



# Join the *massDOT* Mentorship Program



## MassDOT's Mentorship Program Unveils Group Mentoring Cohort in 2025!

MassDOT's Mentorship Program kicked off its latest initiative, the Group Mentoring Cohort, on January 6, featuring 100 engaged participants, including 80 mentees and 20 mentors.

The Mentorship program, now in its third year, offers staff throughout the agency a chance for personalized professional development, knowledge exchange, personal growth, and insights into different departments. Mentors and mentees are paired according to their professional aspirations, interests, and backgrounds. This program is driven by the mentees, empowering them to define their goals and expectations for the journey.

### Participants testimonials:

- *"This mentorship was amazing! My mentor gave me confidence, pushed me to the next level, and was patient, kind, and knowledgeable."*
- *"I joined without expectations but was so happy I did—my mentor pushed me outside of my comfort zone, and I have definitely grown through this experience."*
- *"I thoroughly enjoyed getting to know my mentee. It gave me the opportunity to meet someone I might not have otherwise met at MassDOT."*



Beyond MassDOT's current cohort, the program has a thriving **alumni network of over 700 former participants** who remain actively engaged through workshops, in-person networking events, and advisory meetings. MassDOT's program has demonstrated exceptional success in fostering engagement, retention, and professional growth:

- **95.71% average participant satisfaction rating**
- **97% success rate in Mentor/Mentee matches**
- **73% retention rate**, with many mentees returning as mentors in future cohorts

As the program grows, MassDOT is excited about the possibility of establishing a cross-agency Mentoring network that promotes professional growth throughout the state.

If any Secretaries or HR leaders are interested in launching their own mentorship initiatives or partnering with MassDOT, we invite you to connect with us at [DOTMentorProgram@dot.state.ma.us](mailto:DOTMentorProgram@dot.state.ma.us) to start the dialogue.

**Mentorship Program Contact:** [Richard.W.Curtis@dot.state.ma.us](mailto:Richard.W.Curtis@dot.state.ma.us)