



Mentorship

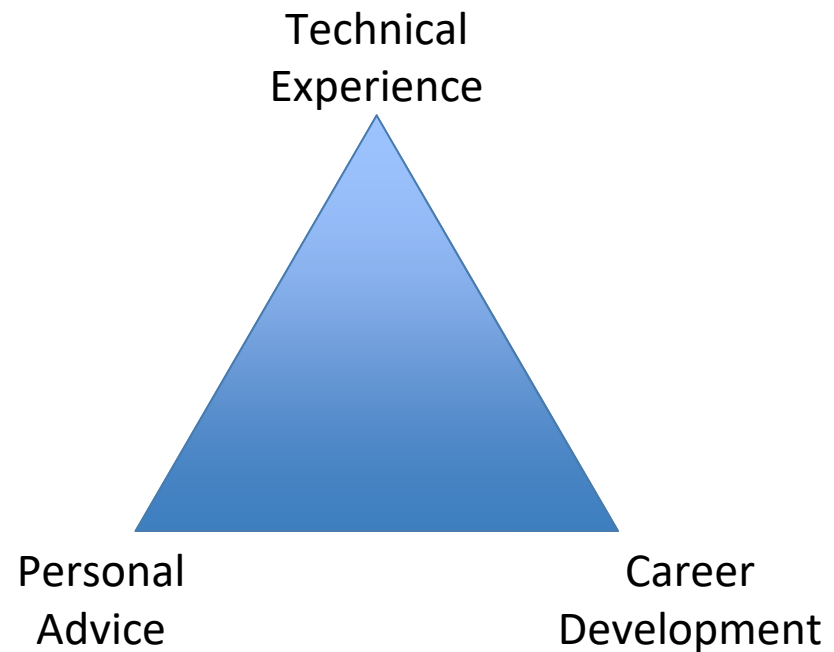
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Martin/Martin

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What is a Mentor?

- Someone within the profession capable of guidance and advice

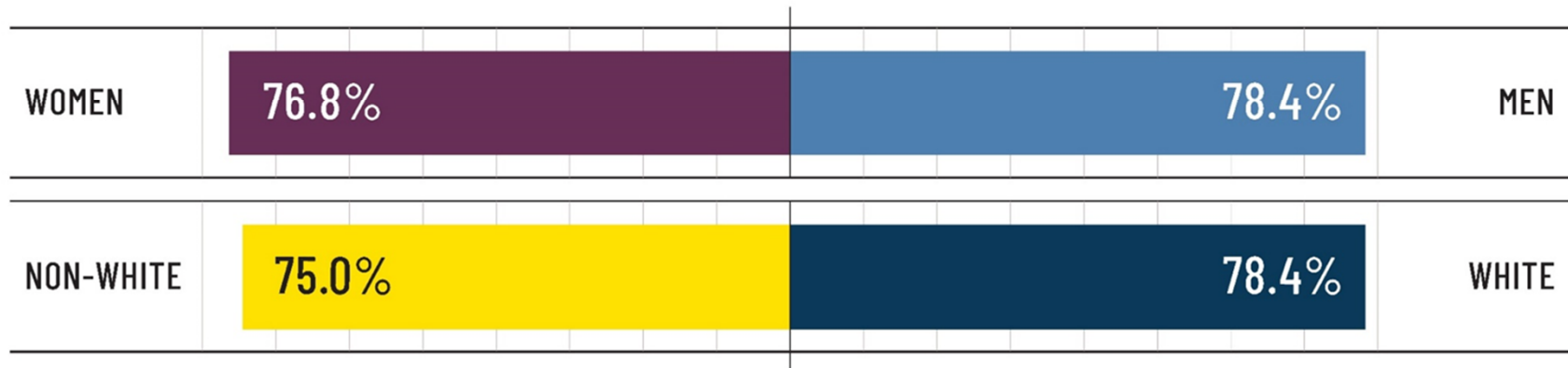


Mentorship in 2018 Survey

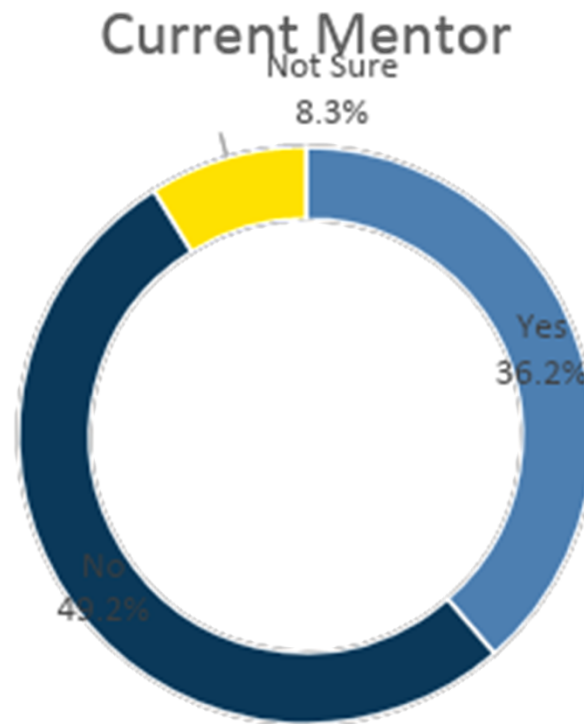
- Respondents asked whether:
 - They currently have a mentor
 - They've ever had mentor
 - ...who has “influenced their career path within structural engineering”
 - Their current firm has a mandatory or voluntary defined mentorship program

Mentorship Prevalence

75% of all respondents
have had a mentor at some point in their careers



Mentorship Prevalence



Mentorship & Retention

Respondents with a current mentor:

- 46% less likely to plan to leave the profession within five years

Respondents who've ever had a mentor:

- 19% less likely to have considered leaving the profession

19% Respondents who have not had a mentor are **more likely to consider leaving** than people who have had a mentor

Mentorship & Career Trajectory

Respondents with a mentor are...

- ...27% more likely to be satisfied with their career trajectory...
- ...23% more likely to aspire to reach the Principal level...

...than respondents without a mentor

Organizations – Mentorship Benefits

Mentorship:

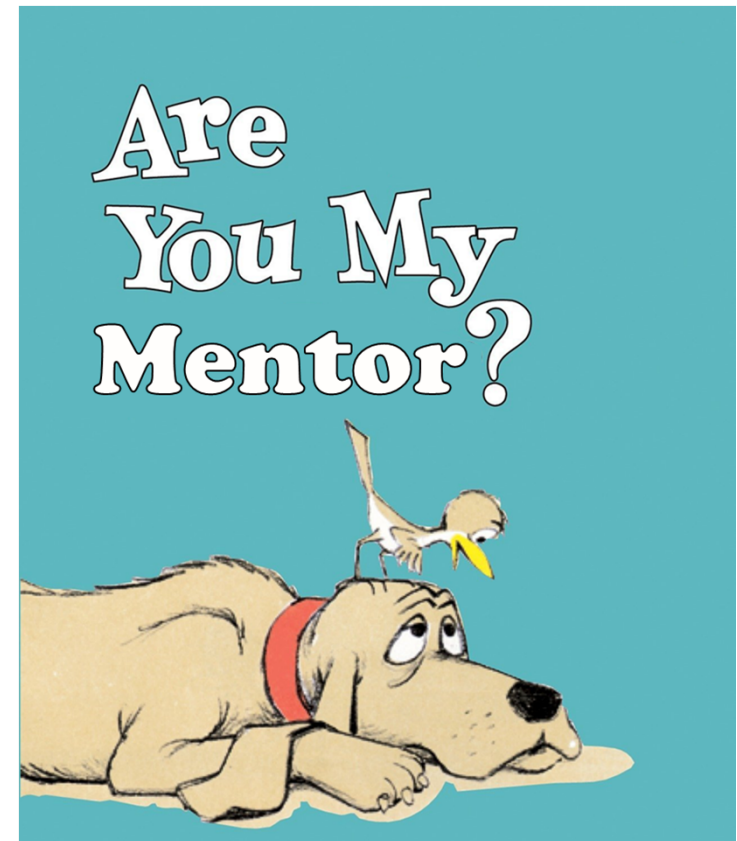
- Strengthens relationships
- Improves work performance
- Encourages employees to ask for help when needed
- Helps create a culture of mutual respect between individuals and organizations

Organizations – Action Items

- Ensure all employees have access to a mentor, whether within or outside of your organization
- Expand professional development goals to include mentorship opportunities
- Consider implementing a formal internal program
- Encourage mentors and mentees to participate in local SEA programs

Individuals – Seeking Mentorship

- Identify a potential mentor at work, or within your local SEA member organization
- Take advantage of mentorship programs at your firm or in your region
- Be respectful of their time
- See mentorship as a two-way street



Individuals – Offering Mentorship

- Be accessible and available
- Understand and respect the mentee's goals – even if they differ from yours
- Recommend a book or article for discussion as a starting point
- Set expectations for meetings

SE3 Mentorship Programs

- Local SE3 committees organize:
 - Traditional mentorship programs
 - Speed/Group mentorship events

