

The M.E.N.T.O.R. Approach & Recap



The Business Case for mentoring

NB-MAP (New Brunswick Mentor Apprentice Program) helps businesses and unions in the building trades develop a strong learning workplace culture, ensuring trade skills are effectively passed from one generation of worker to the next. At the core of the NB-MAP M.E.N.T.O.R. Approach is the knowledge that over 70-80% of trade skills are learned from an on-the-job teacher, and so our journeypersons must have effective mentor skills.

For journeypersons, management, and operations staff, this course teaches how to provide effective on-the-job mentorship, featuring a simple and easy-to-remember tool mentors can apply to every lesson. The M.E.N.T.O.R. Approach is a highly interactive session with multiple exercises to keep action-oriented tradespeople engaged.

Class size: maximum 12. Session duration: 4 + 2 hours.

Course philosophy

As it takes a team of mentors to train an apprentice, this is a highly interactive hands-on course with practical exercises and group discussions where participants learn from each other.

Course purpose

The word "mentor" comes from a Greek myth. Mentor was the name of a teacher and protector who was chosen to care for a friend's son. Passing on workplace knowledge and skills is what apprenticeship is all about. It is therefore important for a mentor to know how to pass on their industry knowledge, professional attitudes and behaviours. They need to be a learning guide and a skill expert.

Mentorship will also be increasingly important: workplaces will be more diverse and inclusive, and research shows the millennial generation largely wants a workplace mentor. This is the reason for the focus on teaching and learning skills in the workplace as a part of a workplace mentoring culture.

Recap

As adults learn through repetition, this is a 2 part course. A Recap will be scheduled within 3 months of completion of The M.E.N.T.O.R. Approach.



Learning outcomes

At the end of the course, participants will:

- ✓ gain a simple and useful memory tool to be a great mentor
- ✓ learn strategies for effective mentoring in the workplace
- ✓ improve their ability to pass on their skills and knowledge to a learner

Course certification

Successful participants will receive a certificate of completion. Eligible participants, who successfully complete the course, will receive their [NBSCA passport sticker](#)

COURSE OVERVIEW

Introduction



Starting out: Linking Mentorship and Apprenticeship



What is Your Role As A Mentor



Mentor Qualities



A Foundation for Learning – Essential Skills

Everyone is different



Generations in the workplace



Learning Styles



Communication, it's Important!

The M.E.N.T.O.R. Approach

A Step-By-Step Plan For Mentoring On-the-job

Mentor Best Practices



Timing Is Everything



Lesson Order



Recapping



Reflection

Conclusion

“The partnership with NB-MAP is the perfect match to ensure the knowledge is transferred to the new generation to come.”

Gaëtan Thomas
President and CEO
NB Power