

Jessica Redditt, Recreation Coordinator Portland Parks and Recreation

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# A Guide for Young Professionals

Leadership Academy 2024-25





# Who Am I?

- Jessica Redditt She/Her
- Year 9 in recreation
- Recreation Coordinator, City of Portland
- Union Steward, Liuna Local 483
- Year 2 DEIA committee for ORPA



# Project Breakdown.

- My Background
- Volunteer, Part Time Camp Counselor, Coordinator, Supervisor, Back to Coordinator.
- Transferred states and needed to build a new network
- My Administrative Journey began during a time of global pandemic and







# Beginning Concepts

- Three-Pronged Approach
  - Committee
  - Curriculum
  - Built-in Network



# The Data:

Was I the only one that had a hard time adjusting to this transition, and did prior generations also struggle to enter the workforce?



## Month 1

- Clarity on target interview subjects
- Survey Creation and Distribution



## Month 2

- Collection of Data
- In Person Interviews



## Month 3

- Data Analysis
- Identifying trends for curriculum
- Check in with ORPA

Leadership

# Who Was Selected to Be Surveyed



GZ

- Interviewed P&R Professionals, College Students in a P&R Major/Minor, and Gen Z in other Industries

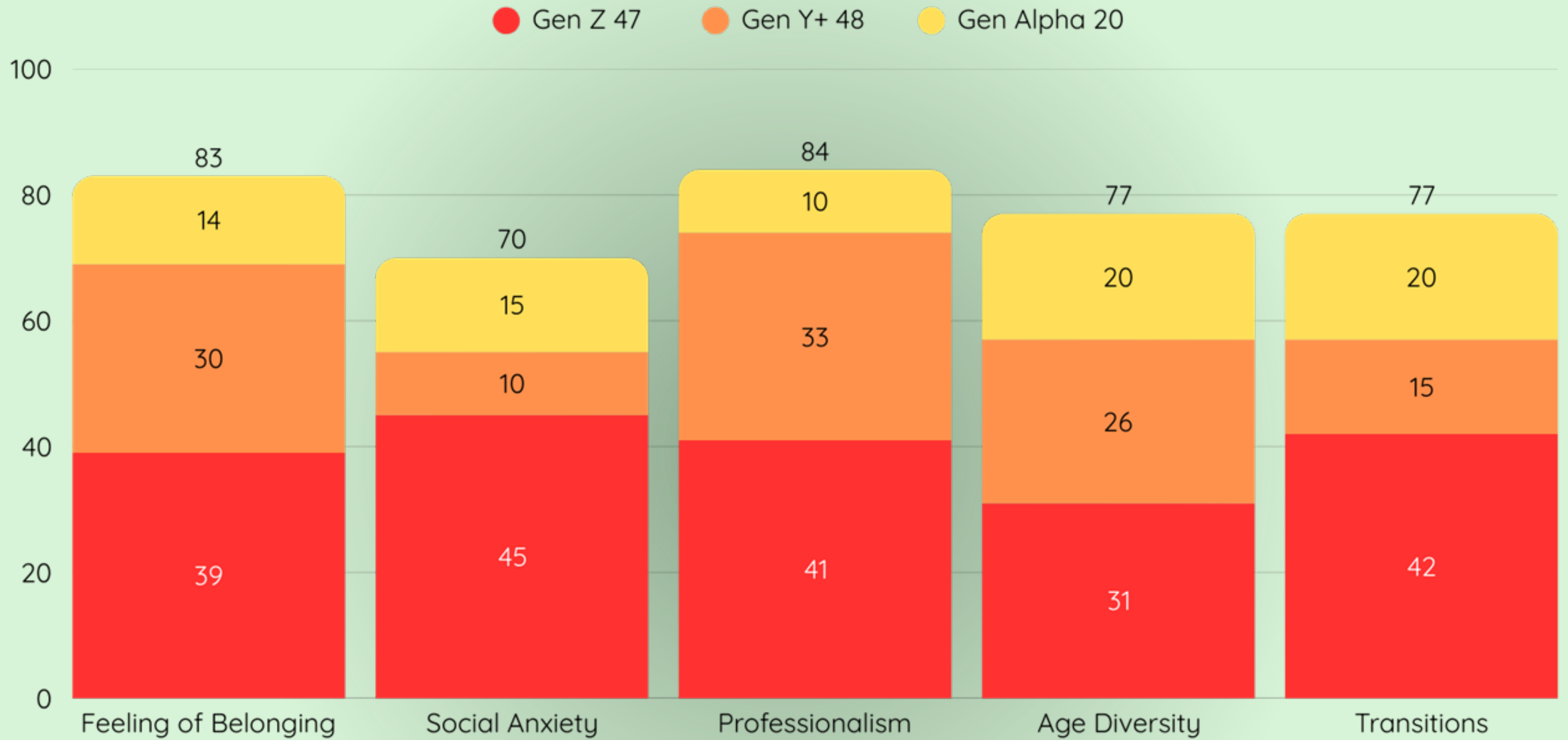
GY+

P&R Professionals From Diverse City Populations and States, Professionals in Other Industries

GA

- Interviewed Volunteers, Part Time Staff, and Participants

## Leadership Academy 2024 -25



# The Research

Now we have the data, what now? How can someone who struggles with this become a subject master?



## Month 4

- Read Articles and studies and Take Training
- Utilize Network and use their Industry Knowledge

## Month 5

- Organize Research by Module
- Check in with ORPA, Adjustment to Vision

## Month 6

- Start Drafting Curriculum Outline with Educators
- Follow up with network to see what they thought

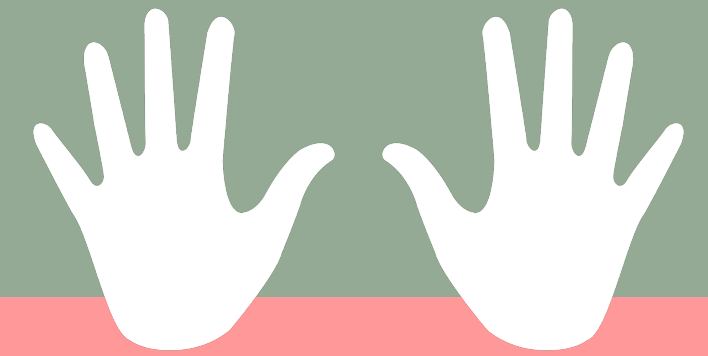
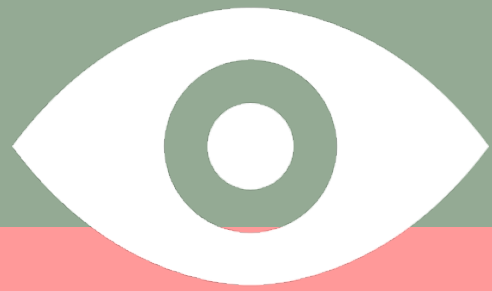


# Curriculum Building

- Connected with College Professors, Mentors, and Primary Education Superintendents to come up with an Interactive Module program concept
- The goal was to create a curriculum designed for Gen Z, digital natives, and thrive with targeting learning styles Gen Z and below test showing highest retention.







## Visual Learners

## Auditory Learners

## Social Learners

## Solitary Learners

Stimulating Movement

All written elements are  
voiced over, eventually  
could be multilingual

Cohort for networking  
and email prompts

Learn at your own pace

Reading and Written  
Elements

Use of Audio Tracks to  
regain focus and reset  
mind

Encouragement to meet  
with cohort to discuss

Reach out on your own  
time

Incorporating charts &  
reduced visual clutter.

Mnemonics and  
Presentation Links

Collaborative elements  
to explore at own pace

Anti Classroom  
environment



# The Curriculum

Taking the information and building something to share.



## Month 6

- Reached out to curriculum writers
- Design Curriculum



## Month 7

- Draft modules 1, 2, and 3
- Ask Network to review and look over content



## Month 8

- Drafted Modules 4 and 5
- Reached out to Gen Z professionals to test effectiveness of information



Navigating the  
New Normal

Effective  
Communication

# Module Preview

Strong  
Professional  
Presence

Industry  
Knowledge

Network  
Building



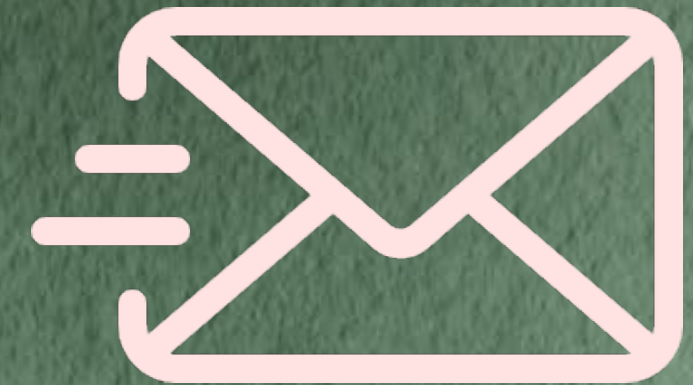
# Module Outlines



Vocabulary  
Concepts



20-30 minute  
Listen/Read



Email  
Prompt



# Where We Got in the 9 Months

Curriculum	Committee	Built In Network
1st Draft Completed	Directed to Pursue Affinity Group	Network Created When Registering
Edits and Revisions	Sourcing and Creating Affinity Group	Participants will be able to choose to participate in a built -in network.





# Launch at ORPA 2025 Conference



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# Questions & Feedback?

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