

How mentorship benefits the Apprentice

1. The Mentor helps the Apprentice gain job related competencies through coaching, training, and support during the On-the-Job Learning component of apprenticeship.
2. The Apprentice has someone with greater knowledge and experience to turn to for advice.
3. The Mentor supports the Apprentice in problem-solving on the job.
4. Mentorship may help an Apprentice feel less isolated at work and encourage him/ her to interact more with others.
5. A Mentor can provide an Apprentice with tips on career growth.
6. As the Apprentice completes the apprenticeship, a Mentor may remain a valued adviser to the employee.

How mentorship benefits the Employer

1. The employer of a mentored Apprentice gains from their greater productivity in the workplace.
2. As Apprentices turn to their Mentors for advice, they make fewer mistakes on the job, cutting losses to the employer.
3. Apprentices in mentoring relationships tend to have greater job satisfaction, which can mean a more positive work environment.
4. Employers might also notice less turnover of employees as workers feel a greater loyalty to the company.

How mentorship benefits the Mentor

1. The opportunity to teach or advise others can increase the Mentor's confidence and job satisfaction.
2. The Mentor is required to listen to the concerns of the Apprentice and may develop a better understanding of Apprentice/employee issues along with stronger communication skills.
3. If the Mentor is a supervisor, mentoring may improve her/his supervisory skills.

How mentorship benefits the Profession

1. Mentoring in the workplace can have long-term benefits as employees become more self-directed and develop stronger communication and problem-solving skills.
2. Mentored employees value collaboration and sharing of information, which can lead to a stronger organization.