



APWA CHICAGO METRO CHAPTER

Mentorship Program

Program Contact:

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Introduction to the Mentorship Program

Are you working in the field of public works? Do you find yourself contemplating your next career opportunity? Are you looking for professional guidance and feedback relating to your career?

Are you a senior-level manager in the public or private sector with 10 or more years of experience and you would like to give back to the profession?

If you answered yes to any of the above questions, then the Chicago Metro Chapter APWA Mentorship Program is for you! Through this program, experienced professionals will have the opportunity to give confidential guidance and feedback to the next senior-level managers in the field of public works.

Goals of the Program

- To provide participants with the opportunity to better understand the critical aspects of public works, operations, and administration from leaders in the field in a mentorship setting.
- To transfer knowledge, skills, culture, and best practices amongst professionals in APWA.
- To provide a learning and growth-oriented environment for both the Mentor and the Mentee.

Eligibility

The program is application-based and is open to any APWA member who would like to be either a Mentor or a Mentee. No additional fee is required. Prospective Mentors should have a minimum of ten years working in a related field.

Expectations

- The Mentorship Program duration is one year.
- Participants must meet and communicate periodically, see attached projected schedule.
- Participants must attend the 2 in-person meetings and preferably the APWA Chicago Expo.
- All participants must be members of APWA.

The Mentor will serve as a coach and guide for the Mentee and must be committed to providing professional feedback, information sharing, support, connection, discussion, and guidance, assisting the Mentee toward a successful and fulfilling career. The program is intended to be a tool the Mentee utilizes in working toward career success. The Mentor should work with the Mentee to stimulate professional development and growth.

Application Forms and Matching of Mentees with Mentors

APWA members who wish to be Mentors/Mentees are required to complete and submit an application form and provide information about their experience (resume), interests, and expectations for the mentorship relationship. Mentees will be matched based on their experience, interests, and expectations for the mentorship. Mentors and Mentees are matched based on the shared goals and with consideration of geographical area.



Mentorship Program Outline

January 2025	Advertise the application for mentors and mentees.
February/March 2025	Evaluate Applications and Select Participants Present Recommendations to APWA Executive Board Notify Applicants
April 9, 2025	Noon: @ Schaumburg Public House, Schaumburg, IL: Kickoff Meeting, in-person (Topic – True Colors Assessment, How to leverage your communication style for organizational success)
May 14, 2025	Noon: Meeting, virtual (Topic – Mindset Management, Role Alignment Conversations and Expectations)
June 11, 2025	Noon: Meeting, virtual (Topic – Make your Values Mean Something, discuss organizational values and personal values)
July 9, 2025	Noon: Meeting, virtual (Topic – Employee Experience, How Fair is your Workplace?)
August 2025	Break for PWX
September 10, 2025	Noon: @ Schaumburg Public Works Facility, Mid-Program Check-In, in-person (Topic – Choice Theory)
October 15, 2025	Noon: Meeting, virtual (Topic – Inclusion, Steve Robbins YouTube Video)
November 12, 2025	Noon: Meeting, virtual (Topic – Emotional Intelligence)
December 2025	Break for Holiday – Make a Luncheon together.
January 14, 2026	Noon: Meeting, virtual (Topic – Goal Setting) Advertise for next year’s program.
February 11, 2026	3 PM: Meeting, in-person, location TBD (Topic – Reflection) Evaluate Applications and Select Participants Present Recommendations to APWA Executive Board Notify Applicants
March 2026	Program Completion and Recognition, in-person (Chapter Awards)

MENTEE Application Form

We are now accepting applications for the 2025 program. Applications Due: March 7, 2025.



Mentee Name:

Current Title:

Current Employer:

Years of work experience in Public Works:

APWA Branch Affiliations:

Member of APWA:

A. Please list at least two target goals you expect to focus on during the program:

Primary Goal

Additional Goals

B. Please describe the ideal Mentor for you:

C. Please attach a short employment and education summary or resume.

Please submit completed application (Parts A, B, and C) to:
Michael Hall, mhall@schaumburg.com

MENTOR Application Form

We are now accepting applications for the 2025 program. Applications Due: March 7, 2025.



Mentor Name:

Current Title:

Current Employer:

Years of work experience in Public Works:

APWA Branch Affiliations:

Member of APWA:

A. Please describe in a short summary your interest in participating in the program and how you plan to contribute to the professional development of the Mentee:

B. Please attach a short employment and education summary or resume.

Please submit completed application (Parts A, and B) to:
Michael Hall, mhall@schaumburg.com