Mentoring

Career Advancement

Value of Licensure

The Franklin document was too weak. It needs more practical and applicable materials. Very vague

It is TWO sided issue both from the young professional and from the business management

ESTABLISH GOALS – CLEAR PATH - establish and document. Licensure as a goal

IDP – could be used as an establishment of standards (or a start)

* Mentoring – must be good for both the mentee and mentor
* Mentee-side
	+ Seek out mentorship within and outside of firm (IDP standard)
	+ Create goals
* Mentor –side, emphasize growth. If you want to retain good employees you must invest in them
* Mentoring programs
	+ Establish systems
	+ Template for review and comments
* Licensure
	+ Concern that not valued in schools

Licensure MAY not want to be its own topic. It may live better split into Career Advancement and Advancement of the Profession