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FUTURE
IS **NOW**

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Build a Local Mentoring Program: Nurture Talent and Strengthen Our Industry

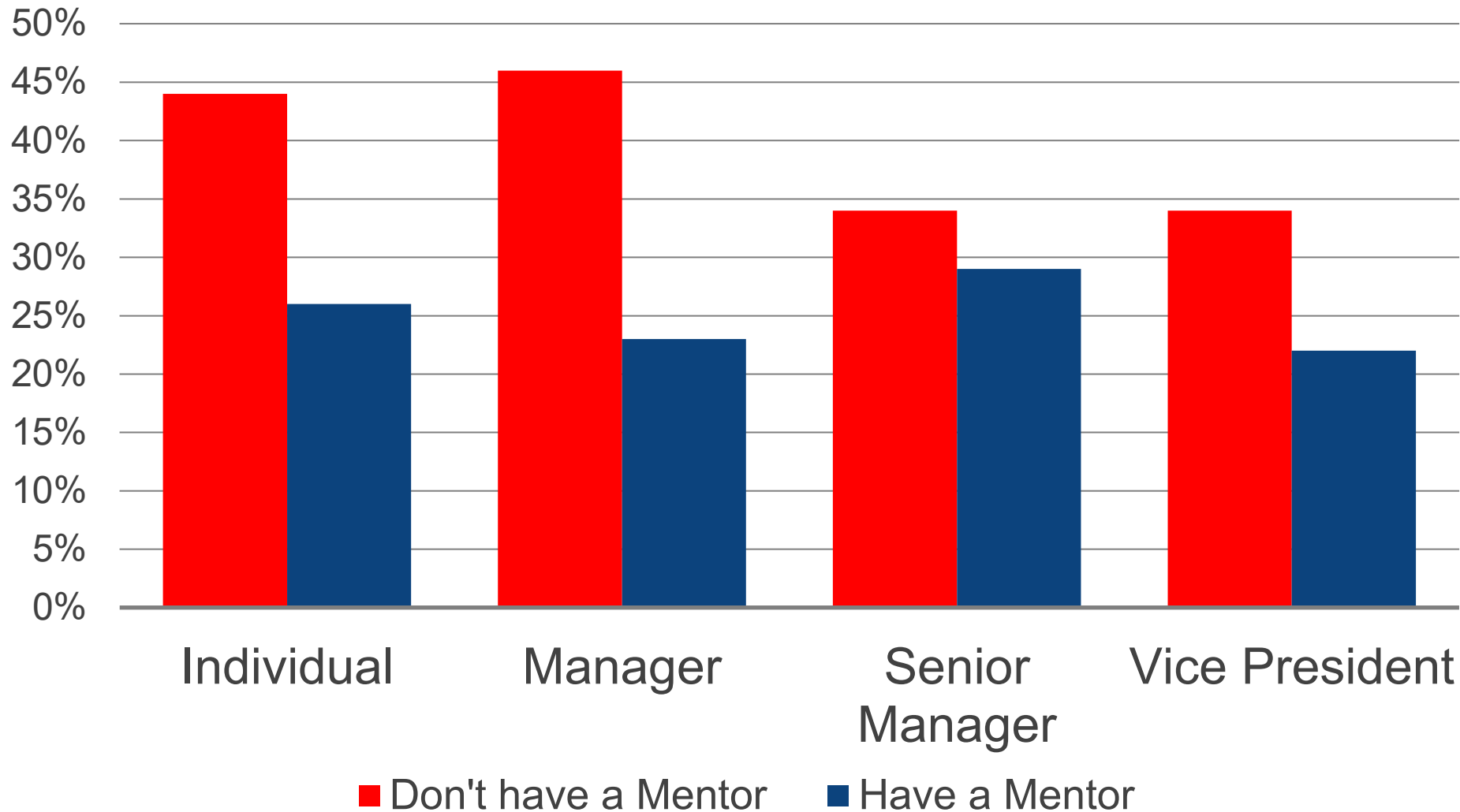


Why is Mentoring Important?

- Increases recruiting opportunities
- Helps boost job satisfaction
- Knowledge transfer
- Strengthens communication skills
- Improves retention



Mentoring Improves Retention



In the last three months, have you seriously considered quitting your job?

Mentoring Makes Economic Sense

- Better profits –
 - Companies with mentoring programs had profits that were **18% better than average**, while those without mentoring programs had profits that were **45% worse than the average**
 - 1 trillion dollars lost annually due to turnover



More on Cents

- Calculator ROI of Mentorship:

Number of participants (mentors + mentees)	20
Average employee salary	\$65,000
Average annual turnover rate*	20%
Cost of employee turnover (% of salary)*	75%
Reduction in turnover from mentoring*	30%
Cost of employee turnover (annual)	\$195,000
Value of mentorship (annual)	\$58,500

Building your program

- How?
- Who?
- Training?
- Coordination?
- Maintaining Momentum



Initial Program Planning

- Gather stakeholders
 - JATC, Local, Contractors
- Program goals & priorities
- Identify workforce served
- Basic structure



Identifying Participants

- How do you match participants?
- Who will be your mentees?
- Mentors?



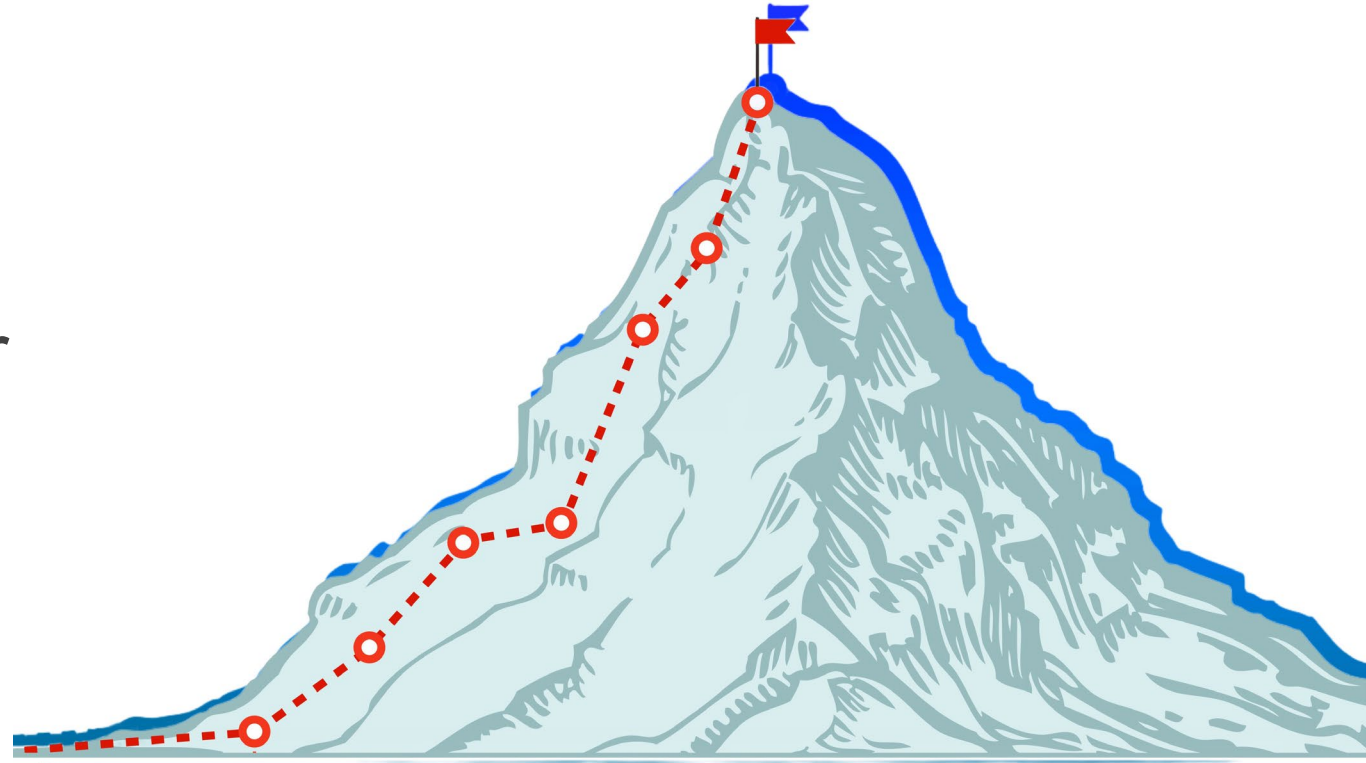
Mentor – Mentee Training

- Mentors:
 - How to be a mentor
 - Roles and responsibilities
 - Communication and feedback
 - Resources
- Mentees:
 - How to be mentored
 - Communication and feedback



Tips on planning:

- Build and run in conjunction
- 3rd party organizations can help facilitate
- More involvement, the better
- Identify a point person or “Program Coordinator”



Structure

Worksheet for Planning a Mentoring Program:

- Living document
- Prompts for infrastructure
- Measures, objectives,
- Limits, boundaries

Worksheet for Planning a Mentoring Program (Based on *The Next Generation: A Handbook for Mentoring Future Union Leaders*)

Type of Mentoring Program: _____

Goals and Objectives:

- Provide a formal mentoring program for apprentices
- Target specifically women and people of color to improve retention of apprentices
- Educate mentors and mentees about:
 - Hazing, harassment, bullying, and the union's standards and policies regarding such
 - Mentoring roles and responsibilities
 - Provide guidelines and content for mentors and mentees to establish a working relationship
 - Define active listening and provide examples of effective feedback
 - Establish coordinator(s) for the mentoring program to form an accessible pathway/protocol
 - Intergenerational communication, barriers, and tips for relating to people with different backgrounds

Level of Formalization:

- Minimum frequency?
- Timeline?
- Coordinated mentee assignments/activities
- Directly assign mentees to mentors?

Sharing the Workload

- Get involved
- Have point person/people
- Build momentum
- How to keep it going



Momentum

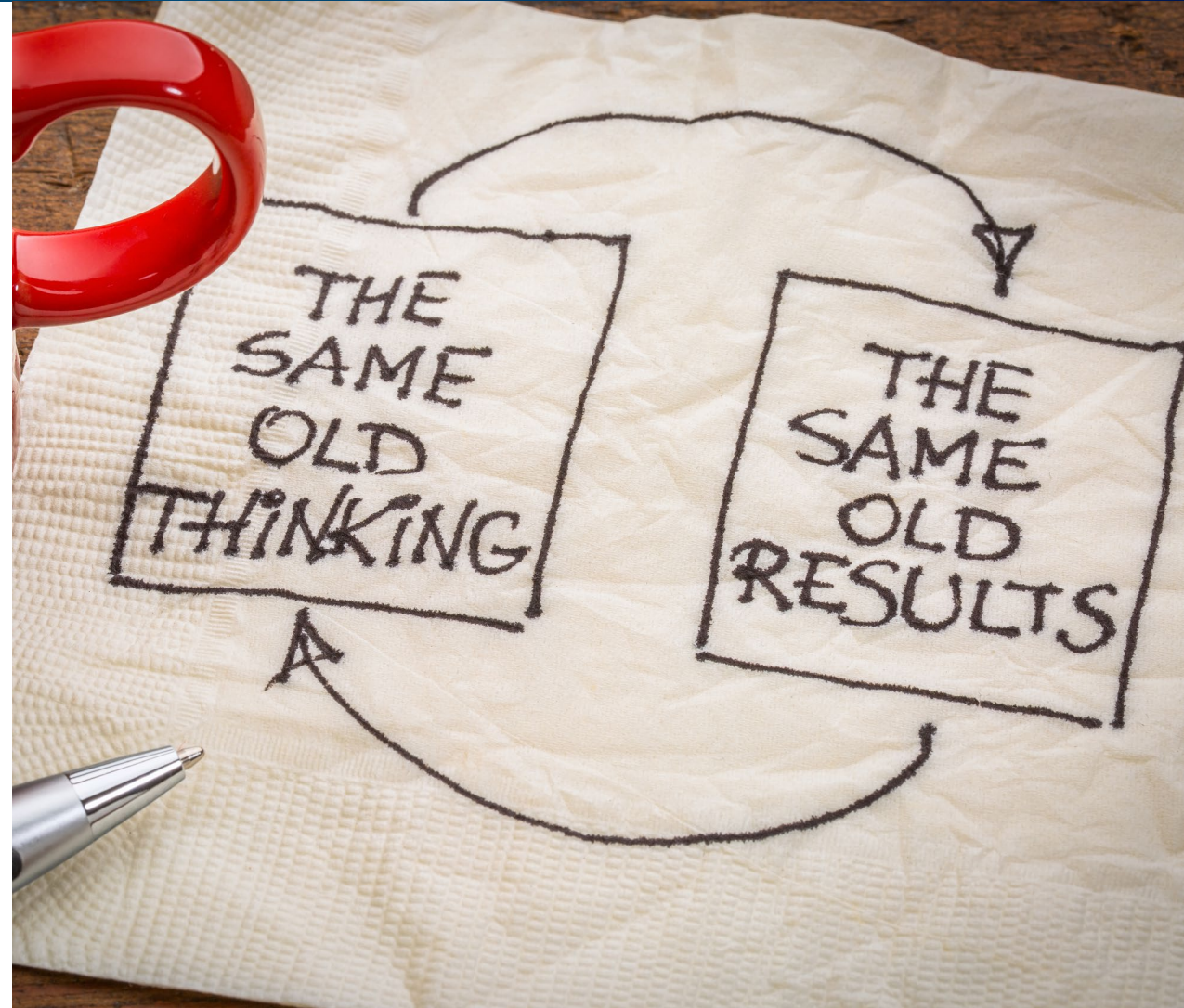
Keeping the program going:

- Ongoing training events
- Educational series
- Socials
- Volunteerism
- Outreach
- Don't forget PR!



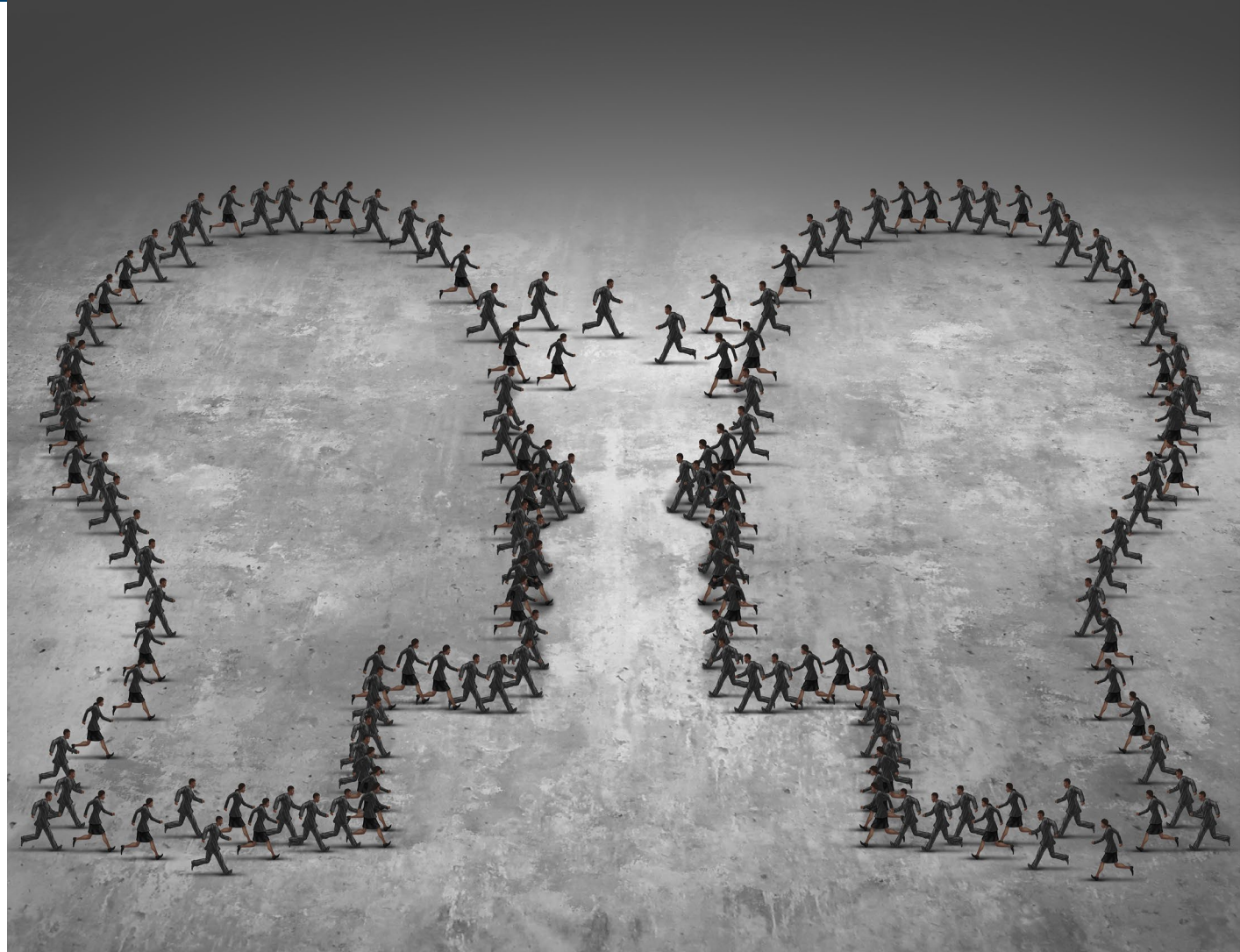
Challenges

- Ongoing maintenance
- Push/pull of sociopolitical dynamics
- Mismatched pairing(s)
- Lack of feedback
- Lack of support
- Time
- Lack of connectedness
- Incapacity to measure success



What We All Bring

- Ideas
- Participation
- Time
- Location
- Connections
- Funding
- Opportunities
- Patience
- An open mind



Questions?



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**Please Remember
to Fill Out Your
Breakout Survey
on the App**