



# Interagency Council on Statistical Policy Mentoring Program

## Background

The Interagency Council on Statistical Policy (ICSP) Mentoring Program was developed to facilitate interagency sharing of knowledge and skills, and to target mission-critical occupations. In 2014, the program was conceptualized at the spring retreat. ICSP hosted the first cohort in 2015. An average of eight agencies participate annually, with 4 new agencies participating in 2023. Each agency provided up to 2 mentees (GS 12/13) and mentors (GS 13/14 or higher) from each. The goals of the program are to:

- further professional growth and development of the participants, and to
- enhance connections across the Federal Statistical System

The program is open to analytical staff nation-wide (e.g., survey and mathematical statisticians, economists, demographers, data scientists, etc.) throughout the Federal Statistical System.

## Program Results

# 28

Average annual participants

# 4.6

Average annual participant satisfaction (weighted average on a 5-point scale; 2017-2023)

## Program Events

The working group hosts events throughout the program to engage participants, while they also explore their mentoring program relationships. We hosted 12 events in 2023: ten virtual and two optional in person events.

Program events can include:

- CliftonStrengths assessment and debrief
- Networking sessions (virtual and optional, in person)
- Leadership Panels
- Speed Mentoring
- Mentor-only and Mentee-only sessions
- Federal Committee on Statistical Methodology Research & Policy Conference (optional, in person)

## Testimonials

"The ICSP virtual program gave me the opportunity to build a mentoring relationship in spite of my distance from others. I love where I live, [outside DC area], but I do not have easy access to others within the Federal workforce who are engaged in statistical programs. The ICSP virtual program provided an outlet for me to connect with my mentor who has been an invaluable resource for the duration of the program. Thank you for this opportunity to develop my career and myself!" – 2021 Mentee

"My career started to feel stagnant. This program not only gave me the jumpstart I needed, but it helped me see my strengths and learn how to use them. Because of this program, I see what I want to do next and I feel prepared!" – 2022 Mentee

"Participating in the ICSP mentoring program was an excellent opportunity to expand my knowledge of how Statistics are applied across the federal government while also expanding my network. I enjoyed being a mentee and know this experience will improve my ability to succeed in my career as a federal data scientist." – 2023 Mentee

"Being a mentor in this program really made me excited about work again and increased my engagement. It was very rewarding to see my mentee use my advice to succeed in their own work." – 2021 Mentor

"The program was such a fantastic experience! It was wonderful to pass on a little of what I've learned along the way to my mentee. But in addition to that, it was a learning experience for me as well. I was able to learn more about another agency and how they handle their everyday challenges." – 2022 Mentor

"Being a mentor is a rewarding experience. The ICSP Mentoring Program takes that relationship to another level with support and engagement. You're part of a cohort with a whole squad of cheerleaders rooting for you and your mentee." – 2023 Mentor