

APWA's Emerging Leaders Academy is a year long program that provides intensive leadership and management training within the context of public works, encouraging professional growth through a strong network of peers and offers an in-depth introduction to APWA at the national, chapter, and branch levels.

The program starts in September and concludes the following August. Activities include a 2-day retreat in Kansas City, MO, monthly one hour conference calls, and attendance at the PWX Conference. It is expected that participants complete the monthly reading assignments and contribute to the class project.

To support the development of one of our emerging leaders within the North Carolina Chapter, APWA-NC would like to sponsor one of our professionals to attend the academy. This sponsorship includes registration fee, round-trip travel costs, hotel accommodations and meals to PWX.

### **Eligibility Criteria**

To be eligible for APWA's Emerging Leaders Academy, candidates must be:

- Individuals who have been working in the field of public works or performing public works-related functions for no more than 10 years or have been working for longer than 10 years but have been promoted into their first career supervisory role within the past three years. (Note: the total number of years includes public-works related employment at both public and private agencies)
- Interested in advancing their careers within the public works profession.
- Committed to full participation in all Emerging Leaders Academy assignments and activities, with the full support of their agency's executive leadership.

Selection into the program is competitive, with approximately 32 applicants selected per year from across the United States and Canada. As such, the North Carolina Chapter will also be looking for:

- A member of APWA-NC.
- Involvement in the Chapter through participation in a Division and/or Committee.
- Has full support of their organization's executive leadership.

### **Commitment**

- Participation in all events, activities, and projects of the academy is mandatory.
- Participation on monthly ELA class conference calls.
- Timely submission of program-related homework assignments,
- Attendance at the ELA Retreat in Kansas City, Missouri (November 5-7, 2026)
- Attendance at PWX 2027 in Phoenix, AZ (August 22-25, 2026)
- Upon completion within the Emerging Leaders Academy, the APWA-NC Chapter requests the attendee to write an article for the chapter newsletter about your experience in the program.

## **Application Process**

APWA-NC members wishing to be considered should prepare a letter (maximum of one page) addressing the criteria above. Letters of interest by be received no later than 11:59 PM, May 29, 2026. Please be sure to include your APWA membership number, and attach a letter of recommendation from your supervisor or department/division head. Email the letter in PDF format to: [secretary@northcarolina.apwa.org](mailto:secretary@northcarolina.apwa.org)

Selection of the potential candidates will be made by a selection committee made up of the APWA-NC Executive Board, Scholarships and Awards Committee, Young Professionals Committee, Connect Committee, and past ELA members. A decision will be ratified by the Executive Committee on June 26, 2026.

Upon selection by the Chapter, it is the responsibility of the applicant to submit the APWA ELA application packet by July 6, 2026. The national selection will be notified of the status of the 2026-2027 class in late August.

For more information on the APWA Emerging Leaders Academy, see the website: [Emerging Leaders Academy - American Public Works Association \(apwa.org\)](https://www.apwa.org/emerging-leaders-academy)

## **Chapter Timeline**

- Open applications/advertise on website/initial mailer: May 11, 2026
- Reminder e-mailer: May 27, 2026
- Applications closed: May 29, 2026
- Applications distributed to selection committee for review: June 1, 2026
- Selection committee meeting for decision: Week of June 15, 2026
- Decision reviewed by Executive Committee: June 26, 2026
- Selection announced: The week of June 29, 2026
- National applications due: July 6, 2026

**Reimbursement** from the Chapter covers (Up to \$4,000):

- PWX Registration
- Hotel
- Flight/Travel
- Meals not covered by the conference