

MEMORANDUM

DATE: September 2016

RE: Young Professional Leadership Exchange (YPLE) Track

With a growing network of clinics and an ever-increasing patient population, America's Health Centers are now more than ever looking to the next generation of leaders to continue and further the mission of high-quality, cost-effective, and culturally-competent health care for all. This generation of future leaders – generally mid-level management at health centers and primary care associations – is largely driven by a desire to be connected to a mission. They are eager to learn the skills and experiences they need to advance in their career and simultaneously crave connections and mentoring with their peers and current leaders in their field. In a recent study conducted by Deloitte, 75% of young professionals believed that their organizations could do more to develop future leaders. As health centers expand and grow to serve and employ more and more communities, and as they look to NACHC and other leaders for workforce development solutions, it is more important than ever to foster the passion young professionals feel for community health and feed their desire to learn and grow. ***NACHC as a national membership association has a unique opportunity to connect young professionals from varied regions and organizations in order to facilitate learning and networking opportunities.***

The three areas in which NACHC can make a significant impact on the development of future leaders are the following.

1. **Provide learning opportunities for young professionals to identify and master the necessary skills they need for success**

In a Harvard Business Review (HBR) study young professionals rated opportunities to learn and grow as the top characteristic they looked for in a new job. For this generation, transparency and freedom of knowledge is key. They are looking for the “why” over the “how” and want to learn things that are not only useful to them in the present but also in the future as they advance their careers. They want to be inspired above all.

2. **Connect young professionals to current health center leaders**

Young professionals want “significantly more time devoted to the discussion of new ideas and ways of working, on coaching and mentoring, and the development of their leadership skills” according to the 2016 Deloitte Millennial Survey. Within the health center world there are hundreds of pioneers who have built the foundation of the Health Centers Program – connecting young professionals with these leaders will encourage and facilitate the sharing of institutional knowledge that is specific to the health center community.

3. **Facilitate networking among health center young professionals**

Young professionals want to spend more time on coaching and mentoring – but not just with current leaders. They want to learn from all individuals at all career levels, including their peers. One firm quoted in HBR found that 78% of its employees actually preferred to learn from their peers. Building comradery among future health center leaders can help facilitate learning and collaboration while they simultaneously develop close relationships that increase loyalty and retention within the field.

Young professionals “view work as a key part of life, not a separate activity that needs to be ‘balanced’ by it. For that reason, they place a strong emphasis on finding work that’s personally fulfilling” according to an article in Forbes. Passion is key to young professionals, and leveraging this passion and desire to be connected to a mission will significantly contribute to making health centers an even more fulfilling field to work in, attracting and retaining talented individuals ready to lead the health center charge for years to come.