



# Annual Report 2016



# Welcome

Young Government Leaders (YGL) has proven itself to be a change maker and an organization that represents the voices of young leaders in government. This year alone, we doubled the size of our national leadership team, had our most successful NextGen conference to date, and secured more funding that led to the development of our first leadership development program. The collaborative efforts made by our leadership around the country made FY 2016 our most successful year yet.

YGL began in 2003 as a networking group made up of young government employees seeking new connections across federal agencies. Now, it is a national organization with dozens of experienced leaders at its reigns, 15 chapters across the country, and close to 10,000 members.

YGL's mission is to educate, inspire, and transform the current and future leaders of government. We achieve our purpose by

serving as a coordinated voice for current and future generations of young government leaders and by providing a community of leadership through professional development activities, networking opportunities, social events, seminars, fellowships, and scholarships.

As YGL looks forward to FY 2017, we want to focus our efforts on these three key initiatives: creating a community, providing learning and development opportunities, and building resilience.

## Creating a Community

YGL wants to create programs, partnerships and a community that will develop and enhance that sense of belonging because we understand that the new generation entering the workforce will gravitate towards



organizations that are flat, value collaboration, and use technology as a competitive edge. Government as it is does not quite meet those expectations and we hope to change that.

## Providing Learning Opportunities

Another important initiative next year is learning and development. YGL knows that young government employees lack training and development opportunities both internally and externally. We want to change that by providing cutting edge development programs and initiatives where young employees can take ownership of their careers and grow as future leaders.

## Building Resilience

Change is inevitable in government and effective leaders

know that building resilience is crucial to having a successful career in public service. YGL intends to contribute to this effort by providing career-strengthening learning opportunities to our members. These strategies are meant to ensure that the new generation of government leaders will come prepared to overcome the many challenges they will face in government service, and as a result, improve the outlook that government is a viable career option.

YGL National and its chapters had quite a year in 2016 and the leadership team is proud to share those accomplishments because we want to share with you how your contributions helped other Millennials around the country solidify their influence within government and also emphasize how your dedication and hard work shaped the future of our organization.

**Miguel Joey Aviles**  
*President*





# National Chapter Operations

The YGL National Leadership Operations Team is responsible for all operative aspects of the organization, including finance, information technology, human resources, accountability, and organizational efficiency. The eight-member team provides support to the other branches within YGL National and ensures that YGL is able to achieve its mission on a daily basis.

## Human Resources

- Recruited and filled over a dozen national leadership position roles.
- Provided a comprehensive position description that clearly stated the job requirements and expectations for each national leadership role.
  - Established a more streamlined process for

selecting new leadership members and also developed an onboarding guide that helped new leaders quickly get up to speed.

## Finance

- Improved the reimbursement process by introducing PayPal as the primary compensation tool and created a standard form that will guarantee consistency and efficiency when tracking YGL's finances.

## Information Technology

- Launched the new and much-improved YGL website, a project led by the Chief Information Officer in collaboration with other YGL National leaders.
- Established YGL's National Data Security Policy, and published YGL's [updated privacy policy](#).





- Implemented several new security measures to protect YGL’s proprietary and membership information, including a 2-step verification on YGL National accounts, utilizing a password manager for third-party apps, and revamping account access roles for the new website.
- Signed on with a new hosting provider and rolled out the first release of the new YGL National website, which sets the organization up for future improvements that will increase YGL’s impact and value.
- Set up chapters with their own subdomain URLs and multiple email accounts for better autonomy over their web presence and increased usability of Google Apps on a chapter level.





# Communications

The communications team is responsible for crafting and delivering YGL's strategies to its membership. They also serve as the first line of contact between the public and YGL leadership.

## Media and Public Relations

- Expanded our media presence by contributing over two dozen opinion and editorial articles to nationally-recognized online media outlets on topics relevant and important to Millennials in government.
- Enhanced the quality and content of blog posts by highlighting topics that Millennials can relate to the most; as a result, YGL's blog was awarded with the designation of being one of the best leadership blogs.
- Executed and solidified YGL's mission and vision that set the tone for what our organization stands for; it was unveiled and well-received at this year's NextGen 2016 conference which helped increase membership enrollment.
- Created a high impact marketing package for NextGen 2016, a conference co-presented by YGL, that was attended by 800 participants from 30 federal government agencies.
- Established a more efficient way of communicating internally through the use of Slack, a real-time collaboration software.
- Created two YGL national declarations for "Citizen Expectations of



Government” and “Careers in Public Service” that were launched during NextGen 2016.

## Social Media

The communications team readily increased the visibility of YGL through the effective use of social media and at the same time, improved the level of internal and external engagement by empowering and educating members of the national leadership team.

As a result, we saw the following improvements:

### Facebook

- 33% increase in fan page likes (1,048 in 2015 versus 1,356 in 2016)
  - 500% increase in members reached

(291 in 2015 versus 1,179 in 2016)

- 400% increase in unique visits
- 300% increase in engagement

### Twitter and Instagram

- 300% increase in impressions (8k in 2015 to 24k in 2016)
- Over 100 followers on Instagram

## Partnerships

- Applied and was granted funding from the Aetna Foundation to continue providing professional development opportunities nationally.
- Built relationships with nonprofit organizations, academic institutions, and companies to serve YGL members.
- Expanded relationship with current partners to provide training, networking, and volunteer events for YGL members.





# Learning and Advocacy

What we do at YGL is for the benefit of our membership and without the learning, advocacy and member experience teams, who serve as the barometer for our organization's effectiveness, we will be an organization without a purpose.

## Leadership Development

In August 2016, YGL launched its inaugural leadership development program. The YGL Developing Leaders Fellowship is a six-month long program whose goal is to help early-career young government professionals (GS-9-GS-12) to achieve greater clarity around their career goals and to develop the necessary skills over the course of the program so that they can progress to the next level in their careers.

The YGL Leadership Development Program uses a cohort model that will provide a supportive environment to develop targeted skills. In addition, participants will cultivate professional cross-agency connections. YGL Developing Leaders Fellows will engage in a guided mentorship experience with mentors from the Senior Executive Service, training sessions, and leadership-focused readings.

Throughout the fellowship, participants will use YGL University to create a goal-focused Individual Development Plan/YGL Action Plan and track progress for a blended learning experience. To demonstrate their growth and their progress toward meeting their initial goals, participants will develop a capstone project that reflects their thinking about the readings, speakers, and other program activities in relation to their career



The image features a hand with the index finger pointing upwards, set against a blurred background of colorful bokeh lights. A glowing yellow rectangular box is positioned above the hand, containing the word "FEEDBACK" in large, bold, blue capital letters. The overall composition is framed by dark blue and red diagonal stripes in the corners.

# FEEDBACK

goals. The fellowship will conclude with capstone presentations and a graduation ceremony. The program currently has 15 participants.

## Research and Advocacy

This year YGL ran and assisted with several research projects using its member base to inform the broader federal management community about Millennials. One significant internally led research project was surveying members for data that will be used to guide YGL towards better serving the needs of young leaders in government.

The largest external research project YGL participated in was in providing responses to [Federal News Radio](#)'s survey on why Millennials stayed in or left government.

YGL members provided the majority of the survey responses and the data informed a series of articles within a special report entitled: "[What Millennials Really Want From Federal Service](#)." These articles reached thousands in the federal government as well as the broader community and helped raise awareness of the issues most important to YGL members.



# Member Experience

The YGL Member Experience team had a rewarding year filled with multiple networking, diversity, and humanitarian events designed to ensure cohesive membership experience across YGL.

In March, YGL and Women in Government with P.E.A.R.L.S co-hosted an event in honor of Women's History Month. YGL volunteers participated in group activities with elementary school girls that helped broaden their horizons about careers in government.

The following month, YGL hosted a happy hour and networking event with DC Connect that raised over \$400 for [Cycle for Survival](#), benefiting [Memorial Sloan Kettering Rare Cancer Research](#).

In June, YGL hosted a networking workshop in partnership with [Big NOW](#) and [Management Concepts](#) where attendees learned the importance of networking through a dynamic workshop. Later that month, YGL also hosted a volunteer event with the [National Park Service](#) where volunteers planted, mulched, painted and removed litter to enhance the George Mason Memorial.

Finally to celebrate the end of FY16 and the beginning of FY17, YGL hosted a networking reception attended by over 250 YGL members. This event introduced members to the diversity video and launched [YGL's revamped website](#).

In addition to the successful events YGL





National hosted throughout the year, the team also spearheaded three key initiatives that enhanced and emphasized the advantages of YGL membership. These included the creation of:

- YGL Value Proposition, which describes the benefits government employees receive from YGL.
- Member Experience Task Force whose goal is to enhance our membership's experience as YGL continues to grow. Team members led by the Networking Events Director conducted interviews to understand the current YGL member experience and collected feedback.

- Diversity video

aimed at highlighting how the federal government is a diverse and inclusive place to work.

## Community Engagement

Our team has also played a role in engaging with our larger D.C. community, including serving on the Public Employees Roundtable, volunteering at the Public Service 5K, speaking at the Government Workforce Innovations Conference, and partnering with Upshur Books in Columbia Heights.





# Chapter Highlights

## New York City Chapter

YGL-NYC helps members build relationships across all levels of government, develop leadership skills to advance their careers, and fosters public service to serve the community within the tri-state area of New York-New Jersey-Connecticut. Membership is free and open to all ages and career levels. Events include workshops for professional development, social networking opportunities, and charitable activities.

The fiscal year 2016 for YGL-NYC began with a celebration. The chapter hosted its inaugural Holiday Party on December 3, 2015. The event helped strengthen the connections with old

members and introduced them to a number of new faces. Attendees mixed and mingled over hor's d'oeuvres, which also featured a special comedic performance from one of the chapter members, Belinda Boxer. This was the largest attended event of the year.

Not long after the fiscal year party, a number of YGL-NYC members greeted guests, served food, washed dishes and shared meals alongside New Yorkers at the Meatloaf Kitchen located on the Lower East Side on February 12, 2016. This community service event was attended by several members of the leadership team and was a favorite among members.

Another one of the most successful events featured State Assembly Member Charles Barron, who visited YGL-NYC on April 15, 2016 and served as its keynote speaker for





one of YGL-NYC's professional development events. Assembly Member Barron delivered an inspirational and thought provoking talk on leadership and public service. Known for being "unbought and unbossed," he talked about his work in NYC government and his efforts to provide affordable housing in a local community in Brooklyn. He also impressed upon the audience that leaders are transformative, not transactional and that leadership goes beyond making a deal but rather making lasting change.

## Los Angeles Chapter

YGL-LA serves as a nonpartisan and united voice for young government in greater Los Angeles. Its mission is to help members build relationships across all levels of government within greater Los Angeles and

develop leadership skills to advance their careers and impact our community.

The YGL-LA chapter also had a very successful 2016. Members participated in a variety of community service events that included sponsoring the Feds Get Fit Basketball tournament with the Greater Los Angeles Federal Executive Board and YGL-LA Volunteer Day. The latter is an annual event where members of YGL-LA come together and take time out of their busy schedules to give back to the community. This year, volunteers had fun baking cookies, brownies, and other delicious sweets for families staying at the Ronald McDonald House in Long Beach, CA.

The chapter also contributed in various professional development



opportunities including mentoring the newly launched YGL Chicago chapter and participating in the United Friends of the Children (UFC) career day held at the University of Southern California this past March. YGL-LA President Tayo Agboke served as a mock interviewer for the UFC event. UFC is an organization dedicated to the premise that foster youths deserve a successful adulthood. As a result of their dedication, foster kids under their guidance have a 70% college graduation rate and 74% rate of employment.

## Kansas City Chapter

YGL Greater Kansas City is dedicated to educating, inspiring, and developing the current and future government leaders in the Greater Kansas City metro area. Their membership includes local, state, and Federal employees; college students hoping to enter public service upon graduation; public servants at all levels of government; and people of all ages.

The Kansas City Chapter for YGL increased its membership by 35% from 400 to 536 members. It also conducted a lunch and learn event entitled “Acing your Behavior-Based Interview,” which had record-breaking attendance. The positive feedback that leadership received afterwards ensured that the event will remain on the 2017 agenda. The Kansas City chapter also hosted and participated in a number of community events this year. One of the highlights was the volunteer event for Habitat for Humanity where more than 20 members participated doing various home construction tasks in the downtown Kansas City area. Members also volunteered at two running events this year. The first was for the day of caring Hospital Hill Half Marathon and the Buck O’Neil run.





## South Florida Chapter

The YGL-South Florida Chapter (SFYGL) was founded in 2012 as a Committee under the South Florida Federal Executive Board. In 2013 the SFYGL became a fully-established chapter under the National Young Government Leaders organization. It currently boasts a membership of 158 government leaders representing 18 federal agencies in the South Florida community.

SFYGL accomplished a great deal in FY2016. The chapter amended its chapter bylaws, reinstated the chapter newsletter, and welcomed two new board members,

Kendra Negron and Lakeecha Brown-Tate, both of whom have taken the reins in service to our South Florida community. Also in

FY2016, SFYGL members mentored children at the Miami Dade

Juvenile Detention

Center, hosted a professional webinar in conjunction with the West Palm Beach VA entitled “Your MIC is Always On,” participated in a Veterans Day food packing event with Feeding South Florida, and distributed food and clothing at the Bridge to Hope event. Last but not least, members of the chapter ran and walked to raise funds to end childhood cancer for St. Jude’s.

In addition to its community involvement, SFYGL continues to participate in Federal Executive Board (FEB) activities by reaching out to other professional organizations with similar goals. This year the chapter was instrumental in developing an innovation award category for the annual FEOY Awards program. Leadership collaborated with the FEB Communication Director to advertise our community activities through the issuance of press releases to local media. Also, the SFYGL Chapter remains heavily engaged with the FEB’s HPLP program, assisting with strategic communications initiatives and operations.

# declaration

careers in public service

## our passion for service

is the compass that guides our work. We don't do this for the money, the titles, or the prestige.

We are the most diverse, educated generation to enter the workforce, and **we will make a difference.**

We will solve problems together—as one community—no matter our age, race, title, or organization.

We are not afraid of hard work or tough problems, and we rise to the occasion to solve challenges. We are committed to the **betterment of citizens, community, and country.**

As the generation that exemplifies innovation, creativity, and flexibility, we thrive as forward thinkers and

## Change agents

that use failure as an opportunity to learn and grow.

The advancement of our careers will depend on results and performance rather than the time we serve. We will move fast. We will get results. And we are determined to make a difference.

Our generation is the new face of government, and the future of our **democracy depends on us.**



# declaration

citizen expectations of government

## we want a government

where every decision and every action made provides value to all citizens of this country. We want our public institutions

**to represent and serve** and a government that embraces and  
**us equally and fairly** protects our diversity.

We expect for our government to protect our civil liberties, our values, and our way of life.

We want public servants who will strive for

**excellence** and **innovation;**

citizens who will be conscientious stewards of public funds, and individuals who

**care about the welfare of Americans**

in all that they do. In the face of complex problems, we expect a government

that will partner with us to overcome difficult public challenges, protect the

fundamental rules of law and help all its citizens to

find common ground through effective public policies.

## We are a citizen community

—made up of all people—and we will be served by an effective, efficient government that is for the people and by the people.



## What's Next for YGL?

In addition to the collective FY2017 initiatives highlighted by YGL President, Miguel Joey Aviles, the YGL National Leadership team also intends to focus on a handful of projects and proposals that will enhance the efficiency of the organization and provide a greater positive impact for its members.

For starters, the YGL National Leadership Team aims to integrate operations services more effectively across YGL to make it easier for other teams to do their mission-oriented work. YGL also aims to create a secure website where national leadership members and chapter leaders can collaborate to provide resources to support the organization's mission.

YGL also wants to focus on implementing its communication strategies by

working to ensure that leadership across the country are able to clearly articulate the organization's mission. Also, leadership aims to develop and introduce new and exciting ways to engage YGL's membership through increased collaboration and improved communication and awareness of events and programs that will provide greater value to its members.

Finally, YGL aims to continue to build and develop relationships with its partners, sponsors and members so that the organization can remain a valuable and influential voice for emerging leaders who choose to dedicate their time and efforts in making government a more fulfilling place to work.





