



Iowa Bulletin: 360-23-3

Date: June 30, 2023

Subject: PER – Iowa NRCS Mentoring Program
2023-2024 Enrollment

Action Required By: July 31, 2023

Purpose. To announce that the Iowa NRCS Mentoring Program (mentoring program) will be accepting applications for protégés and mentors for 2023-2024 enrollment.

Expiration Date. September 30, 2024.

Background. The mission of the mentoring program is to be an effective voluntary program that benefits both the employee and the employer by fostering career relationships and exchanging career information between the mentor and protégé. This program will assist those who are interested in career guidance, professional development and confidence building throughout their careers. The program will initiate a mentor and protégé relationship that will expand the horizons and experiences of not only the participating mentors and protégés, but entire workforce unit. The program is further designed to provide opportunities for career development in the following ways:

- Promote a confidential and safe mentoring relationship.
- Provide opportunities for personal and professional growth.
- Increase staff morale and job satisfaction.
- Improve present job skills and abilities of employees, which will increase their productivity and potential for the next step in their career.
- Aid in retention and recruitment of employees.

The mentoring committee is happy to announce that applications will be accepted for protégés and mentors for 2023-2024 program from now through **July 31, 2023**, for those who wish to apply.

About the Mentoring Program

The Iowa Mentoring Program is a one-year formal mentoring approach for professional development. The mentoring relationship can be beneficial for both parties. The protégé can build on their mentor's advice and guidance to expand technical knowledge, expertise, interpersonal skills, and organizational awareness. The mentors have the opportunity to give back to the organization, gain fresh perspectives, and build an NRCS legacy.

Protégés and mentors are matched by the mentoring committee based on the DiSC assessment, developmental goals, areas of expertise, and objectives for the relationship. Once matched, the new protégés and mentors will participate in a training and orientation; spending time and building rapport with each other.

Mentoring pairs will maintain their formal relationship for one year, although informal mentoring may continue for years to come. All information shared between a protégé and mentor pair is always confidential.

Application Process

Protégé and mentor applications can be completed and submitted on the USDA Mentoring Portal website: <https://www.eservices.usda.gov/apps/mentoring/Home.aspx>.

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CONTACT

For questions about the program please contact a member of the mentoring committee or Corey Brink, Co-Coordinator:

Co-Coordinator
Co-Coordinator
NW Area Chair
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SW Area Chair
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NRCS employs people of amazing skill, expertise, experience, and professionalism. Passing on those skills and maintaining access to such extraordinary intellectual capital and institutional knowledge benefits the protégé, mentor and agency. We encourage you applying and participating as a mentor or protégé, so please submit your application no later than **July 31, 2023**.



NEIL DOMINY
Acting State Conservationist