

WISCONSIN CITY/COUNTY MANAGEMENT ASSOCIATION

Mentoring and Professional Development For Public Managers



Is it time for me to be a mentor to a student or colleague?

All of us have someone who served as a mentor and guided us through times of uncertainty in our careers. Who was that person(s) for you? WCMA recognizes the importance of preparing the next generation of professional local government managers for the responsibility of leading our public institutions and needs your help in preparing future generations through internships and entry-level positions within our local governments. If you have yet to take the initiative to create such a position, now is your opportunity to pay it forward by following the simple steps below. We also need help recruiting professionals who are interested in mentoring other colleagues who hope to take that next step into the manager/administrator position or may be facing personal or professional struggles involved with the local government management profession.

I'd love to create an internship for a student How can I get started?

1. Funding is available for municipalities to create an internship position in their organization. Descriptions of the two types of internship programs are below. Go to the [WCMA website](#) to read more information, review the grant criteria, and see some sample job descriptions.
 - Undergraduate students. The purpose is to introduce students to the public management profession. Internships give students a summer, semester, or a year-long opportunity to work directly with a public manager to learn more about the profession. WCMA will provide funding as long as it is matched by the municipality.
 - Graduate students. The purpose is to expose graduate students to more complex local government issues with the direct mentoring of a public manager. This is typically 12-24-month commitment depending on the municipality. WCMA will provide funding to the municipality in the amounts of \$4,000 the first year, \$3,000 the second year, and \$2,000 the third year.

I'd love to create an entry level professional position

1. Entry-level positions. While WCMA doesn't provide any funding assistance for these positions (i.e. Management Analyst, Assistant to the Manager, Assistant Manager), feel free to review examples of job descriptions on the [WCMA website](#). The Emerging Leaders Committee is willing to provide additional information if needed.
2. Contact a regional coordinator or WCMA Executive Director Dawn Peters to inquire if any individuals are in need of a mentor. Find your coordinators on the WCMA website (www.wcma-wi.org). WCMA is recruiting mentors to be paired with new conference attendees as well as serve as liaisons for college students.
3. If you know of a student interested in the profession, encourage them to become a member of WCMA. Applications are on the [WCMA website](#). Students receive a significant discount, only paying \$20 per year and still receiving all the great services (i.e. full directory of WCMA members and contact information for public managers in Wisconsin, discounts for conferences, access to further professional development activities, etc.).
4. You can become an informal mentor by participating in a WCMA committee to network with other public management professionals. Make sure to consider any of the committees listed on the [WCMA website](#).
5. Contact WCMA Executive Director Dawn Peters if you need help exploring ways to serve as a mentor. Feel free to contact her at dpeters@niu.edu or call 815-753-0923.