Mentor Program
Riverside County – Self Sufficiency
Background

Riverside County Department of Public Social Services (DPSS) faces the challenge of strategically recruiting high potential talent.

We are in need of developing new measures that will allow our department to retain qualified individuals who might otherwise leave the department for better positions.

“If you want a harvest in one year, grow a crop. If you want a harvest in ten years, grow trees. If you want a harvest that will last a lifetime, grow people.” ~ Chinese Proverbs
Objectives

Building the Program

Marketing, Recruiting, and Selection

Mentor Program

Pilot

Evaluation
Building the Program

- Program Infrastructure
- Program format
  - Program Duration
  - Program Objectives
  - Number of participants
Building the Program

- **Project Plan**
  - Develop a detailed project plan
    - Committee member names and contact information
    - Committee roles and responsibilities

- **Program Resources**
  - Schedule
  - Meeting Agendas
  - Material
  - Communication plan/tools
  - Evaluations
Committee Member

- Marketing
- Recruitment
- Selection
- Monitoring
Marketing
- Posters, brochure, meeting
- Video
- Communication

Recruitment
- Application Process
- Point of contact
- Communication

Selection
- Pre-Assessment
- Communication
Mentor Program

Building Relationships

Courses

Security Rights

Scheduling

Hands-On processes
Increased Knowledge

Increased Skills

Increased Confidence

Career Path/Retention
Pilot

- Two pilots as of 2011
  - Pilot 1
    - 3 Mentors
    - 3 Mentees
    - 1 Office
  - Pilot 2
    - 11 Mentors
    - 11 Mentees
    - 23 Control Group
    - Post-Assessment
    - 3 Offices
  - Pilot 3 - 2015
    - 11 Offices
    - Cross mentoring between Offices
What’s Next

- New Pilot 2015
- Cross mentoring between offices
- Increase communication between supervisors and participants
- More Offices involved
Nina Lidtke, Sr. ESC - Mentor

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.
Veronica Arriaga, ET II – Mentee

The program is positive, motivating and I believe it’s essential to the county and the development of great leaders!
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.