



## **YOTS (Young Orthopaedic Trauma Surgeons) Early Career Mentorship Program Process and Requirements**

### **PROCESS**

- Mentees will apply to the program annually using application form once a year
- YOTS Subcommittee with Senior member will match Mentee with Mentor based on preferences selected by Mentee.
  - Private/ Academic Practice
  - Solo Practice/Group
  - Career Goals

### **REQUIREMENTS**

- 1) Career Goals Document
  - Mentee will prepare a 1 page document outlining 1, 2 and 5 year career goals and how the mentor can best facilitate reaching the goals (to include specific areas the Mentee is seeking advice/ help).
- 2) CV or Biosketch
- 3) Mentor-Mentee Meetings and Documentation
  - Mentor and Mentee will have a preliminary video meeting within 45 days of the assignment to review career goals. This meeting should focus on developing concrete 1-year mentorship goals.
  - Within 30-days of the initial Mentor-Mentee meeting the Mentee will write up a 1-page action plan that both parties will sign and submit to the Mentorship committee for records.
  - Mentor and Mentee will meet annually at the OTA Annual Meeting or another meeting that both attend such as AAOS or a regional meeting.
  - Mentor and Mentee will have at least 4 meetings a year. (Initial set-up meeting, OTA Annual Meeting, and two other meetings which can be virtual or over the phone).
  - At the end of the year, the Mentee will provide a 1-year summary to the committee. Mentee and Mentor can request to continue the relationship through the next year, or to be “re-assigned” to another mentor, or exit program based on changing needs.
  - Both mentor and mentee will be asked to fill out a survey at the end of the year term to determine any changes to be implemented to improve the experience for both the mentor and the mentee.