



Iowa Bulletin: 360-24-3

Date: July 19, 2024

Subject: PER – Iowa NRCS Mentoring Program
2025-2026 Enrollment

Action Required By: August 12, 2024

Purpose. The mentoring committee is happy to announce the Iowa NRCS Mentoring Program is now accepting mentor and protégé applications for the 2025-2026 enrollment year. The application deadline is **August 12, 2024**.

Expiration Date. September 30, 2024.

Background. The mentoring program's mission is to further career development for both the mentor and protégé through a voluntary formalized partnership between a mentor (experienced employee) and protégé (an employee). This program will assist those who are interested in career guidance, professional development and confidence building in their current and potential future roles. The program is 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 skills and abilities within a current role, while preparing the protégé for potential next steps in their career.
- Aid in retention and recruitment of employees.

About the Mentoring Program

The Iowa NRCS 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 will 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>.

CONTACT

For questions about the program please contact a member of the mentoring committee or Corey Brink, Co-Coordinator, and Megan Trout, Co-Coordinator.

DIST: E

MENTORING COMMITTEE

Co-Coordinator	Megan Trout	State Office
Co-Coordinator	Corey Brink	Decorah Field Office
NW Area Chair	Keith Feliciano-Cortes	Sioux City Area Office
NE Area Chair	Aaron Anderson	West Union Area Office
SW Area Chair	Kelsey Blodgett	Oakland Resource Team
SE Area Chair	Kate Timmerman	Williamsburg Field Office
State Office	Julie McMichael	State Office
Advisor	Jaia Fischer	State Office

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 **August 12, 2024**.

Jaia Fischer Acting for

JON HUBBERT
State Conservationist