

Mentor and Sponsor Program applications due by Nov. 30

The next round of MnDOT's Mentor and Sponsor Program is coming soon.

The Mentor and Sponsor Program helps employees thrive in the workplace by connecting them with more experienced peers to:

- Receive guidance and feedback
- Identify strengths and opportunities
- Plan professional goals
- Build a network
- Just chat

Applications for the next round close on Nov. 30. The program begins in January and lasts for one year.

Mentorship is led by the mentee and is based on the mentee's goals and interests. It is an opportunity to learn about themselves, the direction they want to go and build self-esteem and leadership skills.

Sponsorship is led by the sponsor. The goal is to guide the sponsored employee in reaching their full potential through stretch assignments and other program activities, or through workplace accomplishments and growth that leads the mentee to apply for a job promotion or lateral move, or to apply to become a Peer Equity and Inclusion Coach and support other DEI initiatives at MnDOT.

All matches start as mentorships. The mentor can request that the mentorship turn into a sponsorship in the second year of the program if they think the mentee is ready and if the mentee has met the program requirements.

More information will be included in the Oct. 4 edition of Newslines.

Two upcoming Teams sessions will provide more information for anyone interested in participating in the program. Both sessions will include the same information.

- [Thursday, Oct. 5, noon to 1 p.m. \(Teams link\)](#)
- [Tuesday, Nov. 7, 9 -10 a.m. \(Teams link\)](#)

[Please complete this online application](#) to apply for MnDOT's Mentor and Sponsor Program.

[Contact Frida Alvarez](#), diversity and inclusion organizational development specialist, with any questions