



Fermilab Young Professionals Buddy Program

New Employee

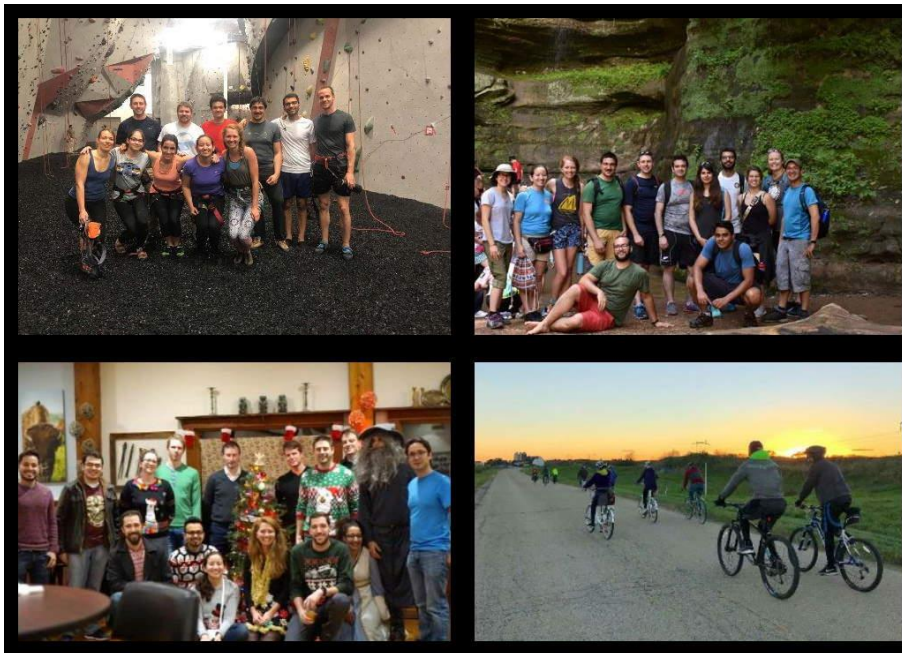
Michael Geelhoed AD/MSD

New Engineers to FNAL

February 22nd 2022

FYP Buddy Program – Mission and Objective

Fermilab Young Professionals mission is to offer a platform for young professionals to connect with fellow Fermilab community members to learn about Fermilab, advance their careers and reach their highest potential.



FYP Buddy Program – Mission and Objective

The mission of the Buddy Program is to be a catalyst to help employees transition to their roles and provide support for them to succeed on an individual basis. The goal is to ensure all new employees feel the sense that they are part of our culture and help them navigate Fermilab.

Through 3 active phases, the program introduces new employees to the Fermilab environment and common lab expectations. We promote Fermilab's internal functions, processes, and continue to endorse personal and professional growth.

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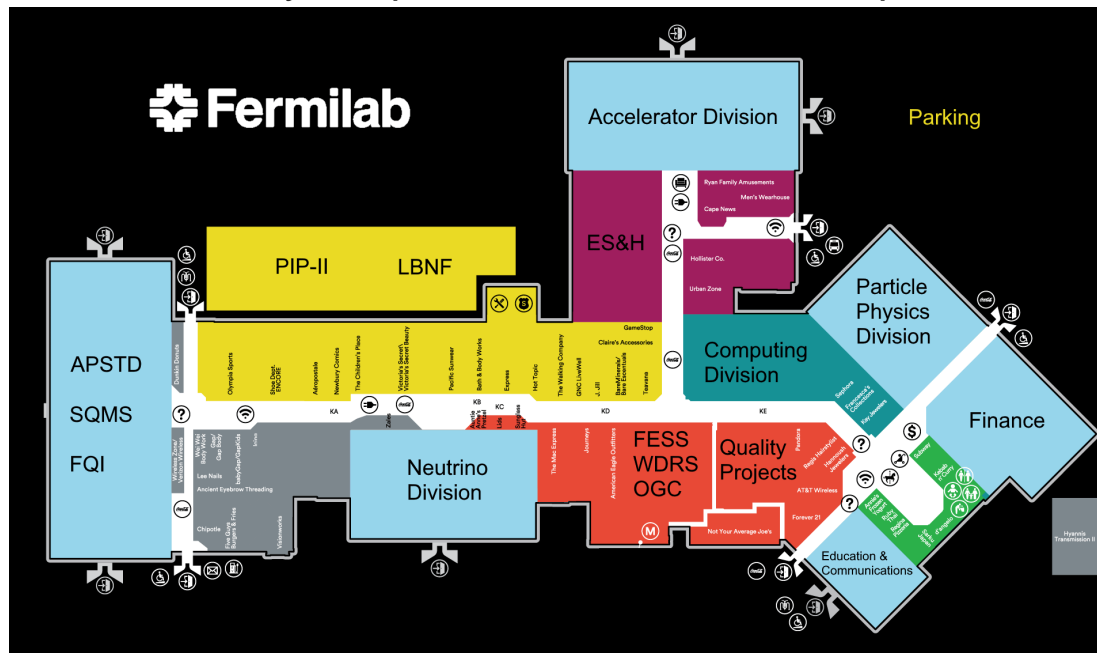
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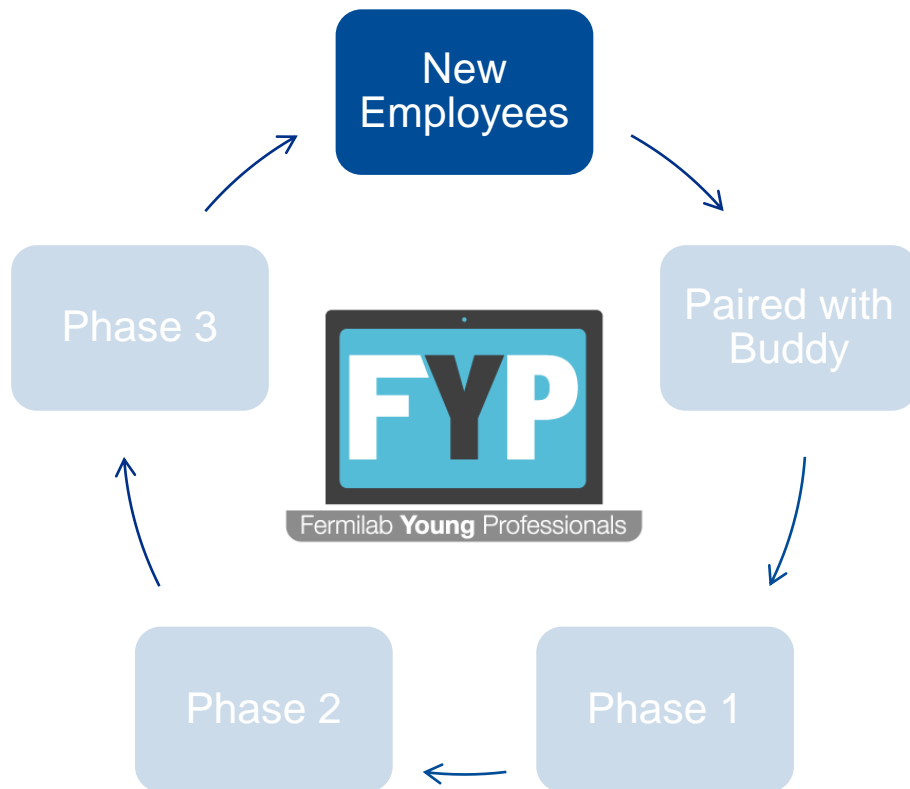


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FYP Buddy Program



New Employees

In Fermilab's welcome packet from WDRS, there is information from EDI on numerous LRGs. Within there the Fermilab Young Professionals has information on this program.

<https://diversity.fnal.gov/fyp/fyp-buddy-program/>

How to sign up?

All new employees hired since March 2020 are encouraged to sign up to the FYP Buddy program with the form below. All fields are required.

* Required

Name*


E-mail*

Job Title*

Division/Section/Project*

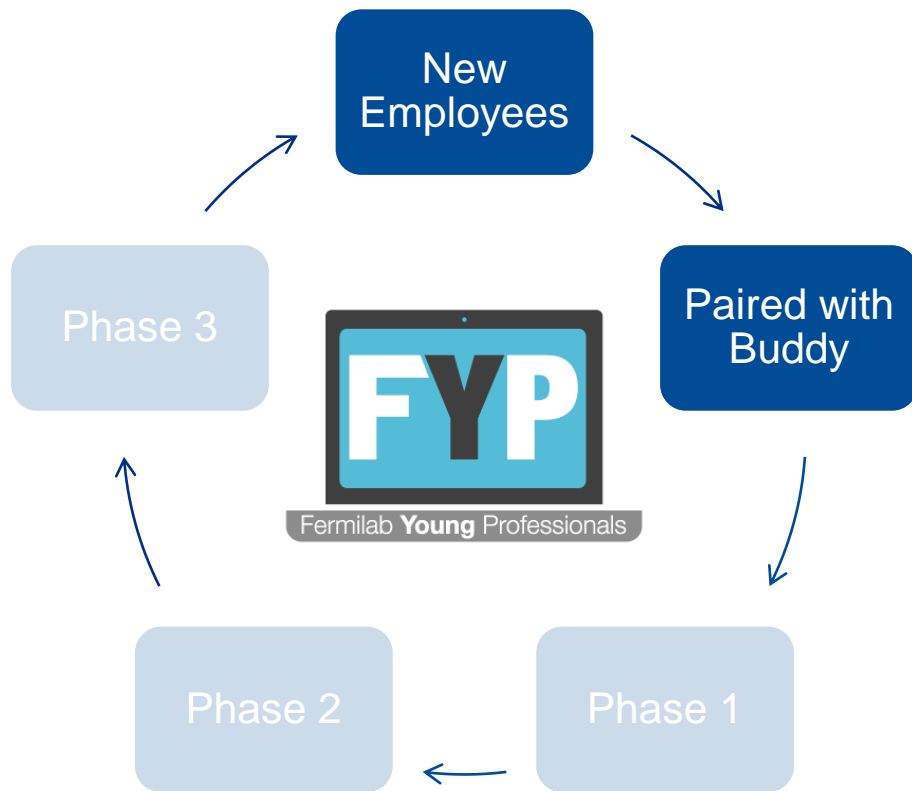
Phone*

☐ New Employee ☐ Buddy

☐ I'm not a robot 

Submit Request Clear All Fields

FYP Buddy Program

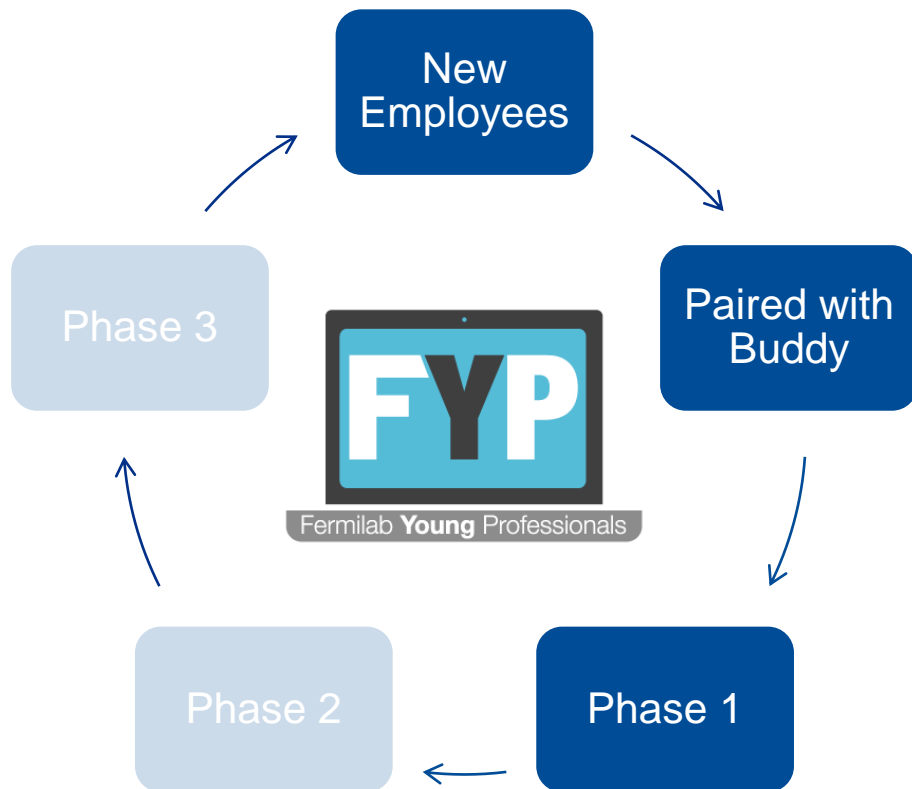


Pairing

Members of our executive board will send a response email and pair new employees with buddies. We attempt to not pair within the same line management within the respective D/S/P.

New Employees	Buddies
Madeleine	Juan
Frankie	Jim
Derek	Michael
Anahi	Lorena
Raphael	Judah
John	Brandon
Tia	Jeny
Pamela	Cara
Tammy	Eileen
Alison	Jeny
Dennis	Jeny
Jason	Ketevan
Jose	Eileen
Adam	Chris

FYP Buddy Program



Phase 1

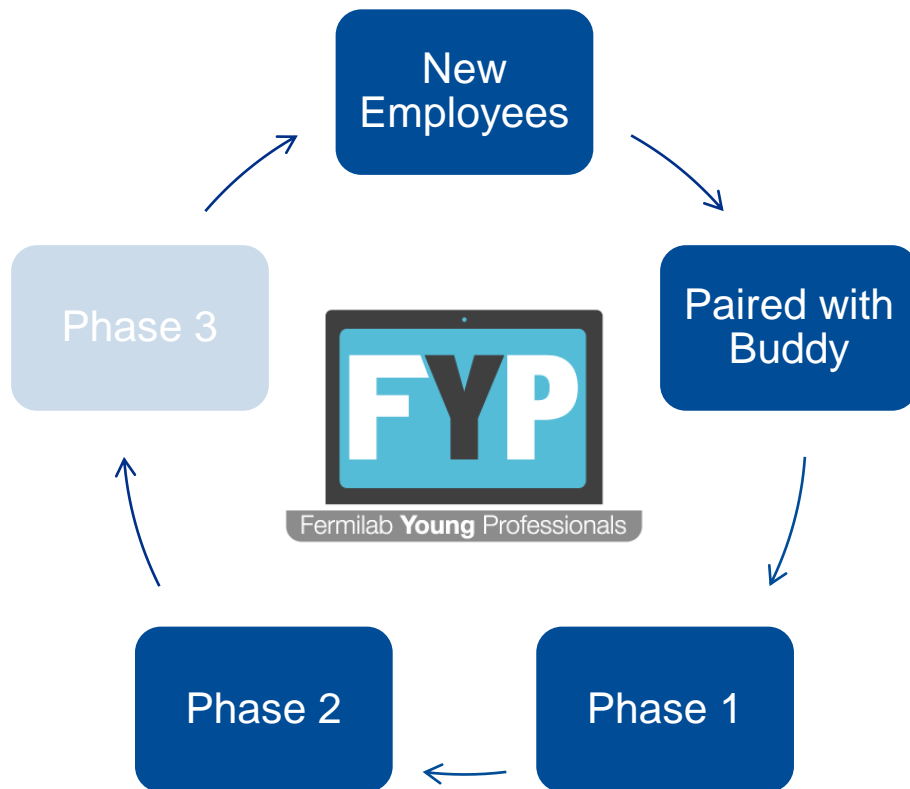
Introduce the new employee to the Fermilab environment and general lab expectations:

- Get to know one another and provide a space for more informal status update
- How is the new employee adjusting?
- What obstacles are they facing?
- What questions do they have about Fermilab?

Questions we expected:

- What to wear/etiquette?
- Work culture at Fermilab?
- Vacation/sick leave/floating holiday?
- Work hours/lunch?
- How do I navigate a computer system (ServiceNow, Kronos, etc.)?

FYP Buddy Program



Phase 2

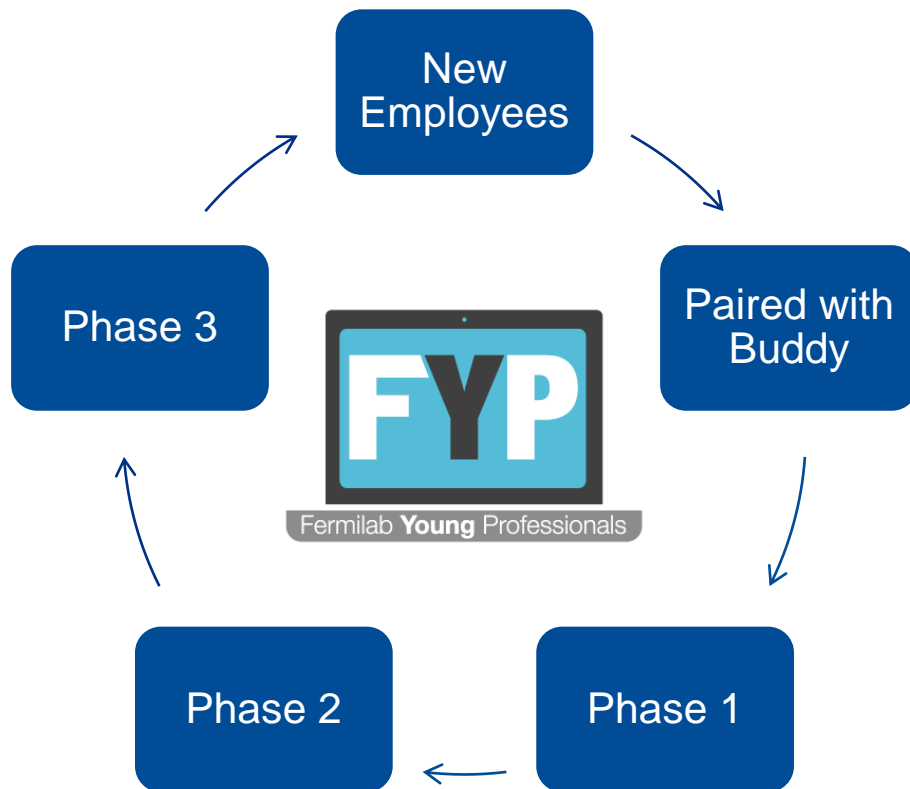
Share resources, organizational knowledge and broaden the new employee's network. Encourage them to join:

- Other LRGs
- Recreation
- Clubs
- Groups

Questions we expected:

- What is the Fermilab Arts & Lectures Series? Artist in Residence?
- What connections does the Education & Public Outreach office provide?
- When is the Fermilab Colloquium, Wine & Cheese, Accelerator Physics and Technology Seminar series, Neutrino social events?

FYP Buddy Program



Phase 3

Any other Fermilab resource/opportunity, discuss professional/personal growth such as:

- Courses
- Training
- Conferences
- Tuition Assistance

Return lessons learned to FYP, EDI, and WDRS

Questions we expected:

- Anything....

FYP Buddy Program – Success

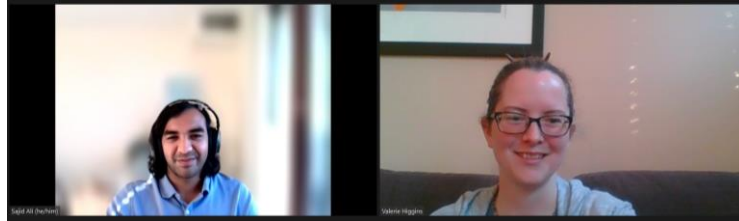
Cohort 1

Cohort 2

Cohort 3



FYP Buddy Program – Success



FYP Buddy Program

<https://diversity.fnal.gov/fyp/fyp-buddy-program/>

Questions?

fyp_board@fnal.gov