

Strengthening Mentorship in Apprenticeship

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Alberta

Welcome!

Language changes for STAEA

Background

Mentorship Initiatives

- Ongoing research
- Pilot projects

Discussion

- Mentorship in the workplace

Language Changes

| From | To |
|---|--|
| <i>Apprenticeship and Industry Training Act</i> | <i>Skilled Trades and Apprenticeship Education Act</i> |
| Journeyman | Journeyperson |
| Compulsory/optional | Restricted activities |
| Employers | Sponsors and mentors |
| Indentured | Registered and sponsored |
| Apprenticeship programs | Apprenticeship education programs |
| Apprenticeship contracts | Apprenticeship education agreements |
| Record Book | Competence Portfolio |
| Technical training | Classroom instruction |
| Journeyman Certification | Journeyperson Certification & Education Credential |

Background

The Skilled Trades and Apprenticeship Education Act came into force on July 20, 2022.

- Supports Alberta's talent development
- Strengthen on-the-job learning through mentorship

What is Mentorship?

- A committed and collaborative relationship where an individual with specific experience, knowledge, or connections shares their knowledge with another individual.
- A reciprocal relationship between a mentor and a learner for the purpose of the learner's growth, development, progression and experience within a certain field.
- In STAEA, mentors are supervising journeypersons or individuals that hold a recognized trade certificate.

Mentorship & STAEA

- STAEA replaces “supervision” with “mentorship” to strengthen the on-the-job learning component.
- Mentors are available to the apprentice and able to communicate and educate the activity being performed and
 - Provide the apprentice with the necessary knowledge to develop their skills and competencies,
 - Provide a learning environment that is supportive to foster continuous development,
 - Provide continuous evaluation and feedback, and
 - Help connect the classroom instruction with the work.

Mentorship Research

- Throughout 2023, we will conduct research with industry and post-secondary institutions to gain a better understanding of what successful mentorship looks like on-the-job.
- Expected outcomes:
 - Strengthen awareness within industry of the apprenticeship learning model.
 - Understand how industry is applying on-the-job learning through mentorship.
 - Understand barriers and best practices in utilizing a mentorship approach.

Research Participation

We're interested in your perspectives and experiences with on-the-job mentorship.

If you would like to participate in this research,
email us at:

STAE.Act@gov.ab.ca

Competence Portfolio (Record Book)

- Acts as a means to measure apprentice progression
- Capacity to act as a mentorship tool – rarely used
- New iteration in development – Trailblazers
- More rigorous approach
- Specific tasks identified by industry
- Companion document to assist in mentorship

For More Information

- Website: tradesecrets.alberta.ca
- Email: stae.act@gov.ab.ca

Questions?



Discussion

- How are you applying mentorship in your workplace today?
- What opportunities/barriers do you see to applying mentorship in apprenticeship programming?
- What resources/supports might assist you in applying mentorship practices?