

Based on the experiences and expertise of employers, industry associations, journeypersons, and apprentices in a variety of trades, a number of common themes emerged to make mentoring successful. At its core, effective mentoring is a commitment to provide meaningful training experiences for apprentices.

Key characteristics of successful mentors are:

- Leadership Skills**
- Positive Attitude**
- Teaching Ability**
- Openness to Work with Young People**
- Manage Workload**
- Willingness to Cope with Time Constraints**

To assist the journeyperson who is becoming a mentor:

- Offer mentorship training
- Provide ongoing support and training
- Implement the training plan, monitor and evaluation
- Create a training plan for increased engagement in gaining the mentoring skills
- One tool for mentors is the 6 Steps to Mentoring Success



6 Steps to Mentoring Success

1) Identify the Point of the Lesson

Explain exactly what they will learn.

2) Link the Lesson

Link the lesson directly to the trade, the skills already acquired from previous learnings, and the reason.

3) Demonstrate the Skill

Provide clear and accurate descriptions of how to perform the task, both visually and verbally.

4) Provide Opportunity for Practice

Allow the apprentice to perform the task under your supervision.

5) Give Immediate Feedback

Provide specific feedback on both the areas the apprentice performed well on and areas of improvement to focus on.

6) Access Progress

Set times to re-evaluate progress and provide feedback on their performance, understanding of the task and lesson and improvements required.

“RAP promotes a mentoring culture on our projects and throughout our company. It helps us develop those whose values align with our own, and building lasting employees.”

- Mark Alton, Workforce Manager, Southern Alberta, PCL Builders, INC

Source: Canadian Apprenticeship Forum: Effective Journeyperson Apprentice Mentoring On-the-Job