

2022 YEP MENTORSHIP PROGRAM

*A Career Development Program Created for the
Young and Emerging Planners Group of the San Diego
Section of the American Planning Association*



Program Overview

Mission Statement

Foster an exchange of professional expertise and innovative planning in an effort to enhance both personal and professional skills while creating mutually beneficial relationships and friendships between students, young and emerging planning professionals, and experienced planning professionals in the industry.

Program Goal

The goal of the Mentorship Program is to successfully match young planners and students (Mentees) with experienced planning professionals (Mentors) for guidance and support, while offering Mentors an opportunity to strengthen ties with our future leaders of the planning community and APA, and earn professional certification maintenance credits.

Objectives

- Recognize APA's commitment to professional and technical development
- Accelerate and enhance career and professional development
- Increase knowledge of the technical organizational aspects of planning
- Make friends and develop long lasting relationships



2018 YEP Mentorship Program event at Newtopia Cider

Mentor/Mentee Pairings

2022 Mentorship Format

In response to challenges faced during the COVID-19 pandemic, last year's Mentorship Program was reconfigured to effectively serve the program's Mentors and Mentees through a virtual environment. The 2022 Mentorship Program will be offered through a “hybrid” program - staying flexible and hosting both in-person* (consistent with regional public health guidance) and virtual programming.

As with previous years, each mentee will be paired with a mentor. Mentorship pairings include one mentor and mentee. Dependent on the volume of program applications, some mentors may be paired with multiple mentees. The ultimate goal of the pairing will be to create real, meaningful, and personal mentorship pairings. Each mentor-mentee pairing is expected meet at least four times throughout the duration of the program (anticipated commitment of 2-3 hours each month).

Outside of the individual Mentor-Mentee pairing, the Mentorship Program will offer multiple events open to all program participants, including: resume reviews, mock interviews, and subject panels on topics like “San Diego Planning 101”, Grad Schools, and field-specific presentation. Continued interaction between all program participants will be aimed at increasing networking opportunities, exposure to other planning fields and sectors, and opportunities to grow as professionals.

How do I know if I should apply as a Mentor or Mentee?

Mentees

Mentees are planning students and YEP members who are less experienced in the industry and are interested in learning more about the profession. There are no restrictions as to who can apply to be a Mentee. Examples below:

- Entry-level professionals
- Graduate and Undergraduate students

Mentors

Mentors are practicing planners with significant experience and first-hand knowledge of planning issues and the profession. Mentors provide guidance and support to Mentees in navigating early years of the profession and can serve as an advocate for the Mentee. Examples below:

- Associate/Assistant Planners
- Senior Planners

** Any in-person events will require proof of negative COVID-19 test result or proof of “Up-to-Date” vaccination status. This requirement is subject to change and direction will adjusted on an event-by-event basis.*

Program Events

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A brief summary of the various program events that will occur throughout the program are noted below. Dates for each event are subject to change throughout the course of the Mentorship Program)

Mentorship Pairing Activities

Mentor-Mentee Meetings

Ongoing

Mentors and mentees should meet a minimum of four times throughout the program duration. A checklist of activities to be completed at these meetings can be found in the Mentorship Pairing Curriculum (Page 5).

Program Kick-Off Event

February

The program kick-off will provide mentors and mentees to become acquainted with one another and the program structure.

End of Year Celebration

June

A celebration to review achievements through the program!

Educational Events

San Diego Planning 101

March

Learn about the different fields of planning, what you can do with your degree, and some topical information on the state of planning in the San Diego region.

Grad School

April

Considering pursuing an advanced degree in planning? We can help answer questions about if graduate school is right for you, potential benefits, and how to get there.

Resume and Cover Letter Review

Ongoing

Get your resume and/or cover letter reviewed to put your best foot forward on your next application.

Mentorship Pairing Curriculum

The mentor-mentee pairings should meet a minimum of four times through the course of the Mentorship Program. Below is a brief curriculum for meeting schedules and objectives at each meeting. It is the responsibility of both the mentor and mentee to actively coordinate with one another to schedule meetings.

Meeting 1: Introductions and Goal Setting

Schedule in February/March

Mentors and mentees should share their background including their “planning journey” (i.e., how you became interested in the field, your path to where you are now). Dedicate time to establish what both participants hope to achieve by the end of the program and set interim steps for how to get there (e.g., goal is to get a job...interim steps can include resume reviews, assistance on applications, help exploring job opportunities).

Meeting 2: Identify Career/Educational Objectives

Schedule in April

Begin building a career path. Identify a “career goal” and determine what steps could be necessary to get there. This could include taking interest-specific courses, continuing education opportunities, or professional certifications.

Meeting 3: Evaluate Skills to Hone


Schedule in May

Determine what skills are needed to become a successful professional. Skills can include both those that get you in the door at your first job and those that can raise your career ceiling. Examples of skills to identify include oral or written communication, time management and organization, or technical proficiencies.

Meeting 4: Set Ongoing Growth Goals and Review Progress

Schedule in June/July

Finish the program by reviewing all the lessons learned and ongoing challenges to continue growing and learning. Identify opportunities for continued mentorship beyond the YEP Mentorship Program!



Program Structure and Key Dates

Outside of regular meetings you may be having with your Mentee/Mentor, below is a tentative schedule of events the committee will be hosting for the program.

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- **Applications Released**
- **APA Holiday Party (!)**

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B

- **Applications Closed**
- **Mentor/Mentee Pairings Released**
- **Mentorship Program Kickoff and Social**

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- **Panel Discussion: Planning Fields & San Diego Planning 101**
- **Resume + Cover Letter Review Program Kickoff**
 - *The YEP Mentorship team will provide resume and cover letter reviews for interested Mentorship Program participants*
 - *This review will be offered throughout the mentorship program*

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- **Graduate School Panel**
 - *Helping to answer the questions - should I go? If so, where? How do I even start applying?*

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- **Panel Event (Topic TBD)**
- **End of Program Celebration!**



2018 YEP Mentorship Program End-of-Year Celebration at 10 Barrel Brewing

Program Contacts

Primary Contacts:

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Team Members:

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