

# Human Resources

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Community Mentorship Program



# Community Mentorship Program

## Initiative Purpose Statement:

A review to see how the City of Lakeland can partner with the Mayor's Mentorship Initiative.

## City Goal(s) Initiative Connects To:

- Quality of Life

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## Strategic Partner(s):

Internal	Community
City Commission	Chamber of Commerce
City Manager's Office	Emerge Lakeland
Human Resources	TBD

HUMAN RESOURCES



# Community Mentorship Program

- The Local Talent Pool presents sourcing and development challenges which a Community Mentoring Program could favorably impact
- Necessary on a number of fronts (LEAP Study)
  - ✓ 27.7% Students >25 with BA/BS degrees
  - ✓ 73% Labor Force Participation for age 25-64
  - ✓ 72% High School Graduation Rate – Lakeland/Winter Haven
  - ✓ 65% High School Graduation Rate - Economically Disadvantaged
  - ✓ Lost Hidden Talent due to a lack of Parental Participation
  - ✓ STEM degree production per 10,000 residents amongst the highest in the study. Our 14,000 STEM Degrees rank third.
- NO doubt there is a need to mitigate the impact of the statistics



# Community Mentorship Program

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## What are They?

- Mentorship relationships provide psychosocial and career development assistance to assigned proteges.
  - ✓ Psychosocial mentoring focuses on personal aspects of the relationship, *what the individual can do*
  - ✓ Career related mentoring focuses on stimulating career advancement for the mentee, leveraging career paths

## Group Sponsored Mentoring

- A common denominator needs to be established regarding the groups specific interests, desired outcomes, and targeted groups
- The narrower the focus the more consistent the developmental paths and targeted outcomes



# Community Mentorship Program

## Does a Community Mentoring Program makes sense?

- Yes, recognizing the power of “Nurture vs. Nature”

## Can the City of Lakeland benefit from a Community Mentorship Program?

- Yes in the long-term however; there are no quick victories
- Impacted by the various communities of interest who dictate the investment and expected return
- Community Partners have no incentive to adhere to a City program
- The COL should be an active participant in a Community-Based Mentorship Program

## Internal Concerns

- There is no dedicated internal resource to drive this and if there were, it would be responsibility without authority
- COL has a need and retirement precipice of its' own to address
- Driving a community-based program will dilute internally driven activities



# Community Mentorship Program

## Policy Considerations:

### Recommendations (Qualified)

- The City should not drive this initiative
- COL focus should be primarily on developing the skills of employees as the payback is defined
- COL should Participate in Mayor's Kick-Off Meeting
- Provide process mapping and target audience clarification assistance
- COL should offer Logistical, Skill Building and Psychosocial Materials assistance to partner entities
- Initially our focus should be on the development of leadership and staff capable of assuming greater responsibilities

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## Budget Considerations:

Fiscal Year	Amount
FY19	See Above

