

The Power of Mentoring Through Apprenticeship

Women in Construction



- Mentoring programs attract women to the skilled trades
- Mentors provide support and encouragement
- Mentoring can improve both retention and satisfaction
- Mentoring fosters a sense of belonging and promotes inclusion
- 41% of women learned of skilled trades apprenticeship through family or friends
- Mentoring programs can positively impact connections and provide a boost in morale
- Mentoring improves worker engagement

Builds Confidence:

- Women who are leaders and excel in public speaking make the most effective recruiters. Mentors can inspire their mentees to become more engaged, assume leadership roles, and embrace public speaking opportunities as a means to recruit others.
- Mentors play a crucial role in not only fostering deeper engagement but also in nurturing skill development among their mentees. They may actively encourage their mentees to embrace challenging roles and responsibilities.
- Mentors can unite women from diverse backgrounds and work to break down gender barriers.

Benefits of Mentoring:

- ✓ Faster acquisition of skills
- ✓ Increased safety and productivity
- ✓ Improved job satisfaction
- ✓ Better retention
- ✓ Intergenerational communication

Additional Resources:

MENTOR: The National Mentoring Partnership
mentoring.org

Jobs for the Future: Reports on Best Practices and Workplace Equity
jff.org

The National Mentoring Resource Center
nationalmentoringresourcecenter.org

Workforce GPS
workforcegps.org

Discover Apprenticeship Mentoring Opportunities at:
dir.ca.gov/DAS/Women_in_Apprenticeship.html