

Where to Find Mentors Outside of Your Business

- ✓ Mentorship can help you retain your apprentices.
- ✓ 92% said they learned something from their mentor they wouldn't have been able to learn otherwise ¹
- ✓ 83% of apprentices report that they would leave a job if their employer didn't provide a mentor to support their learning. ²

Mentorship provides you and your apprentice with many benefits

A mentor can provide your apprentice

- valuable advice and insight into their own personal journey in the field
- help identifying skills they need to further develop
- perspective on what they may have done differently, given the chance
- tips on how to overcome obstacles or challenges
- opportunities to build a peer group by connecting with a network their mentor has already developed
- a safe person to act as a sounding board
- suggestions that could help them refine their ideas and provide more efficient or effective ways of achieving desired business outcomes
- insights to increase their drive to achieve in your organization

1. and 2. Melissa Vekil, "Mentorship Matters for a Successful Career in the Skilled Trades," Innovating Canada, Media Planet, 2022, <https://www.innovatingcanada.ca/diversity-and-inclusion/diversity-inclusion-archive/mentorship-matters-for-a-successful-career-in-the-skilled-trades/>



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Tips to connect your apprentice with a mentor

1. **Skills Council of Canada** offers individual support including one-on-one tutoring and mentorship.
2. **ApprenticeSearch** can connect apprentices with mentors and a variety of other resources including
 - peer mentorship groups for women in the skilled trades
 - industry networking events
3. The **National Mentor Development Program** offers support for women and gender-diverse individuals in the skilled trades. It includes
 - coaching and mentorship from experienced tradespeople
 - peer support and community connections
 - mentorship training to give participants the skills they need to be future mentors and leaders in the trades
4. The **Women in Mechanical Contracting Group** provides education, mentorship and professional development to help women build a career in mechanical contracting.

Additional resources to find mentors for your apprentices

1. **Advance Women in Trades** can help connect female apprentices to other women in the trade. Go to their website and then
 - hover over “Equitable Pathways” and click “Educator Tools”
 - look for “Contact List of Local Women in Skilled Trades and Technology” about 3/4 of the way down the page



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