

Mentorship Matters -- SkillPlan

Topic:

Mentorship Matters – SkillPlan

Background:

Jobsite practical skills development has been in existence since apprenticeship beginnings. With an increasing percentage of workforce represented by younger and less experienced workers the desire for best-in-class practices and job site skills development has never been greater. With that, our greatest obstacle has now become how to accurately capture productivity and safety practices that will advise and educate new workers. As a response to this growing demand, Mentorship Matters was created. The goal is to maximize the effectiveness of communication and skill transfer between new worker and mentor.

Program:

The program is divided in to two separate sections, first of which is geared towards the apprentice. Clear and collaborative communication provided through one-on-one instruction with assigned mentors will provide apprentices with practical skills they can apply to real life situations. The second portion of this course is geared towards the mentor. Here targeted skills include, efficient skills transfer, including techniques for demonstration, evaluating, and the presentation of constructive feedback. Following the completion of all course requirements, Mentorship Matters will successfully equip apprentices and mentors with the skills and strategies necessary for both technical training application and job site utilization.

Apprentices will:

- Effectively learn communication strategies which maximize learning opportunities.
- Identify learning styles and associated strategies.
- Understand and implement goal setting techniques to enhance training.
- Duration: 3.5 hrs.

Journeypersons will:

- learn about their responsibilities as a mentor and leader on-the-job.
- improve skills transference and productivity of apprentices and new workers while maintaining a safe working environment.

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- learn the six-step approach for teaching skills that includes techniques for demonstrating, evaluating, and providing feedback for the worker learning new skills.
- learn how to create a safe environment for the mentee to practice their skills.
- Duration: 3.5 hrs.