

GET INVOLVED

Benefits to Mentor Participants:

- ◆ The opportunity to develop leadership and training skills
- ◆ The opportunity to make a difference in a peer's career by sharing skills, experience, and guidance
- ◆ Enhance professional development with the trainings offered.

Benefits to Mentee Participants:

- ◆ Engage in "hands on, real life" workday experience in another classification
- ◆ Receive feedback on strengths and developmental needs
- ◆ Receive career development support



"Alone we can do so little, together we can do so much."

-Helen Keller

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RIVERSIDE COUNTY
DEPARTMENT OF PUBLIC
SOCIAL SERVICES

SELF-SUFFICIENCY MENTOR PROGRAM



"Where Experience, Expertise, and Opportunity Connect"

Thought about being a Mentor or being Mentored?



The Mentor is an excellent opportunity for individuals who are dedicated to their career development.

Program Overview:

- The program requires 120 hours/3 months of participation
- Interested employees must submit an application to be a mentee, mentor, or both
- Selected mentor/mentees will be expected to attend the trainings provided by Staff Development

Program Goals:

- To effectively utilize current resources to maintain a high performing workforce by increasing employee retention, development, and promotion within our organization.
- To provide employees the opportunity to share their knowledge, experience, insight, and guidance to support the development of their peers.
- To provide cross-divisional mentoring opportunities in support of the “One Team, No Seam” philosophy to engage all employees in sharing a common departmental mission to “Serve our community through the diligent provision of benefits and services that promote self-sufficiency and improve the quality of people’s lives”

MENTOR PROGRAM TESTIMONIALS

I really enjoyed being a mentor. It was such a rewarding experience to put someone in the driver's seat, instead of your regular type shadowing program. This program is unique in that the mentee and mentor really have hands on experience. I learned a few new things about my own job from my mentee! It was a great experience and I would surely do it again.

Lydia McDonald

Through the Mentor program I have learned the importance of mentoring employees for workplace succession and retention. Participating in the Mentor Program is advantageous for promoting. It is an excellent opportunity for training experience as well as personal and professional growth as a Mentor. I was able to add the experience on my resume and answer interview questions involving my participation with this program. Three months after the program was completed, I was promoted from an Employment Counselor to a Senior Employment Counselor.

The Mentor Program helps the Mentee get a grasp on what the job entails. I have enjoyed being a guide and a resource for Veronica's (my mentee) growth. Veronica and I have a great relationship still to this day; we were paired up perfectly and built a strong rapport. We had open communication and expectations; our goals for the program were clearly defined. The leniency to create our own schedule was the key to our success. We came up with a schedule that worked for both of us.

Thank you,

Nina Lidtke

The experience of the Mentorship Program gave me great exposure to the position of Sr ESC. My mentor provided me experience in many duties of a Sr ESC, such as case auditing, transfers of cases, supervisor phone calls and office visits. I was able to obtain more knowledge of the varied duties of Sr ESC duties from one unit to another. The coaching sessions were also very beneficial as well as challenging. I highly recommend participating in the Mentorship program if you are interested or curious about a different department or promotional opportunity!

Thank you, Angie!

Lisa Larsen

Program Benefits:

- The Department will build a learning organization that fosters personal and professional growth through the sharing of information, skills, culture, and common vision.
- The Mentor will be provided the opportunity to contribute to the success of peers while developing personal leadership skills, while playing a critical role in the Department meeting crucial goals.
- The Mentee will be provided the opportunity for professional growth through coaching, feedback, and training experiences.



"Coming together is a beginning. Keeping together is progress. Working together is success."

-Henry Ford