

GROWING TOGETHER

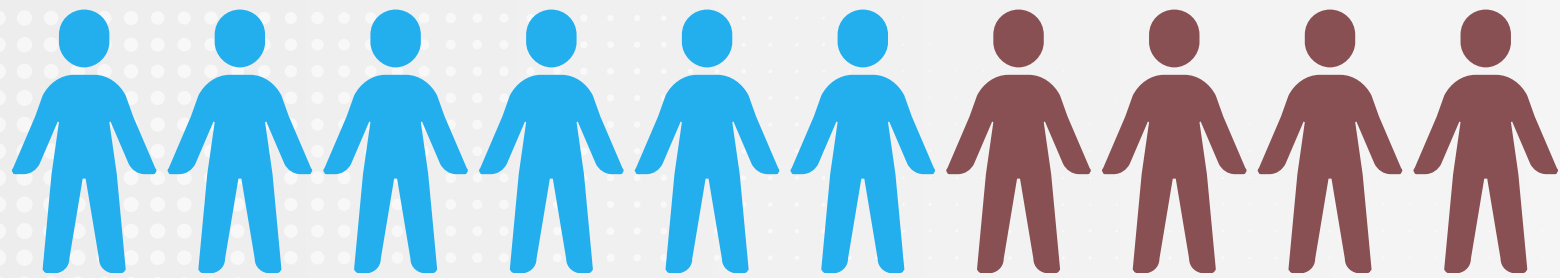
MENTORSHIP PILOT PROGRAM

NC DIVISION OF SOIL & WATER CONSERVATION



Why This Matters

“If we don’t invest in people, we lose more than skills—we lose history, context, and community.”



RETIREMENTS, SHIFTING ROLES, ONBOARDING



INFORMAL KNOWLEDGE TRANSFER- KEEPING
LOCAL WISDOM



MENTORSHIP STRENGTHENS CONNECTION, REDUCES TURN
OVER, & BUILDING BELONGING



Benefits to Mentees



● **Belief**

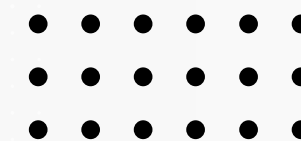
● **Confidence**

● **Support**

Quote

One of the greatest values of mentors is the ability to see ahead what others cannot see and to help them navigate a course to their destination.

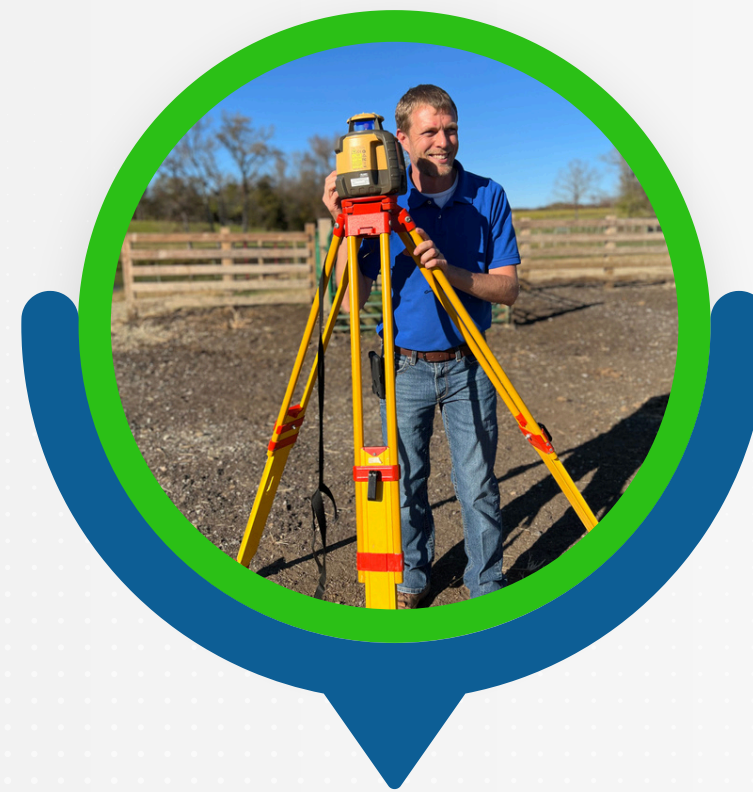
-John C. Maxwell



Benefits to Mentors



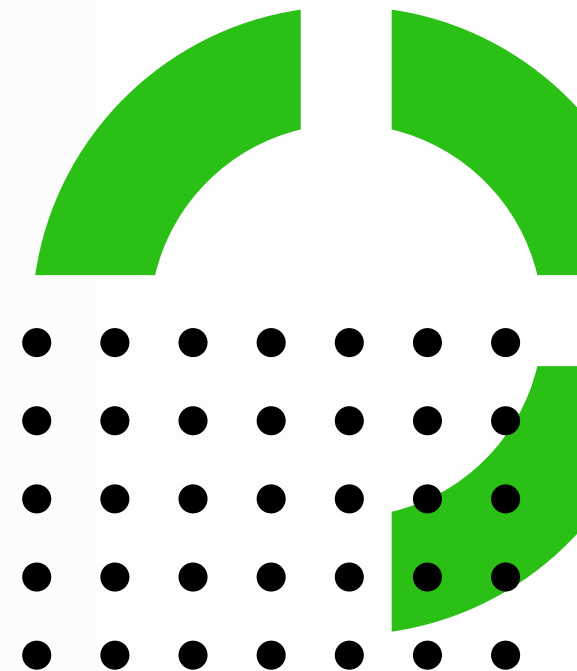
Legacy



**Professional
Development**

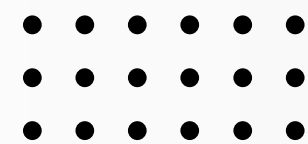


New Perspectives



Growing Together

North Carolina boasts a strong Soil & Water Conservation program that serves as a model nationwide, with our dedicated professionals leading the nation in innovative conservation efforts and providing guidance and resources that other states look to for inspiration.



Two Mentor Tracks



Full Mentor

- 5+ years of experience

Early Career Mentor

- 2- 5 years of expereince
- Co-lead opportunities

What's Already Working

**Fudamentals of
Conservation
Planning**

**Conservation
Employee
Training**

**District-led
Trainings**

**New Employee
Onboarding**

**Resource
Conservation
Workshop**

**EWP Surge
Week**



Opportunities for Mentoring



Core Mentoring Activities

- 3-Month Mentorship Program
- Multi-day Mentoring Event
- Hosting & Mentor at One-Day Event
- Counselor or Mentor at RCW

Leadership Activities

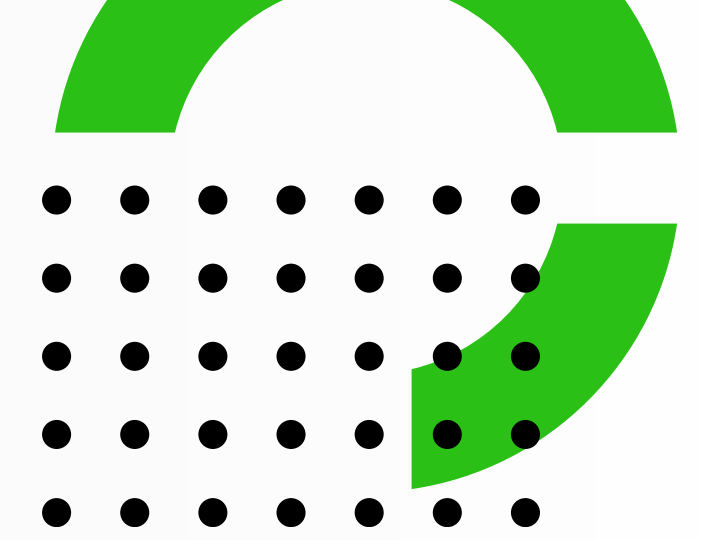
- New Employee Program- Phase 4
- Present at conference
- Serve on a leadership or mentor panel
- Facilitate a Peer-learning group
- Outreach with the college students
- Serve on Mentorship Oversight Committee

3- Month Mentorship

To provide a flexible but structured framework for meaningful mentorship. Each mentorship pair should tailor activities to the mentee's goals and the mentor's expertise while having supportive resources.



Main Components of Mentoring Program



**Annual
Registration**

**Code of Ethics
Agreement**

**Professional
Development**

**Leadership
Commitment**

**Participation in
Reflections &
Surveys**



Cayle Aldridge Mentor of the Year

Given annually at CET, the Cayle Aldridge Mentor of the Year Award honors individuals who embody the spirit of mentorship. It celebrates the values of service, integrity, and connection in soil and water conservation.



Highlights

Requirement	Mentor	Early Career Mentor
Years of Experience	5+ years	2–5 years
Mentor Registration	✓ Required annually	✓ Required annually
Code of Ethics Agreement	✓ Required	✓ Required
Professional Development Hours	4 hours annually	Minimum of 2 hours annually
Mentoring Commitment	1 core mentoring activity	1 core mentoring activity (may co-lead or peer-based)
Leadership Commitment	1 leadership activity	Optional or co-presenting encouraged

Thank You, Mentors

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QUESTIONS?

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