



MENTORSHIP PROGRAM

MENTORSHIP COMMITTEE



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MENTORSHIP PROGRAM – WHY?



- Need for Professional Development within Emergency Management
- Meeting the needs of very diverse Emergency Management Coordinators across the State.
- What better way to grow in emergency management than from someone who has “been there and done that”.

CURRENT MENTORING



- Informal - Completely acceptable
- Challenges
 - Current mentors are feeling overwhelmed by the need.
 - New Emergency Management Coordinators don't know who to connect with.



BENEFITS OF MENTORSHIP MATCH

- Mentees – receive guidance, support and increased engagement from experienced professionals. Experienced professionals are great for brainstorming issues and help identify solutions to challenges
- Mentors - have the opportunity to share knowledge and experience, improve leadership and coaching skills, provide positive role modeling and take part in fostering professional development and investment into the field of emergency management.

MEMA MENTORSHIP PROGRAM



- Solicit both Mentors and Mentees to apply to be part of the program.
- Through review of applications, MEMA will work to make matches based on
 - needs, competencies, backgrounds,
 - collaboration styles and time commitment expectations.

MANAGEMENT OF THE PROGRAM



- Mentorship Coordinator – Main contact for the program.
- Mentorship Committee – Support and provide assistance to Mentorship Coordinator. Review ongoing applications, program feedback and help in making improvements.

PROGRAM SUPPORT

- Mentorship Program Guide
- Regular touchpoints with participants
 - Monthly in the beginning (call, email)
 - Quarterly after (email, survey)
- Guidance in supporting matches.
- If a match isn't working, applicants will go back into the applicant pool until another match can be made.



MATCHES TIMELINE



- The intent of the program is to create longtime professional relationships.
- MEMA Mentorship Program is 12 months long once match is created.

EXPECTED RESULTS



- Increased engagement between emergency management professionals
- Growth of professional network
- Potential for higher retention, stronger professional relationships, a supportive larger emergency management community and building of professionalism within the field.

MENTORSHIP PROGRAM ROLE OUT



- Start of program first of 2025.
- Announcement of accepting applications will be made.
- Applications and program guidance will be posted on the website.
- Must be MEMA member to apply.



QUESTIONS