

WHY Focus On Workplace Mentoring?

Teaching and learning in the workplace is a part of EVERY job. Workplace mentoring is how we can best take advantage of the teaching and learning that happens in the workplace. Apprenticeship is, and always has been about mentoring. It is how people work together to learn new things, and to pass on the skills of a trade. Based on feedback from industry, the Nova Scotia Apprenticeship Agency is focusing attention on mentoring to assist with teaching and learning skills in the workplace.

Since the majority of apprenticeship training happens on the job, it makes sense to provide supports to help strengthen workplace skills training. The province has worked in partnership to develop a suite of resources to assist with the integration of workplace mentoring into all aspects of the apprenticeship process. This suite of resources is being integrated as a part of all Apprenticeship Programs and will also be made available to industry. These mentoring resources are just the start – the seeds to get people thinking about teaching and learning in the workplace.

Workplace mentoring involves everyone: The new workers – the apprentices, the experienced workers – the journeypersons, and the employers who provide the work. ALL share the responsibility for making the most of workplace teaching and learning.



For apprentices, mentoring will help in getting the most out of workplace training today, and preparing them for being future trainers. Initially, the focus is on learning the skills, and later the focus is on teaching the skills.

For journeypersons, mentoring will help to build on their strengths in conducting workplace skills training. Initially, the focus is on teaching skills, but always with a focus on learning because learning is a part of every job.

For employers, mentoring will help to enhance the workplace training of today and to build for the future.

Mentoring has many benefits...

HARD RETURNS

- Increase productivity
- Increase effectiveness
- Increase efficiency
- Increase retention
- Decrease waste
- Decrease down time
- Decrease absenteeism



Soft Returns

- Increase skill development
- Increase cross training
- Increase responsibility
- Increase job satisfaction
- Increase in quality of service
- Increase in quality of work
- Increase customer satisfaction

Do the **SKILLS**, learn the trade, **PASS IT ON...**

MENTORING WORKS - PASS IT ON!