GBA GEOPROFESSIONAL BUSINESS ASSOCIATION

# Early Professional Class

The Early Professional Class (EPC) is the first class in the Geoprofessional Business Association's Career Continuum, a sequenced set of professional development experiences designed to grow geoprofessionals from early career through senior leadership using participant-centered training.

EPC introduces early-career geoprofessionals to the essential skills, knowledge, and consulting tools needed to thrive. Designed to **lay the foundation for a successful consulting career**, the EPC blends real-world project scenarios with professional competencies that participants can immediately apply in their daily work.

## Participant-centered training

Learners are treated as active contributors rather than passive listeners, resulting in practical, actionable learning that encourages immediate application and continued growth. Sessions focus on accelerating professional maturity by strengthening communication, decision-making, documentation, teamwork, and ethical thinking.

## 10 live, virtual sessions

75-minute sessions are held weekly for 10 weeks. Each session is developed and led by a subject matter expert from a GBA member firm and facilitated by an adult-learning specialist. Sessions cover skills that are often underdeveloped in the early stages of a geoprofessional's career.

## One-on-one coaching sessions

Two one-on-one meetings with the class facilitator help participants reflect on how they are applying EPC lessons in their daily work and explore additional strategies for growth.

### Topics Covered

- Fundamentals
- Communication
- Soft Skills
- Ethics
- Proposals
- Business Development
- Contracts
- Risk Management
- Project Management

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CAREER CONTINUUM

**The EPC bridges the gap between technical expertise and the human side of consulting.**

Limited to 24 Participants

## Ideal Candidate Profile

The EPC is designed for **early-career geoprofessionals** who show high potential as future consultants and business leaders:

- Individuals with typically less than four years of geoprofessional experience
- College graduates or professional staff in early career that are not yet project managers
- Field staff transitioning into a professional staff career path

## Benefits to Participants

- **Accelerate your career** and contribute more significantly to your company.
- **Build business acumen** and consulting confidence.
- **Gain practical tools** to apply immediately in your role.
- **Grow your network** across North America with peers at a similar career stage.
- **Learn from the best:** Each session is led by a subject matter expert and facilitated by an adult-learning specialist.

## Benefits to Member Firms

- **Elevate the performance** and confidence of early-career professionals.
- **Reinforce your investment** in staff growth and retention.
- **Accelerate the readiness** of staff to assume greater responsibilities and leadership roles.
- **Optimize business performance** through staff interaction and training with other top-notch geoprofessionals.
- **Connect staff** with the wide array of GBA member benefits and resources.

"This class helped me develop key skills to grow as an engineer and a professional. I've become more proactive in sharing project updates, clarifying expectations, and documenting discussions with clients."

**Zachery Lilly, P.E.**
G2 Consulting Group

"I appreciated the opportunity to engage with geoprofessionals from diverse backgrounds and valued their contributions in breakout groups."

**Andrea Cano Sanchez**
Verdantas

"The program offers far more than technical insight. The growth and enthusiasm our participants bring back to their teams reinforces the value of this experience."

**Paxton K. Anderson, P.E.**
CEO, Strata

"Several of our team members have completed the class, others are currently enrolled, and more are lined up for future sessions. The feedback has been overwhelmingly positive."

**Curtis L. Miller, P.E.**
President, Geotechnical Consultants, Inc.

"[I learned in the EPC that] clients hire trust. They want someone who is going to fully understand their project. For me, that means focusing on listening in a way that makes them feel heard."

**Noelle Cheshire**
ANS Geo

"Coming out of EPC, my goal is to be able to help clients understand what we do and that we're not just a commodity to be traded and sold. What we do is important."

**Jonathan Balzer, P.E.**
ECS Group

## Commitment

Sessions are 75 minutes long and held weekly for 10 weeks. Participants are expected to:

- Complete short pre-work assignments in advance of each class.
- Be punctual to each session.
- Be engaged and ready to participate in discussion.
- Join sessions from a quiet, distraction-free environment with webcam on. Past participants have successfully joined from office, home, and field settings.
- Refrain from multitasking during sessions.
- Attend at least 90% of sessions. If a session is missed, participants are expected to watch the recording and email their "light bulb" moment to the facilitator.

## Investment

The cost for the Early Professional Class is **$550** per participant.

## Professional Development

Participants will receive credit for professional development hours and a Certificate of Completion.

## Applications

Those who have been nominated should complete the following application and submit it to **sara@geoprofessional.org** to be enrolled in a future class.

Seats are limited, and space fills quickly, so apply early to secure your place in the next cohort!

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# CAREER CONTINUUM


301-565-2733
info@geoprofessional.org
www.geoprofessional.org

# Application Form

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Participant Information

Name:

Employer:

Role or Title with Employer:

Years of Experience:

Phone: Email:

Mailing Address:

What excites you about attending the GBA Early Professional Career Continuum Class?

Please include your resumé when submitting this application form.

Nominator Information

Name:

Phone: Email:

Why are you nominating this person for the GBA Early Professional Career Continuum Class, or what do you hope the participant will gain from involvement in the Class?

Return the application form to Sara Menase at sara@geoprofessional.org. The participant will be billed for $550.00 after the approval of application and registration. Classes are limited to 24 early professionals. Applications will be date stamped, and applicants will be accepted in the order in which they were received. Up to two applications from each member firm will be admitted to each class.

Questions? Reach out to Joel Carson at jcarson@geoprofessional.org or 402-517-1819.