

NOTICE

Inclusion of Young Professionals in Halton Region RFPs



Halton Region recognizes the vital role young professionals (YPs) play in driving innovation and securing the future of the industry. They bring fresh perspectives, adapt quickly to emerging technologies, and are often more attuned to evolving challenges such as sustainability and digital transformation. Their involvement supports knowledge transfer through mentorship, ensures a steady pipeline of talent as experienced professionals retire, and contributes to dynamic, inclusive teams.

To promote the development of young professionals, Halton Region requires consultants to outline their organization's talent development programs for students, interns, and new graduates in their proposals. Consultants must identify the YPs assigned to the project, describe their roles, and explain how these roles will support their professional growth. YPs should be treated as integral members of the core project team, with their involvement reflected throughout the proposal—including in the organization chart, time-task matrix, and by providing their CVs. This is an opportunity to highlight both organizational commitment to emerging talent and the valuable contributions YPs bring to project success. Halton Region looks forward to continued collaboration with industry partners in fostering the next generation of professionals.

The following language is now included in our most recent RFPs:

Section B – Consultant's Project Team and Project Manager

c) Provide your organization's talent development programs for young professionals, including students, interns, and new graduates. In addition, list and describe the roles of junior staff and their involvement with this assignment, and explain how they will develop their skills and experience in this role. Junior staff should be considered as part of your core team and reflected accordingly in all sections of your proposal.

Halton Region remains committed to the success of this initiative. We will continue to monitor its progress and make necessary revisions to the language in our Requests for Proposals to ensure sustained success and to foster the collective development of young professionals within our industry.



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