

MassDOT Mentorship Program

Make Connections. Build Skills. Grow Your Career

The **MassDOT Mentorship Program** connects employees across the organization to support professional development, knowledge sharing, networking, and career growth. Mentors and mentees are matched based on their professional goals, interests, experiences, and backgrounds.

Since launching in 2020, the program has grown into a key career-development initiative at MassDOT, reaching **500+ mentoring pairs** and **approximately 1,000 employees** through its first five years.

How the 6-Month Cohort Works

Each mentorship cohort is designed as a six-month experience, giving participants enough time to build a meaningful relationship while keeping the commitment manageable.

During the six months:

- Mentors and mentees connect regularly throughout the cohort.
- Participants are encouraged to meet **at least once a month for approximately 30–60 minutes**, either virtually or in person.
- Mentees take the lead in identifying their goals, expectations, and areas for development.
- Conversations can focus on career planning, leadership, skill development, navigating MassDOT, networking, or learning about other departments and career paths.
- Mentors provide perspective, guidance, encouragement, and knowledge based on their own professional experiences.

Tips for a Successful Mentorship

Start with a goal.

1 Think about what you want to accomplish over the next six months. A clear goal gives your meetings direction.

Own the relationship.

2 Mentees are encouraged to drive the experience. Come prepared with questions, topics, challenges, or ideas you want to discuss.

Be consistent.

3 Put your mentoring meetings on the calendar early and protect that time. Regular conversations help build trust and momentum.

Look beyond your current role.

4 Use mentorship as an opportunity to learn about other MassDOT teams, functions, career paths, and perspectives.

Ask for feedback.

5 Mentorship is a great place to get constructive input on professional goals, communication, leadership, and career development.

Build a lasting connection.

6 The six-month cohort may end, but the relationship and network you develop can continue. Former participants can also stay connected through MassDOT mentorship alumni activities and networking opportunities.

Why Participate?

The Mentorship Program provides an opportunity to **expand your network, gain new perspectives, strengthen professional skills, share institutional knowledge, and invest in your future at MassDOT**. Whether you participate as a mentor or mentee, mentorship is a chance to learn from colleagues you may not otherwise meet during your regular workday.

Scan the QR code to explore all current openings and apply to MassDOT today.

