**Section Operations**

**5.14 YMF Mentor Program – New York Metro**

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| **1. Section/Branch** | NY METRO YOUNGER MEMBERS FORUM |
| **2. Section/Branch Size** |  |
| **3. Project Contact** |  |
| Name | David Pecorini  Chris Brandimarte |
| Phone Number | (201) 572-7519 & (201) 273-3963 |
| Email | [dpecorini@moretrench.com](mailto:dpecorini@moretrench.com)  [cbrandimarte@panynj.gov](mailto:cbrandimarte@panynj.gov) |
| **4. Project Category** | Section Operations |
| **5. Project Description** | To succeed in your career and in life you must learn from those who have gone through similar experiences. This is the motto of the American Society of Civil Engineering Younger Members Forum (ASCE YMF). This motto has driven program leaders to match engineers of all ages throughout NYC from undergraduate students to retired founders of engineering companies to better each other in their careers. The mentor program is run yearly and aims to help engineers of all ages (college thru retirement) learn from each other. |
| **6. The Process**  (What you did, When and How) | The mentor program began in 2015, with a goal of helping civil engineering students and recent graduates transition to a professional career. The program brings together multiple groups of four engineers: college students, entry level engineers, middle career engineers, and senior level engineers. Individual monthly meetings are held in small, four-person groups, accompanied with large group meetings for the entire program once a quarter. The range of experience from entry-level, mid-level, and senior-level engineers across the greater NYC area is bridged with various group discussions and interactive meetings. Topics discussed include: professional development, office politics, and work life balance. |
| **7. Those in Charge** (Committee, Task Committee, Etc.) | Recent Co-chairs:  David Pecorini, Christopher Brandimarte, Max Schisler, Belinda Leung |
| **8. Time Frame**  (When Started, When Completed) | January 2015 – Present Day  Currently in Program’s fifth year and plans to continue running yearly |
| **9. Success Factors**  (The Parts that Worked Really Well) | Creating a loose enough environment where the senior level managers are willing to commit their time and return multiple years in a row. The return of senior mentors is crucial to the success of the program as they typically become the limiting factor to the amount of groups that can be created. We have successfully increased the overall number of members in the program every year since 2015 partly due to the relative loose commitments needed from the volunteers. The smaller groups pick their own times and locations to meet monthly. We also only provide a recommended topic of discussion each month and encourage the groups to develop their own rapport based on their strengths. We also do not require attendance at the quarterly meetings even though we strongly encourage it. |
| **10. Setback Factors**  (The Parts that did Not Work Well) | Branching out to senior level engineers year after year becomes a limiting factor for how many engineers can be let into the program. Typically, there are more than enough applicants from the entry level and middle level engineers with a tremendous amount of student interest that is limited by the number of senior level engineers we can agree to commit a years’ worth of time. Marketing to senior level engineers has been a restraint to allowing full participation for the younger engineers that would like to be mentored and we cannot accept as many young engineers as we would like every year. |
| **11. Creativity**  (This is something off the wall that we did) | Including our own most senior mentors to speak to the group as a Q&A session for one of the quarter meeting topics. For example, Leslie Robertson of Robertson Structural Engineers LLC hosted a Q&A session for our entire mentor group and provided signed copies of his recently published book free of charge. |
| **12. Administration**  (What was most Important?) | Maintaining our google form organization year after year has been crucial to passing chair responsibilities to others across the five years. Evolving our organizational structure with input from new incoming chairs has been a key to developing administration as well. Additionally, having a minimum of two chairs every year due to monthly communication demands with the mentor groups and for planning quarterly large group meetings. |
| **13. Follow-Up**  (What was most important?) | We send out monthly forms to all the groups to provide feedback on how their sessions went. This gives the program chairs an idea of whether a group may need help facilitating conversation needed to set up meetings and also whether some group members may be not meeting commitment standards requiring action by the program chairs. The monthly form is encouraged to be filled out by the junior most member in attendance of that months meeting. |
| **14. Recommendations**  (What you should ALWAYS do with this project?) | Always encourage students within the ASCE boards of the schools in the area to get involved with the program. This encourages the already motivated students to be a part of ASCE to gain mentoring experience which they could branch |
| **15. Cautions**  (What you should NEVER do with this project?) | Never allow full roll over of groups into the next year. Only the senior mentors should be allowed to roll over into the next year with the exception of a few mentees who can roll into the next year into an advanced role (ie middle career engineer into senior role or student into entry level). There are ample amounts of younger applicants (at least in the NY metro area) and it encourages |
| **16. The Outcome** | Year after year we continue to get feedback from young engineers that have changed their careers for the better due to their mentor’s influence. Entry level and middle career engineers have expressed a comfort in knowing that they had an outside influence help on a decision they needed an extra push to achieve. Knowing other have been through similar decisions and events has helped the mentees year after year. |
| **17. Ongoing Activity**  (Would you do it again?) | We upgraded group sizes from 3 to 4 for the first time. The groups now include one college upperclassman, one entry level engineer, one middle manager and one senior level engineer. |
| **18. Speaker Contact Information**  (person from your Region who would be willing to speak about the Best Practice) | Current Mentor Program Co-Chairs |
| Name | David Pecorini & Christopher Brandimarte |
| Address | David - (Moretrench) 100 Stickle Ave, Rockaway NJ 07866  Chris - (Port Authority) Jamaica, NY 11430 |
| Phone Number | David - 201-572-7519  Chris - 201-273-3963 |
| Email | [dpecorini@moretrench.com](mailto:dpecorini@moretrench.com)  [cbrandimarte@panynj.gov](mailto:cbrandimarte@panynj.gov) |
| **19. Additional Comments**  (We strongly recommend attaching relevant photos and graphics) | Attached is picture used for most recent ASCE MET Section LinkedIn Post and links to post. <https://www.linkedin.com/feed/update/urn:li:activity:6498582145999601664> |

A group of people posing for the camera

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