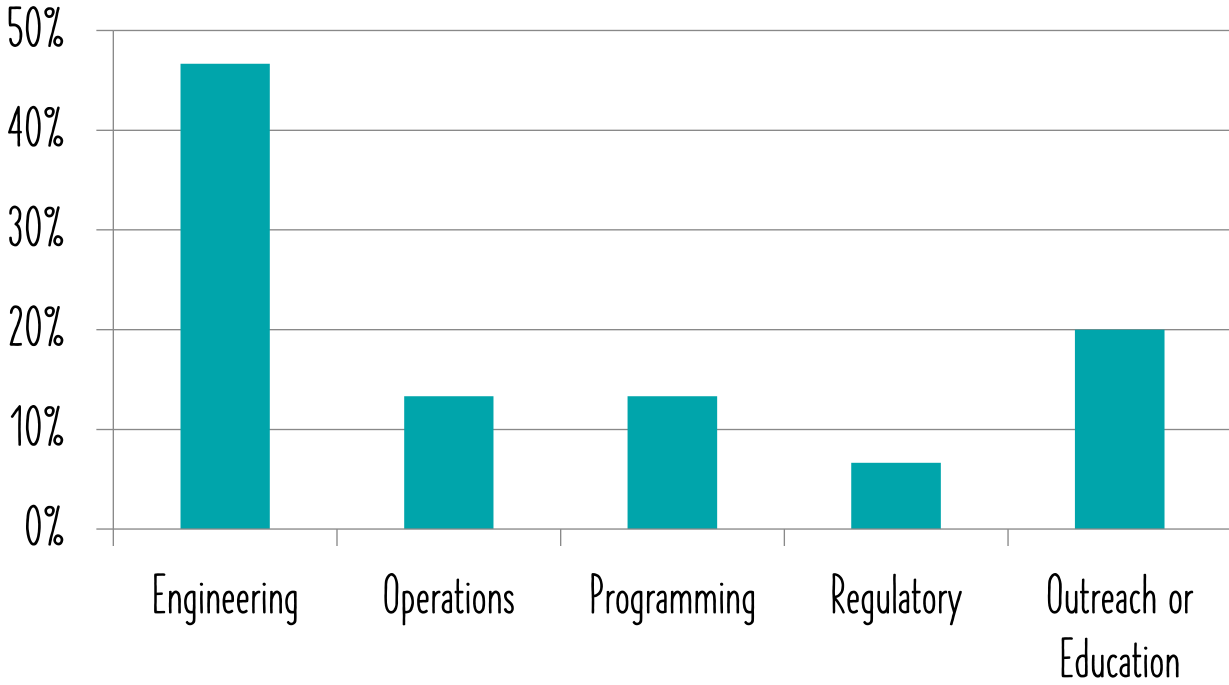
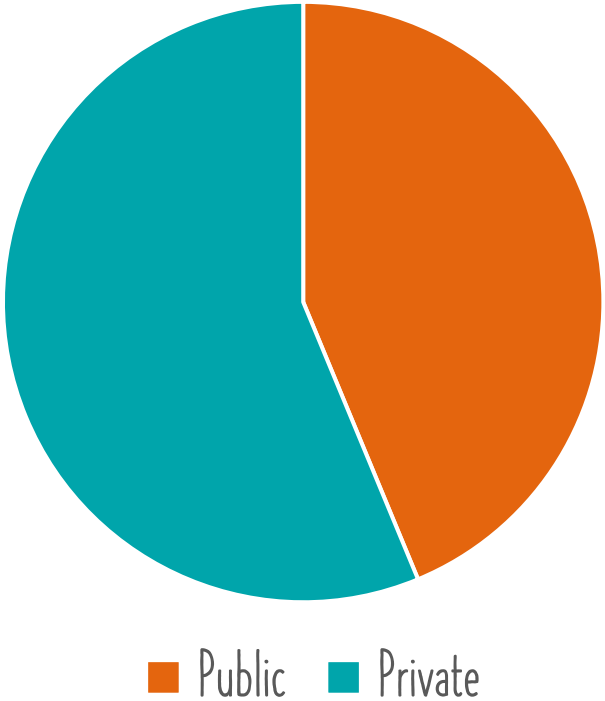
A large orange circle with a white outline, containing white text. The text is arranged in three lines: 'WE'RE YOUNG', 'PROFESSIONALS...', and 'ASK US ANYTHING!'. A white horizontal line is positioned below the second line of text.

WE'RE YOUNG  
PROFESSIONALS...  

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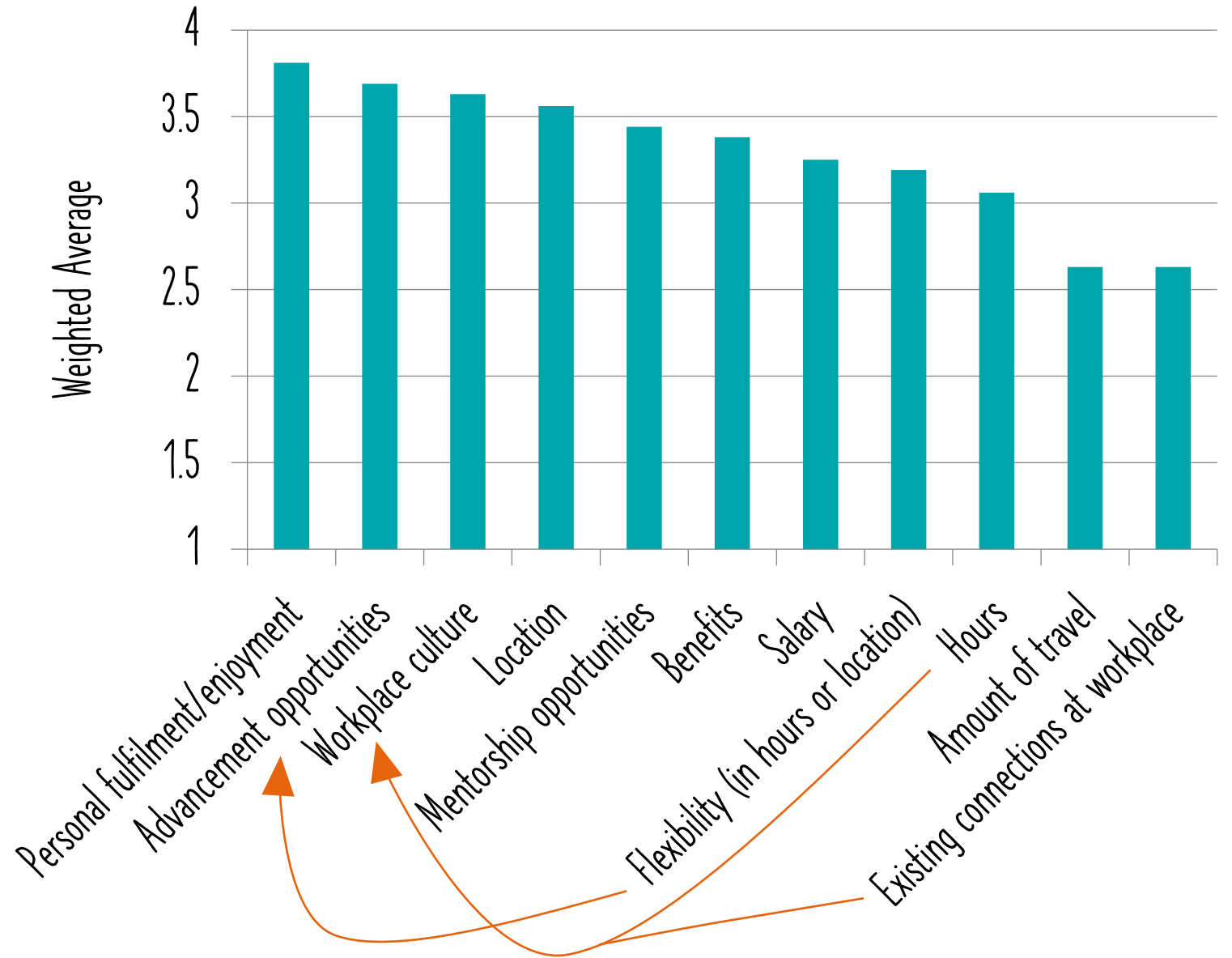
ASK US ANYTHING!

# SO, WE ASKED SOME YPs ABOUT THEIR SOLID WASTE CAREERS...



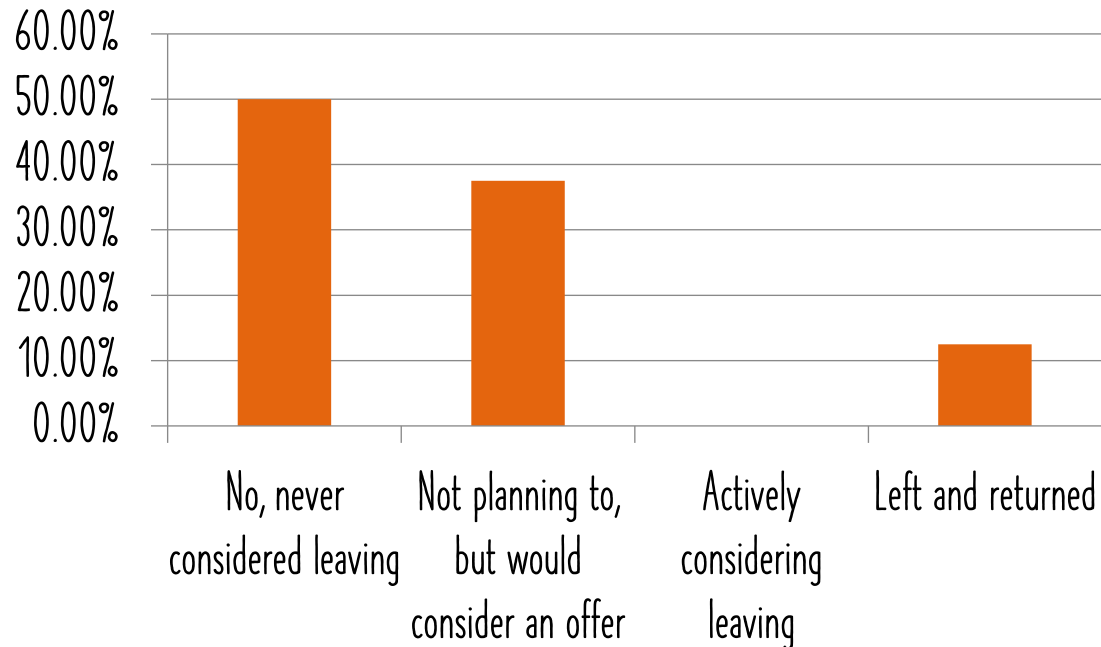
# WHAT DO THESE YPS EVEN WANT?

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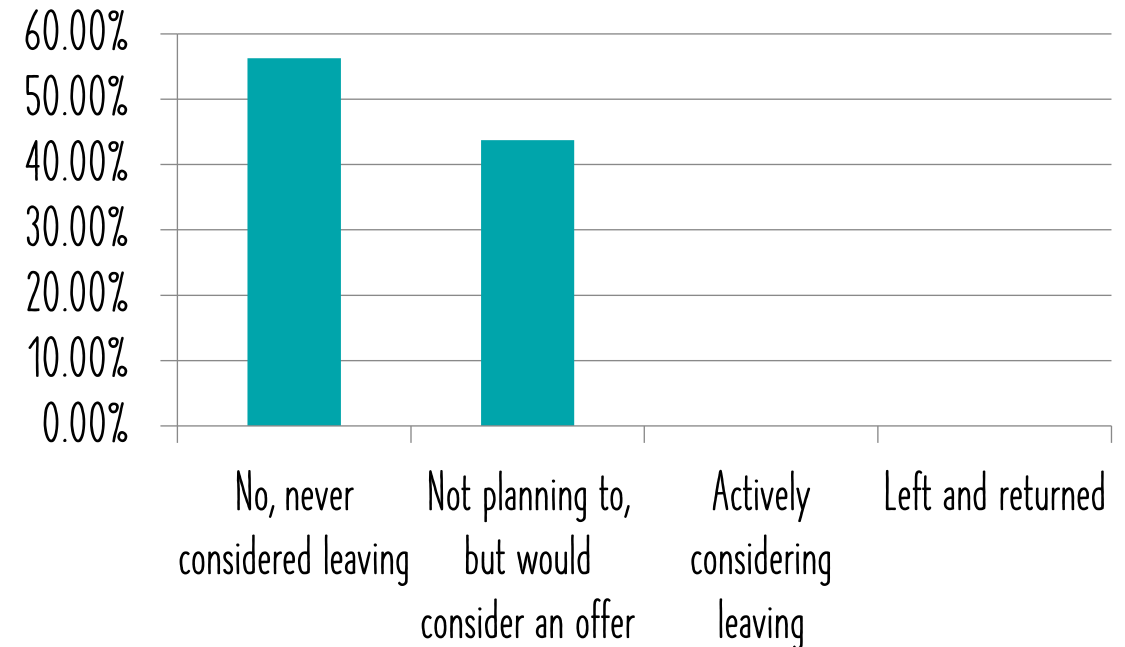


# WOULD YOU CONSIDER LEAVING...

## THE INDUSTRY?



## YOUR CURRENT JOB?



WHAT DO YOU VALUE  
ABOUT WORKING IN  
THE INDUSTRY?

ENVIRONMENTAL VARIETY  
LEARN  
OPPORTUNITY  
INDUSTRY IMPACT  
PEOPLE

# WHAT DO YOU VALUE ABOUT WORKING IN THE INDUSTRY?

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"I really like the diverse range of projects available—there are so many different directions you can take your career... it is an industry that is local, global, and affects everyone across socioeconomic levels. You can really have a big impact! Also, people don't take themselves too seriously, which is nice."

# WHAT DO YOU VALUE ABOUT YOUR ORGANIZATION?

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"The commitment and care for people and the environment over profit"

"I value the mentorship, open communication, and confidence in my abilities."

"Local government – work for the community in which I live. We're progressive and have a plan to handle solid waste in the most sustainable way..."

"Culture, talents, management"

# HOW TO BETTER RECRUIT AND RETAIN YPS?

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"My employer does an excellent job of mentoring, challenging, and growing their employees through meaningful work"

"Higher salaries"

"More mentorship-like programs to advance skills"

"Most of the young professionals are highly motivated and come with high expectations. Understanding their professional goals and progress and help them to achieve that is the best way."



WHAT WOULD YOU SAY TO A STUDENT  
CONSIDERING A CAREER IN SOLID WASTE?

“YOU HAVE MEANING. YOU ARE PAVING THE WAY FOR THE  
NEXT YOUNG PROFESSIONAL TO BUILD. ONCE YOU RETIRE YOU  
WILL BE ABLE TO LOOK BACK AND SEE ALL YOUR HARD WORK  
IMPROVING THE LIFE OF RESIDENTS AND VISITORS.”

# MEET THE PANEL

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Monica Hool  
CDM Smith



Ben Lopez  
Sarasota County



Melissa Madden  
FDEP



Caleb Gonzalez  
Lee County



Chad Spreadbury  
Jones Edmunds