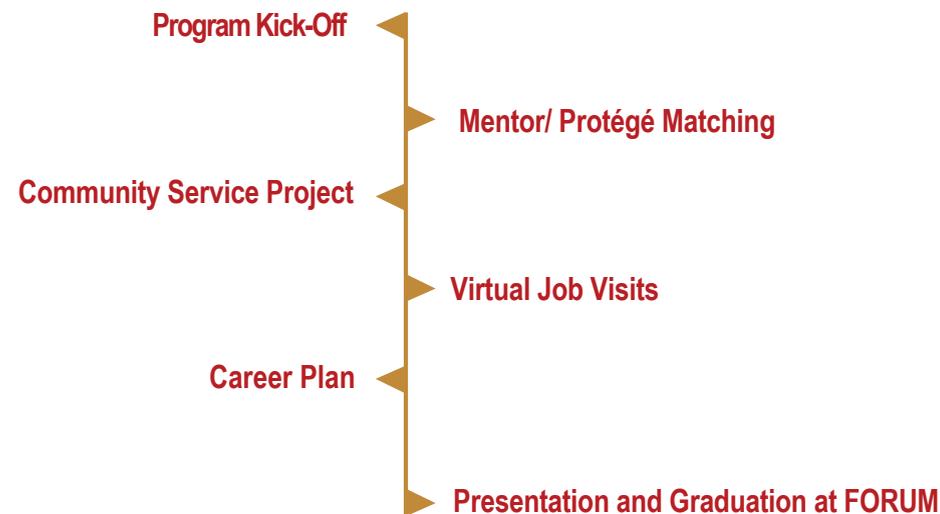


THE PROGRAM

"Many of our nation's most respected executives, in both the public and private sectors, cite the support, influence and encouragement of a mentor as a contributing reason for their success. As an organization dedicated to grooming Black administrators for the challenges of senior management positions in the public sector, the National Forum for Black Public Administrators is firmly committed to fostering mentoring relationships that will increase career opportunities for the "next generation of Black public managers."

With this commitment in mind, in 1987 NFBPA launched the Mentor Program, a unique program designed to positively impact the professional development of emerging public administrators. The program is an intensive, eight-month initiative with a two-fold focus. First, emphasis is placed on skills building, with specialized workshops offered during two group meetings. The second, and equally important, focus is embodied in informal interaction between mentors and protégés throughout the program period."

- ▶ **CAREER DEVELOPMENT** and skills building through specialized workshops and cohort community service project.
- ▶ **MENTORING** through informal interaction between participants (Protégés) and mentors, a winter shadowing experience, and a guided career development plan.



Visit <https://www.nfbpa.org/programs/mentor-program> for more information and to apply for the Mentor Program! Contact adminservices@nfbpa.org with additional questions.



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MENTOR PROGRAM

SHARING wisdom and insights with the next generation of public managers.

BENEFITS

- ▶ **MENTOR MATCH:** One-on-one access and interaction with a experienced local government executive.
- ▶ Foster strong and professional and personal relationships with cohort.
- ▶ Development of a personalized strategic career plan.
- ▶ Heightened awareness of career paths within the public sector.
- ▶ National network of black professionals from across the country.



APPLICANTS

The NFBPA Mentor Program is designed to identify aspiring public managers who show great promise of achieving executive positions in public service. During the course of the program, participants (protégés) will be paired one-on-one with an experienced mentor from NFBPA's pool of highly successful black public officials eager to share their experience, insight, and wisdom with younger, career-minded professionals.

The ideal protégé should possess the following:

- ▶ Bachelor's Degree (required)
- ▶ Demonstrated participation and involvement in community, civic, professional and social activities
- ▶ Minimum of two years professional work experience
- ▶ Interest in and commitment to achieving an executive position in public or not-for-profit sectors

The Program is open to all, but if you are not currently a member of NFBPA, you will be asked to join prior to completion of the program.

Protégés may also voluntarily elect to conduct their Job Shadow in-person, if provided approval by the Mentor.

**All participants will need to show proof of COVID-19 vaccination in order to attend FORUM. Attendees and exhibitors will need to be fully vaccinated with a vaccine approved or approved for emergency use by the FDA.*

PROGRAM OVERVIEW

The 2021-2022 Mentor Program will be conducted virtually, including all Sessions and Check-Ins, EXCEPT the final presentations and graduation ceremony, which will occur in-person at NFBPA's Annual Conference (FORUM), March 30 – April 3, 2022 in Grand Rapids, MI. Exceptions for in-person attendance are available for those whose offices prohibit employee travel. Protégés may also voluntarily elect to conduct their Job Shadow in-person, if provided approval by the Mentor.

All protégés will take part in a Community Service Project, which offers participants an opportunity to collaborate with their colleagues across the country to name and frame wicked community problems that plague communities and work through complementary solutions that intersect racial equity, the coproduction of public goods, and the realignment of local government policies and practices to meet community needs. Protégés bring their lived experience, as well as their expertise in the local government, nonprofit, academic and other complementary sectors to develop and present their approach.



COST

To reflect the Virtual Program, the Mentor Program fee is \$500, a 50% reduction from in-person fees. This fee covers all programming costs, but does not include NFBPA membership, FORUM registration, or any travel expenses related to the program.

PROGRAM SCHEDULE

(Dates Reflect 2021-2022, May Change in Future Years)

- October:** Recruitment and Selection
- October 31:** Application Deadline
- Mid-November:** Evening Orientation Session
- Early December:** Program Kick-Off Session
- Mid-December:** Mentor Match and Networking Session
- January – March:** Monthly Check-Ins
- January – March:** Virtual Job Shadow
- Spring:** Annual Conference (FORUM)
Presentations and Graduation