

## Differences between LCDP Mentors and Peer Advisors

**LCDP Mentors** are typically GS-15 level (or equivalents) or SES volunteers. Participants self-select mentors based on their career needs and developmental goals following Orientation week at the Federal Executive Institute (FEI.) Mentors provide advice and career guidance to participants. LCDP participants benefit greatly from having a mentor who can help assess their competencies, assist them with identifying appropriate developmental assignments, and provide them with guidance and feedback. I will solicit potential volunteer mentors in a few weeks. Each volunteer completes an interest sheet. This information will be shared with all participants. Mentors can be chosen either from the volunteer list or through independent outreach initiated by participants.

**Peer Advisors** are all LCDP alumni and can be at the GS-13/14/15 (or equivalents)/SES level. These volunteers assist participants by sharing their experience about what worked well and what didn't during their own LCDP program. Additionally, they are a valuable resource for participants as they contemplate selecting a mentor, choosing developmental assignments, and crafting their IDP. Participants are encouraged to tap into their peer advisor's expertise on general work-life issues and advice on how to maximize their time in the LCDP program, as well as potential pitfalls to avoid. This relationship tends to be less formal and more relaxed than the participant's relationship with their mentor. Each participant is matched with a peer advisor by the LCDP Program Manager at the start of the 18-month program (no self-selection.) Peer advisors join the new LCDP class at FEI for a portion of the Orientation week so participants can have valuable face-to-face interaction with them.

Participants are responsible for initiating regular, recurring meetings with their mentor and peer advisor throughout the program. The expectation is that parties will meet at least once a month for an hour (face-to-face or via telephone.)