

CIVILIAN MENTORING PILOT PROGRAM

 MENTORS
 MENTEES



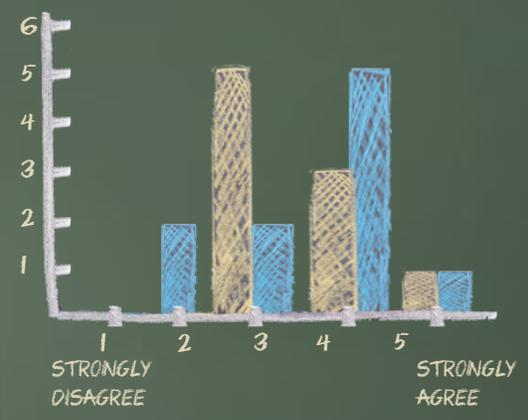
Civilian Personnel Management Services (Code 66) has developed a civilian mentoring program to increase civilian professional development and career satisfaction. Beginning in the fall of 2013, Code 66 administered a Civilian Mentoring Pilot Program that ran for two three-month cycles from October 2012 to April 2013. Participation was open to all OJAG civilian employees located in the D.C. area. A total of 29 employees participated, ranging in grade from GS-5 to GS-15. The program afforded mentors and mentees the opportunity to learn more about the organizational structure and discuss such topics as career development, networking, goal setting and leadership.

Participants provided feedback during and after the pilot program. The feedback was consistently positive, with 91 percent giving the program high marks. Mentors and mentees communicated that they benefited from the experience. Mentors' supervisors showed support for the program as well, stating that "this program has the ability to be an excellent source of knowledge for employees."

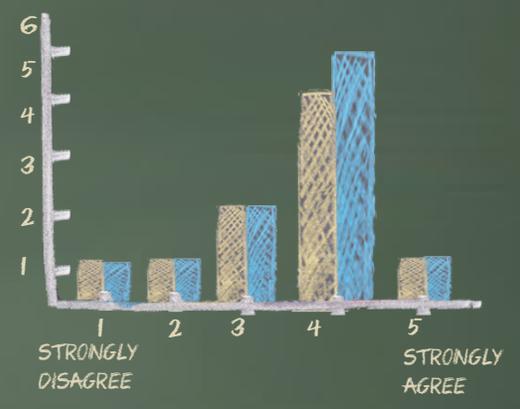
After the pilot cycles were completed, Naval Legal Service Command activities were surveyed and 40 percent of respondents stated they would be interested in participating in a mentoring program. NLSC input also included program concept, desired goals and benefits, and viability of virtual mentoring

Most commands felt that e-mentoring is a viable option, but prefer face-to-face mentoring. Commands also stated that they expect some challenges in coordinating across time zones. All input has been analyzed and program improvement recommendations are now under review.

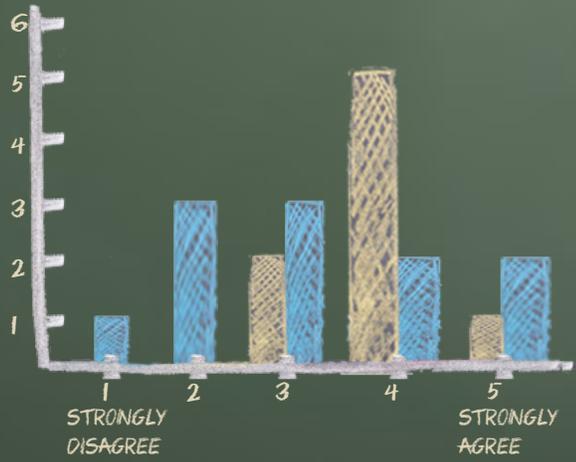
MORE SATISFIED WITH MY JOB



MORE VALUED IN THE ORGANIZATION



MORE SOCIALLY CONNECTED IN THE WORKPLACE



How to Get Involved with Mentoring

Starting in January 2014, the JAG Corps will open civilian mentorship opportunities to all civilians in all locations. This program will introduce "virtual mentoring" through technologies in order to better connect our civilian staff in all duty stations. If you are interested in becoming a mentor or mentee, please contact Mr. Nathan Greathouse for more information. Please watch your email and other notices for more information, and get involved!