



# Interagency Council on Statistical Policy Mentoring Program

## Background

The Interagency Council on Statistical Policy (ICSP) Mentoring Program was developed out of a need to provide interagency knowledge and skill sharing targeting mission critical occupations. The program was conceptualized during the 2014 ICSP spring retreat and the first cohort was hosted in 2015. Annually, an average of 8 agencies participate, providing up to 2 mentees (GS 12/13) and mentors (GS 14 or higher) from each. The goals of the program are to:

- further professional growth and development of the participants, and to
- enhance connections among statistical agencies.

The program is open to analytical staff nation-wide (e.g., survey and mathematical statisticians, economists, demographers, data scientists, etc.) throughout each agency. Program events are hosted virtually.

## Program Results

24

Average annual participation

4.6

Overall program participant satisfaction (on a 5-point scale; 2017-2022)

## Program Events

The working group hosts events throughout the program to engage participants, while they also explore their mentoring program relationships.

Program events can include:

- CliftonStrengths assessment and debrief
- Networking sessions
- Leadership Panels
- Speed Mentoring
- Mentor-only sessions

## Testimonials

"This is an excellent mentorship program! The opportunity to learn from not only my mentor, but other agencies was vital in guiding my career development. I felt like I could trust and confide in my mentor and it was great having someone who had more experience provide me with advice on how to handle certain situations or navigate my career." – 2020 Mentee



"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



"This was a great opportunity to connect with another statistical agency that I would otherwise not have the ability to do so. I was able to share my institutional knowledge and provide actionable guidance in the development of my mentee's career. This program is so important because it increases the participant's sense of pride and knowledge, not only their agency's work, but the work of other ICSP agencies.." – 2020 Mentor



"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

