

Mentorship Best Practices

Basics of Good Mentorship Practices

Mentorship during Registered Apprenticeship (RA) programs provides apprentices with a **variety of benefits that help them achieve success** in their new field. Mentorship increases job satisfaction, improves job performance, and builds skill confidence.

As a mentor, you must be prepared to provide **support and guidance in various areas**, including setting goals and expectations, offering emotional support and encouragement, and providing honest feedback to help the apprentice improve their performance.

Being capable of **empathizing with mentee struggles while offering career guidance and skill education** is necessary to being a successful mentor.

Providing Guidance & Support

- Good mentors provide guidance and support **beyond technical skills**.
- Wise mentors help apprentices **establish SMART** (*specific, measurable, achievable, relevant, and time-bound*) **goals** to work towards.
- Mentors should encourage apprentices to care for their **mental and emotional health** and provide them with resources, such as articles, books, or podcasts.
- Good mentors **listen and offer honest, practical, and constructive feedback** to help apprentices improve their performance.



Sharing Knowledge & Skills

- Effective mentors **share their expertise** in their industry with their apprentice.
- Mentors **teach technical skills**, industry **best practices**, and insights into **industry trends**.
- Mentors can **give apprentices a head start** and help **avoid common industry mistakes**.

Facilitating Networking

- Good mentors assist apprentices in **developing connections with industry professionals** and attending professional events.
- Integrating apprentices into industry events builds a **sense of belonging and community**, which leads to better apprenticeship outcomes and retention.

Fostering Professional Development

- Good mentors **encourage continued learning** and skill development for long-term career success.
- Through the RA program, mentors should work with apprentices to **identify strengths and weaknesses** to improve performance.

A mentor must provide guidance and support to their apprentice in various areas, including setting goals and expectations, offering emotional coaching and encouragement, and providing honest feedback. By doing so, the mentor can help apprentices successfully navigate their career journey.

Mentorship Best Practices

Apprentices who feel supported and encouraged by their mentors are more likely to feel fulfilled in their roles. By providing feedback and support, mentors help apprentices overcome self-doubt and build the skills they need to succeed in their chosen field.

It is necessary to remember the human element in mentorship and how it can be used to foster success rather than hinder it. Mentorship is a powerful relationship that builds skills in both parties and changes lives. Contact us today to expand your mentorship programs.



What Makes a Good Mentor?

Good mentors...

- Give mentees eye contact and full attention
- Let mentees choose their path (with support)
- Share practical advice regarding careers goal
- Share specific and actionable advice
- Active and frequently available to mentees
- Support mentees through difficult times
- Never comment on character, just behaviors
- Care about mentee personal development
- Promote mentee and community success
- Are respected in their community

Qualities of Successful Mentors

• **Respect for individuals, abilities, and the right to make their own life choices.** Mentors should not see mentees as in need of rescuing. Mentors who convey respect and dignity win the trust of their mentees.

• **Ability to empathize with others' struggles.** Even without the same life experiences, effective mentors can empathize with mentee feelings and problems without pity.

• **Flexible and open.** Mentorship is a two-way street and mentors should be open to learning new things from mentees.

• **Ability to accept different points of view.** Mentors can often help by just listening, suspending judgment, and giving mentees space to explore their thoughts without interference.

• **Ability to see solutions, opportunities, and barriers.** Effective mentors balance a respect for the real and serious problems faced by their mentees with optimism about solutions.

• **Genuine desire to be part of mentee lives.** Mentorship is not a short process and mentors have to be invested in the relationship to make a difference.

CONNECT WITH US!

To learn how the Hub can help, please visit SCWorkforcehub.com or email us at SCAWorkforceHub@manhattanstrategy.com.