

Mentoring is a component of professional development in federal government, and it's designed to assist in career development and to enhance career opportunities. At the same time, the federal government reaps benefits by getting better, more effective employees. Mentoring relationships exist between a mentor and a mentee. A mentor serves as a trusted counselor or teacher to the mentee. Mentors are often outside the mentee's chain of supervision, and they assist, counsel and advise in a one-on-one relationship.

Within the FLICC program mentors will support mentees in the following ways:

- Professional Identity - impart the values of federal organizations and the profession, and help define professional behavior within federal workplaces.
- Career Development – advice and counsel mentees in planning, developing and managing their career, assist in becoming more resilient during times of change, help them become more self-directed learners, and facilitate networking with others in the profession.
- Knowledge Transfer – impart lessons learned and wisdom gained through experience within the federal sector.
- Education Support – bridge gaps between theory and practice, complements formal training with personal experiences of experienced practitioners.
- Trusted Relationship – establish a one-on-one relationship based on mutual trust and respect that provides a source of counsel, encouragement and an objective point of view.

The Mentoring Program

The FLICC mentoring program is informal, with minimal structure and oversight. FLICC will initially develop a list of volunteers to serve as mentors. Shortly thereafter, FLICC will advertise this program to recent graduates of library schools, as well as new and long term federal employees through various announcement media. Mentors will advise and counsel people interested in becoming federal librarians as well as federal librarians or paraprofessionals who want to develop their careers. This is not an employment service. There are no guaranteed outcomes, and participation in the program is no guarantee of future employment, promotions, etc. FLICC will accept and review applications and create mentoring pairs. The mentoring pairs are responsible for customizing the program to their individual needs. Participation is voluntary and the mentoring relationship can be ended by either person. Following are some areas the mentoring pair may address:

- Career progression, including how local workshops, classes, etc. and educational opportunities can enhance skills development
- Knowledge, Skills and Abilities in federal position announcements; the federal application process
- Networking
- Influencing others
- Managing politics in an organization
- Trends in technology
- Time management
- Work/life balance
- Leadership development
- Managing conflict in the office or unit
- Developing better communication skills

Goal of the FLICC Mentoring Program

To enhance the federal library profession by:

- Helping potential employees navigate the federal application process
- Encouraging federal librarians to share their knowledge, experience and expertise
- Assisting in the professional development of federal librarians and paraprofessionals
- Meeting the needs expressed by the FLICC membership for this service

Marketing strategy

Mentoring program will be announced on the FLICC website at graduate schools of Library/Information Science and via professional associations.

Orientation meeting

FLICC will conduct an initial orientation for mentors and periodic orientation for new mentors as needed.

Program Evaluation(s)

FLICC will solicit feedback from participants in the program to determine the success of the program and incorporate any suggestions.

Mentor and mentee applications are available on the FLICC website at: <http://www.loc.gov/flicc>.