

Workplace Mentoring – SYNOPSIS

WHAT? A focus on workplace mentoring

The Nova Scotia Department of Labour and Workforce Development is focusing attention on mentoring to assist with teaching and learning skills in the workplace. The Department has worked in partnership to develop a suite of resources to assist with the integration of workplace mentoring into all aspects of the apprenticeship journey.

WHO? A focus on workplace mentoring involves all apprenticeship stakeholders

This includes new and existing apprentices as well as experienced tradespersons, employers and industry.

HOW? Workplace mentoring is being woven into the full apprenticeship journey

New and Existing Apprentices: This is a proactive approach to mentoring. Mentoring will be integrated into the apprenticeship program curriculum theoretical training through two required program milestones/units: Workplace Mentoring I and Workplace Mentoring II. Apprenticeship curriculum standards and supporting learning/facilitation materials have been developed for each of these units.

***Workplace Mentoring I:** The focus of this unit is on learning skills in the workplace (Time: 4 Hours). The target audience for this unit is apprentices in the first year of their program (entry-level apprentices) in all Apprenticeship Programs and Pre-Apprenticeship / Pre-Employment Programs.*

***Workplace Mentoring II:** The focus of this unit is on teaching skills in the workplace (Time: 4 hours). The target audience for this unit is apprentices in the final year of their program (exit-level apprentices).*

Industry – Experienced Tradespersons and Employers: A focus on workplace mentoring also involves working with Journeypersons, experienced tradespersons, and industry employers in order to build a sustainable workforce for today, and tomorrow. Here, a focus on Workplace Mentoring involves a multi-pronged communication and action strategy aimed at building on strength and increasing meaningful participation in the apprenticeship system. This will happen by integrating mentoring in existing training opportunities, and also offering stand-alone training through a mentoring workshop.

***Mentoring Workshop:** The focus of this workshop is on teaching and learning in the workplace (Time: 3 hours). The target audience for this workshop is experienced tradespersons, employers and other industry members. Mentoring training for industry will be integrated within existing initiatives, and offered a number of different ways. This includes a face-to-face group session, correspondence, online, a blended format that combines methods; the list goes on. There are considerable options for how training could be offered to individuals and groups.*

WHEN? A focus on workplace mentoring is happening NOW

There is a suite of supporting resource materials to assist with the implementation of Workplace Mentoring. These materials are available online at <http://apprenticeship.nsc.ca/mentoring/>.

These resources form a framework for the Workplace Mentoring content that is being woven into the Apprenticeship journey, and adapted as a part of other training initiatives. Implementation necessarily involves collaboration to create linkages, and make the most of opportunities within the existing system.

WHY? Mentoring Works – Pass it on!