

Central Texas Circulator

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Presidents Message



Dear ASPE Central Texas Members,

I would like to update you on all the latest news from our chapter. Please note that our annual Top Golf Tournament will be held on June 11th in San Antonio. This event is open to all members and guests interested in becoming members. Due to this large event in San Antonio, we will not be hosting a technical meeting in Austin for the month of June. However, I encourage all Austin members to attend our San Antonio technical session on June 11th, which will take place at the Top Golf event.

I am very excited to announce that we have five new Central Texas members who have achieved their CPD credentials. Please see our recognition page for the list of these outstanding achievers.

Further down in the newsletter, you will find valuable information for planning your trip to the upcoming National ASPE EXPO. If you have any questions about attending, feel free to reach out to me.

This month's spotlight article features our long-time board member and friend Francisco DeHoyos. We are saddened that he will no longer be able to participate in our chapter. Be sure to read the spotlight article to learn about Francisco's history in the plumbing engineering field.

Thank you, and I look forward to seeing you all at our Top Golf event.

Best regards,
Greg Rodriguez

Register today!



11TH ANNUAL ASPE CENTRAL TEXAS GOLF TOURNEY

2024 TEXAS TEE-OFF EDITION

Free Event for Engineers & Designers
(register online to grab your spot!)

TOURNAMENT HIGHLIGHTS:

- Full Tourney Completed in a Few Hours
- Eat & Drink While You Play
- Perfect for Beginners & Pros Alike
- Climate Controlled
- Cornhole Contest
- Raffle Prizes
- Round Robin Warm-Up with Sponsors
- Hole-In-One Contest (\$10k Prize)
- Free Gift for Participants
- Awards Reception

TUESDAY, JUNE 11TH
12:30 – 4:00 PM

Monthly Tech Meeting
Hosted On-Site at 11:30 am
Ahead of Tournament!



EVENT CHAIRPERSON: CHRIS PHILLIPS (210) 245-1265



2024 ASPE Central TX Golf Sponsorships

Each sponsorship includes meet-and-greet opportunities with all tournament participants during round-robin warm-up period.



MECHLER-BLASS ASSOCIATES

Title Sponsor

Recognition as Event's Top Sponsor
Golf Bay Sponsorship (see below)
Logo on Event Gift
Remarks at Awards Reception



Reception Sponsor

Bay Sponsorship Plus Manufacturer of Trophies/Awards,
Logo on Televisions During Awards Reception & Raffle Drawing

viega

Lunch Sponsor



Bay Sponsor Plus Recognition on Multiple Lunch Buffet Tables

Name Badge Sponsor



Bay Sponsorship Plus Logo on Name Badges Worn

Hole-in-One Sponsor

Dedicated Golf Bay for Hole-in-One Contest,
\$10,000 Cash Prize (provided by TopGolf)



Cornhole Sponsor

Dedicated Cornhole Boards for Prize / Contest
Finals to be Played at Start of Reception



			Golf Bay Sponsors			
			Signage Displayed Hanging Overhead from Bay Engineers / Contractors Provided in Your Bay Lunch and Soft Drinks Gift for Each Player Option to Show Your Products in Your Bay			

Raffle Sponsors

Signage and Recognition on Raffle Table and During Awards Reception



Technical Meeting @ Top Golf



**Remington
Quirante**

Regional Sales Manager
MiFab

Topic:
Sizing and Designing with
Trench Drain systems.



June 11th

11:30 AM TOP GOLF SAN ANTONIO



Congratulations

CPD
MEMBERS

Ricardo Arana
Daniel Johnson
Justin Lopes
Mark Sisen
Jay Sukhadia

I would like to congratulate our five newest CPD
Central Texas members on this significant
achievement. I am excited to witness your future
growth and success.

CASPE
American Society of
Plumbing Engineers™
CENTRAL TEXAS

ASPE CT SPOTLIGHT

written by: Stephen Schneider

FRANCISCO DEHOYOS



It is with mixed emotions that we announce the departure of our esteemed friend and board member, Francisco DeHoyos, from the Central Texas ASPE chapter board. Francisco's contributions have been invaluable, and his presence will be greatly missed.

Francisco has been married for 36 years and is the proud father of two children, Max (27) and Victoria (23). An avid audiophile, he boasts an extensive collection of music spanning multiple genres, from the 1950s big band sound to Japanese city pop.

Francisco earned his degree in Architecture from Universidad Autónoma de Nuevo León in Monterrey, Mexico. Upon his arrival in Chicago in 1989, he leveraged his expertise in isometrics to produce plumbing riser diagrams. Within a few months, Francisco began identifying design errors, prompting his supervisor to recommend that he join ASPE due to his keen eye for detail. He subsequently enrolled in an advanced plumbing engineering course at Harold Washington College, where he had the privilege of being instructed by Julius Ballanco. Julius emphasized the importance of questioning all design and code decisions to fully understand their underlying principles—an approach Francisco continues to uphold.

We deeply appreciate the dedication and hard work Francisco has invested in the ASPE board. While we will miss his contributions, we are pleased to know he will continue to serve as the Education Chairman of Houston ASPE. Additionally, he remains actively engaged with three other ASPE society committees and continues his role as a technical manager at Henderson Engineers in Houston. Francisco, we extend our best wishes for your continued success.

ASPE Convention & EXPO'24

Columbus, OH October 18-23



You're Invited to the Largest Event for
Plumbing System Professionals

What You'll Find:

- + New plumbing technologies from more than 250 global exhibitors
- + Practical solutions to your plumbing design challenges directly from product engineers
- + A show floor filled with industry experts providing hands-on technical solutions
- + New skills from professional development and technical education sessions

250+ exhibitors **4,000+** professionals **25+** sessions

expo.aspe.org

REGISTER NOW!

If you are interested in attending ASPE's 2024 EXPO, the forms below may be useful when requesting funds from your employer. These forms and more can be found at: <https://expo.aspe.org>

ASPE Convention & EXPO'24

Columbus, OH  October 18-23

Dear << supervisor's name >>:

I would like to attend the 2024 ASPE Convention & Expo, October 18-23 in Columbus, Ohio — the only event designed for plumbing engineers and designers to enhance the professional development, technical education, and career growth.

This must-see convention & expo is the only kind in its industry and will enable me to attend a number of technical sessions that are directly applicable to my work as well as allow me to network with a variety of experts from across the plumbing design industry. Many of the presentations are tailored to <insert your primary function here> and offer in-depth information on how to <insert benefits/lessons here, for example: reduce costs, increase efficiency>. As an added benefit, these sessions will help fulfill my annual CEU and certification requirements.

In addition, I can explore the largest display of plumbing design products and services available on the expo floor. It's a great value for the level of education, product knowledge, and networking opportunities offered.

The sessions and presentations are facilitated by field who have faced similar challenges. Sessions that I think will benefit my job and our company:

<Insert session titles and descriptions as necessary.>

The full convention fee is \$765 for members and \$1,025 for non-members, but for \$965 I can attend the full conference and receive a one-year membership in ASPE. To keep cost low, it's best if I register before the early bird deadline of June 14, 2024.

Here is an estimated breakdown of costs:

- Roundtrip airfare: <\$XXX>
- Transportation: <\$XXX>
- Hotel: <\$XXX>
- Meals: <\$XXX>
- Registration fee: <\$XXX>
- TOTAL: <\$XXX>

More than 4,000 industry professionals will be in Indianapolis for the 2024 ASPE Convention & Expo, I'll develop stronger industry relationships and to find solutions to some of the biggest challenges we're facing.

When I return, I can debrief the team. Attending will help us meet our goals for 2024 by providing us with a competitive edge and a significant return on investment. Thank you in advance for your consideration.

Sincerely,
<your name here>

Trip Report

page 1 of 2



TO:
FROM:
DATE:
SUBJECT: 2024 ASPE Convention & Expo Trip Report

ABOUT THE ASPE CONVENTION & EXPO:

Advancing plumbing engineering for more than 50 years, the ASPE Convention & Expo is the ONLY industry event designed to showcase innovations in plumbing system design—where plumbing engineers, designers, specifiers and contractors can learn about the latest plumbing products, services, and design techniques.

The ASPE Convention & Expo is the ONLY event designed to enhance the professional development, technical education, and career growth of plumbing engineering professionals. Attend and discover game-changing innovations, profitable solutions, and new ideas to maintain your competitive edge.

Combining broad network make up of thousands of industry professionals, an extensive line-up of professional development sessions designed exclusively for plumbing industry professionals and the largest plumbing design product tradeshow in the country, the 2024 ASPE Convention & Expo is where the industry gathers and remains the must-attend event of the year.

MAIN PURPOSE OF ATTENDING:

State here the main reason(s) why you chose to attend the 2024 ASPE Convention & Expo.

TOP THREE TAKEAWAYS FROM ATTENDING THE 2024 ASPE CONVENTION & EXPO:

1.	
2.	
3.	

SUMMARY OF EXPERIENCE:

State in this section your overall attendee experience. Was it worth your time and money? Do you wish you had more/less time there? What takeaways did you get out of attending the education sessions? How did you feel about the variety of products/services/equipment on display on the show floor? What did you learn by visiting some of the special show floor features (i.e. Innovation Theater and Wall, etc.)?

RECOMMENDATIONS:

Include in this section how you want to implement the knowledge you gained at the 2024 ASPE Convention & Expo at your company. Are there new products/services/equipment that you saw on the show floor that you want your company to purchase or research further? Also state here if you feel that other people should have attended or should attend the 2024 ASPE Convention & Expo.

COST BREAKDOWN:

	Budget	Actual
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Trip Report

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ASPE Convention & EXPO'24

Columbus, OH  October 18-23

Registration Fee	\$	\$
Conference Fee	\$	\$
Airfare	\$	\$
Transportation	\$	\$
Hotel	\$	\$
Meals	\$	\$
TOTAL	\$	\$

NEW CONTACTS MADE:

Contact 1 Full Name	Company Name	Title	Area of Expertise
Contact 2 Full Name	Company Name	Title	Area of Expertise
Contact 3 Full Name	Company Name	Title	Area of Expertise
Contact 4 Full Name	Company Name	Title	Area of Expertise
Contact 5 Full Name	Company Name	Title	Area of Expertise
Contact 6 Full Name	Company Name	Title	Area of Expertise
Contact 7 Full Name	Company Name	Title	Area of Expertise

What is ASPE?

The **AMERICAN SOCIETY OF PLUMBING ENGINEERS** (ASPE) is the only organization dedicated to promoting the plumbing engineering profession to both enhance career opportunities for our members and ensure the health, safety, and well-being of the public through the design of safe plumbing, drinking water, and sanitation systems.

WHAT WE DO



Provide continuing professional education programs



Publish design manuals, tools, and standards



Host conferences, tradeshow, and networking events



Certify professionals skilled in plumbing system design



Promote safe and sustainable water and sanitation systems



Represent the industry in local and national government



Help develop safe plumbing and building codes and standards



OUR MEMBERS

Our members are individuals working in various professions related to plumbing system design.

← What Is Plumbing Engineering?

Plumbing engineering is a vital part of the design/build construction process. Plumbing engineers use the principles of fluid flow with engineering calculations to design plumbing systems that transport fluids such as water, wastewater, natural gas, and rainwater throughout buildings.

Membership Standings

Region 5

Central Texas 153 members!

Chapter	Full	Associate	Affiliate	Total	PE	CPD	CPD + PE
Arkansas	26	5	21	52	11	2	0
Central Illinois	15	4	8	28	7	6	1
Central Texas	78	26	41	153	30	26	3
Chicago	143	31	112	294	51	61	21
Dallas/Ft. Worth	141	67	58	275	71	45	16
Houston	104	39	95	245	34	29	14
Kansas City	71	25	30	133	45	15	6
Lubbock High Plains	7	2	1	10	5	0	0
Minnesota	93	13	39	148	42	22	4
Oklahoma	38	5	27	71	19	4	0
Omaha	49	8	14	73	15	11	1
St. Louis	72	15	40	130	35	23	8
Wisconsin	87	32	44	167	34	12	3
Region 5 Total:	924	272	530	1773	399	251	77



WHAT IS A Plumbing Engineer?

PLUMBING ENGINEERS are a vital part of design/build construction teams for residential, commercial, and industrial facilities. They interact with other construction trades to provide building owners with efficient, functional, and sustainable plumbing systems that protect the health, welfare, and safety of the public and prevent environmental contamination.

WHAT DO PLUMBING ENGINEERS DO?

PLUMBING ENGINEERS use the principles of fluid flow along with engineering calculations to design plumbing systems that transport fluids and gases throughout buildings. Those systems include:

$$S = \frac{\text{rpm}\sqrt{Q}}{\text{NPSH}^{0.75}}$$
$$x 2.31 - h_f, L_H + \frac{(P_B - V_P)}{\text{Specific gravity}}$$



Domestic water systems



Wastewater



Fuel gas



Medical gas & vacuum



Compressed air



High-purity water



Fire suppression



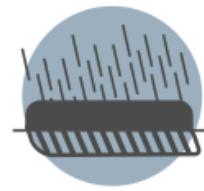
Chemical waste



Rain & stormwater systems



Venting



Site & building drainage



Water efficiency

WHAT DOES THE PROFESSION ENTAIL?

"The old adage that 'anyone can do plumbing' does not hold water anymore. A diversified and accomplished plumbing engineer is a valuable commodity in the design/build market."



PLUMBING ENGINEERS are highly skilled individuals involved in many different aspects of the design/build process, including:

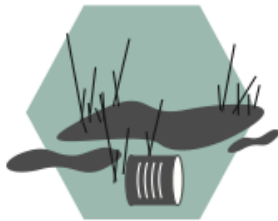
PLUMBING SYSTEM DESIGN	COMMISSIONING
PROJECT MANAGEMENT	CODE & STANDARD EXPERTISE
CONSTRUCTION ADMINISTRATION	FORENSIC & SUBSURFACE SYSTEM EVALUATION
BUILDING INFORMATION MODELING (REVIT)	COST ESTIMATION
PRODUCT & SYSTEM SPECIFICATION	PROBLEM SOLVING

PROTECTING PEOPLE & THE ENVIRONMENT

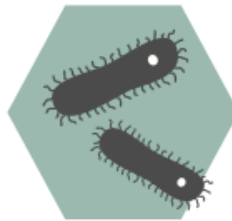
PLUMBING ENGINEERS help eliminate many of the threats that sicken people and harm the environment on a global scale by:



Delivering safe drinking water & sanitation systems



Combating groundwater contamination & depletion

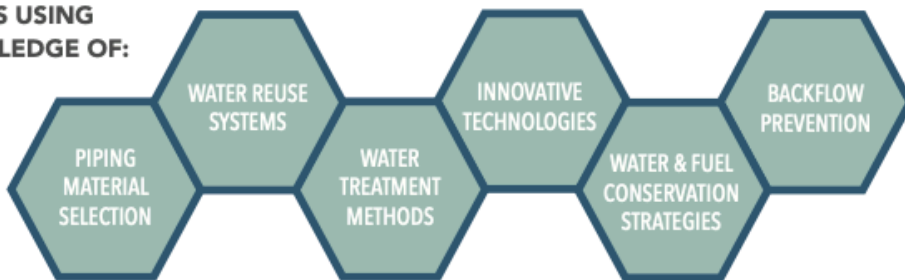


Preventing waterborne diseases



"Through their designs, plumbing engineers affect every life."

THEY DO THIS USING THEIR KNOWLEDGE OF:



HOW TO LEARN MORE

The American Society of Plumbing Engineers (ASPE) is the only association dedicated to promoting the plumbing engineering profession and helping plumbing engineers advance in their careers. Our members have a wealth of knowledge and experience and are ready to help others learn more about the industry.



To discover ASPE and find local contacts, visit:

aspe.org



Connect with Us



Making the Most of Your Membership

MEMBER BENEFIT TIP #1 - BUILD A KILLER NETWORK

One of ASPE's greatest benefits is its members. Everyone is busy at home and at work, but members who attend Chapter meetings, [Conventions & Expositions, and Symposiums](#) are more likely to build a killer contact list. Our members are eager to help you in your next plumbing engineering problem, which undoubtedly will make you more competitive in the workforce.

Whether you are in sales or engineering, you sell yourself every day. ASPE has many networking opportunities for you to meet professionals who possess the skills and training necessary to help you out of a tight spot or put you in touch with someone who can help you. If you are outside your comfort zone, ask your Chapter Board to make the introductions. Exchange business cards and remember to follow up with a brief conversation or email thanking them for their time. Before you know it, you will be a pro in engaging other members, which will lead to career growth and prosperity. If you are not able to attend a Chapter meeting, [ASPE Connect](#) offers you a way to build your network online.

MEMBER BENEFIT TIP #2 - ASK A MEMBER FOR HELP

Being a member in ASPE enables you to call upon a friend for help. Your Chapter Officers know who does what. Call your [Chapter leaders](#) when you are stumped on the job and ask for help. More times than not, you will find a fellow member who is more than willing and able to assist you with your problem. If they can't help, kick it up to the [Region Director](#), and they will find you the help you need. ASPE members treat other members just like family; it's our single most valuable membership benefit.

MEMBER BENEFIT TIP #3 - BOOST YOUR INDUSTRY VISIBILITY

Demonstrate your abilities to lead and boost your industry visibility by volunteering to join your Chapter Board of Directors or apply to join the [Society Board of Directors](#). Employers, clients, and coworkers respect and look up to ASPE Chapter and Society Officers. Without our leaders, we would not have a Society; it's worth the work.

MEMBER BENEFIT TIP #4 - EXPAND YOUR KNOWLEDGE AND EARN CEUs

ASPE produces webinars for members to expand their knowledge of plumbing systems and design. Members pay about half the price as nonmembers and if the webinar is sponsored, members can participate for free, so this is a great member benefit. Hover over Education & Credentialing in the [aspe.org](#) main menu, and then click on [Webinars and Workshops](#). You can access current webinars as well as every webinar ASPE has ever held. Don't forget to recommend these to your colleagues and clients.

Through our special Read, Learn, Earn series, ASPE also can help you accumulate the CEUs required for maintaining your CPD or CPDT credential or other regulatory agency CEU programs for your Professional Engineer license. Here is how you do it. Go to [aspe.org](#), hover over Education & Credentialing, and in the left column you will see [Read, Learn, Earn](#). Click on it and it will take you to a page with the active materials. This benefit is free to members and \$35 for nonmembers. Download one of the articles, read, learn, and earn your CEUs. When you complete the payment screen, the system guides you through the questions and you can enter your answers directly into the system. (Note that members do NOT need to add a credit card.) Voila! If you get 90% correct, you will receive your 0.1 CEU in the email specified in your account.

MEMBER BENEFIT TIP #5 - TRACK YOUR CEUs

We've seen some extraordinary new things come out of ASPE in the past couple of years, but this benefit is as good as it gets. Did you know that you can track your CEUs in your member area on [aspe.org](#)? Well you can, and here is how:

1. Under Education & Credentialing in the [aspe.org](#) main menu, in the left column click on [Continuing Education](#). You have now entered the ASPE Education website.
2. In the menu click on [My Education](#). (You must be signed in to see My Education.) This takes you to your dashboard.
3. Under My Dashboard, click on Transcript/Achievements.

All of your ASPE-sponsored CEUs will already be populated in this table, but you can also add other CEUs from other sources. Simply click on the link toward the top of the table and the site will direct you to a page to add the session information and to upload a certificate.

This member benefit is invaluable in keeping your CEUs current, and it's only offered to members. Don't get caught empty-handed when the eventual audit for your credential comes around.

MEMBER BENEFIT TIP #6 - MEET POTENTIAL CLIENTS/MEMBERS

If you are an Affiliate member, in sales, who steps up and takes on a membership role, you are in a unique position to promote ASPE and your company. Your leadership role is a valuable way to place yourself in front of prospective clients and members. Talk to your Chapter Board of Directors and see what you can do to promote yourself and ASPE.

MEMBER BENEFIT TIP #7 - LEARN HOW TO MENTOR OTHERS

ASPE has mentor opportunities so you can help foster the career of another member. Opportunities are available for all members. Just click on [Mentoring Program](#) under Membership & Global Community on [aspe.org](#) for more information. Leave your mark on our Society.

MEMBER BENEFIT TIP #8 - ADD LETTERS TO YOUR NAME

We all market ourselves every day with everything we do, and ASPE can help with programs that can add letters to your name: our [Certified in Plumbing Design \(CPD\)](#), [Certified Plumbing Design Technician \(CPDT\)](#), and [Green Plumbing Design \(GPD\)](#) programs. These programs will help others instantly recognize your leadership and expertise in the plumbing design industry.

MEMBER BENEFIT TIP #9 - ACCESS YOUR ASPE ACCOUNT

Accessing your ASPE account has never been easier. Visit [aspe.org](#) and click on the [LOGIN](#) tab in the upper right-hand corner. If you know your username or email address and your password, enter them and you will be done. If you do not know your username and password but know your email address, click on the "Request a New Password" tab. A temporary password will be sent, but be sure to change it when you log in. If you do not know your username, you can try your last name followed by your member number, just the digits. For example: jones12345.

Having trouble logging in to your ASPE account or you can't remember your member number? No worries. Your Chapter Vice President, Membership has a roster with this information. Call or email them and they will be happy to help you access your account.

MEMBER BENEFIT TIP #10 - MEMBERSHIP RENEWAL

ASPE has made it easier than ever to renew your membership. Log in to [aspe.org](#) as you ordinarily do and then to the left of the login button is a green "[Join/Renew](#)" button. Just click and you'll be renewed in no time. **NOTE: If you have lapsed for more than 90 days, your account was purged from the membership database and you will need to reapply for membership.**

MEMBER BENEFIT TIP #11 - SPECIAL-INTEREST GROUPS

[ASPE Young Professionals \(AYP\)](#) is designed for young industry professionals looking to meet with peers to share experiences, exchange ideas about the plumbing design industry, and network with other Chapter members. The focus of AYP is to help young plumbing engineers, design professionals, and practitioners establish contacts and further the mission of the Society. ASPE members 35 years old and younger are all included in this special-interest group.

The core mission of the [Women of ASPE \(WOA\)](#) is to engage, retain, and advance women in the plumbing design industry, through education, leadership development, and networking opportunities. WOA is committed to bringing together women and assisting them to achieve their professional and personal goals.

MEMBER BENEFIT TIP #12 - ASPE TABLES

The [ASPE Plumbing Engineering & Design Handbook of Tables](#) is a tool to help members with pipe sizing, equations, and more. This information is available not only as a book, but it is also available in both the Apple App Store and in the Google Play Store, offering members a portable way to access these valuable tables from their phones. More recently, the tables have become available for download to your Mac or PC. Just visit the [ASPE Bookstore](#) and you can have these tables at your fingertips.

MEMBER BENEFIT TIP #13 - CAREER CENTER

ASPE's Career Center is a valuable tool for ASPE members seeking new jobs or those looking for experienced plumbing engineers to join their team. Just hover over Membership & Global Community in the [aspe.org main menu](#) and click on [Career Center](#) to get started.

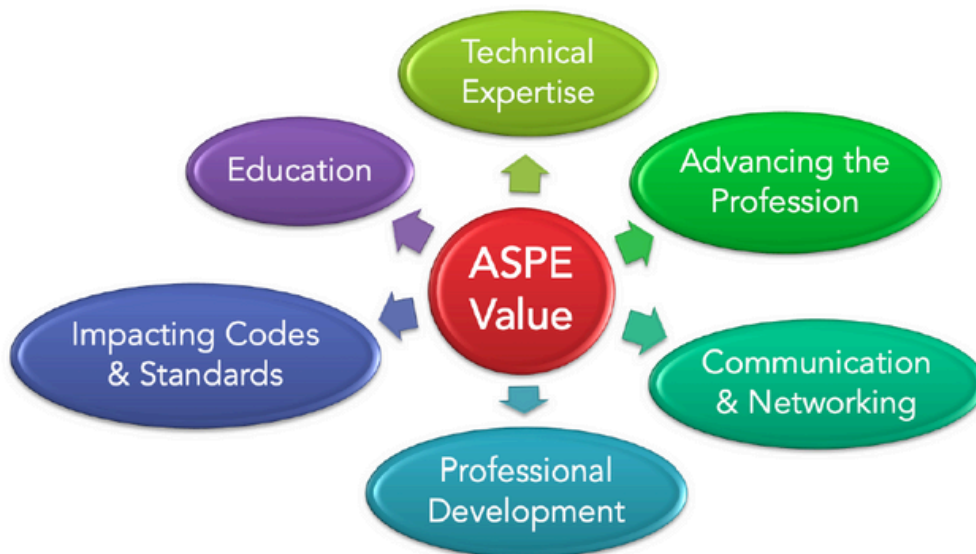


Connect with us
on Social Media!



ASPE Purpose

The core purpose of the American Society of Plumbing Engineers is to continually enhance and promote the profession of plumbing engineering design while assisting in improving the health, welfare, and safety of the public on a global scale.



CPDT CERTIFIED PLUMBING DESIGN TECHNICIAN®

HOW THE CPDT CREDENTIAL CAN ACCELERATE YOUR CAREER IN PLUMBING ENGINEERING

Due to its niche nature, plumbing engineering offers a long, stable, and profitable career, but breaking into the profession can be challenging if employers aren't aware of your unique skills. That's where the Certified Plumbing Design Technician (CPDT) credential can help. As the only credential

specific to plumbing system designers early in their careers, the CPDT provides immediate recognition of individuals skilled in this trade.

That's why Ashley Turlington, CPDT, recommends earning the designation. "Companies seek candidates with credentials

pertinent to their field," she says. "The CPDT can open up a lot of professional opportunities."

DEMONSTRATE YOUR TECHNICAL KNOWLEDGE

Administered by the American Society of Plumbing Engineers (ASPE), the CPDT program provides a standard of professional competence in the practice of plumbing design at the technician level. Employers are assured that designers who have earned the CPDT credential have the requisite knowledge and skills to excel in their company. This is one of the primary reasons individuals pursue the designation. "I earned my CPDT credential to demonstrate my technical knowledge of plumbing, and it has given me better recognition as a well-rounded plumbing designer," says John Lansing, CPDT, LEED Green Associate.

VALIDATION OF YOUR ACCOMPLISHMENTS

Through its rigorous processes, the CPDT program identifies professionals who have demonstrated their expertise and abilities in the field of plumbing design. The certification exam tests an individual's proficiency in skills that employers desire, such as laying out systems, sizing calculations, selecting equipment, and preparing documentation. The test specifications and content reflect the abilities essential to performing at the technician level of a plumbing designer.

The CPDT credential gives you "more respect, validation of your accomplishments, and [subsequently] more compensation," says Justin Wroblewski, CPDT.

IMPROVE YOUR VALUE TO YOUR COMPANY

The CPDT program's recertification requirement means that CPDTs must stay current on new techniques and technologies through continuing education, which is a desirable trait to employers who are looking for an edge in the competitive MEP market. Having CPDTs on their staff showcases a firm's expertise and their commitment to maintaining the highest, most up-to-date design standards.

"My CPDT credential has allowed my company to get better jobs because clients view us as more knowledgeable," Turlington says.

And the benefit is mutual. "Taking the step to improve your value to your company will also benefit your career," says Wroblewski.

HOW TO ACCELERATE YOUR CAREER

The CPDT program is designed for plumbing system designers with less than eight years of professional experience, and the exam is held annually at online testing sites around the world. If you are planning on achieving ASPE's internationally renowned Certified in Plumbing Design (CPD) credential, the CPDT is an excellent starting point.



To learn more and start accelerating your career, visit www.aspe.org/education-credentialing/cpdt/cpdtexam

ASPE Mentoring Program

This program, which is available to all members of the Society, has been designed to connect ASPE members who have a particular skill set (mentor) with individuals (mentee) who are searching to acquire the same skills to develop and make progress toward their personal and professional goals.

Who Is a Mentor?

A mentor is someone who can help the mentee develop skills for success and long-range career planning, is able to be a good listener, is willing to share experiences and views, is willing to commit time and effort, provides an “open door” to questions and problems, points out both strengths and opportunities for improvement, and has a vested interest in the growth and development of their mentee.

Benefits to the mentor:

- Satisfaction in helping someone mature, progress, and achieve goals
- Meeting and sharing experiences with other mentors
- Personal ongoing support to help the mentee succeed
- Personal fulfillment through contribution to the Society and the individual

Who Is a Mentee?

Having a mentor can contribute to a successful and satisfying career. Without a mentor, that learning occurs mostly through trial and error. With a mentor, even experienced professionals can benefit from the experiences and expertise of someone who has withstood the trial and can help the mentee avoid the mistakes. Similarly, those new to the industry will discover that being a mentee shortens the learning curve for acquiring the skills and knowledge most critical to a fruitful career.

Benefits to the mentee:

- Discover new talents about yourself
- Career satisfaction
- Expand your personal network
- Maximize your strengths

connect.aspe.org

