



# Mentorship Program

At the CEPA Foundation Spring Conference  
Fredericton, NB  
April 29, 2016

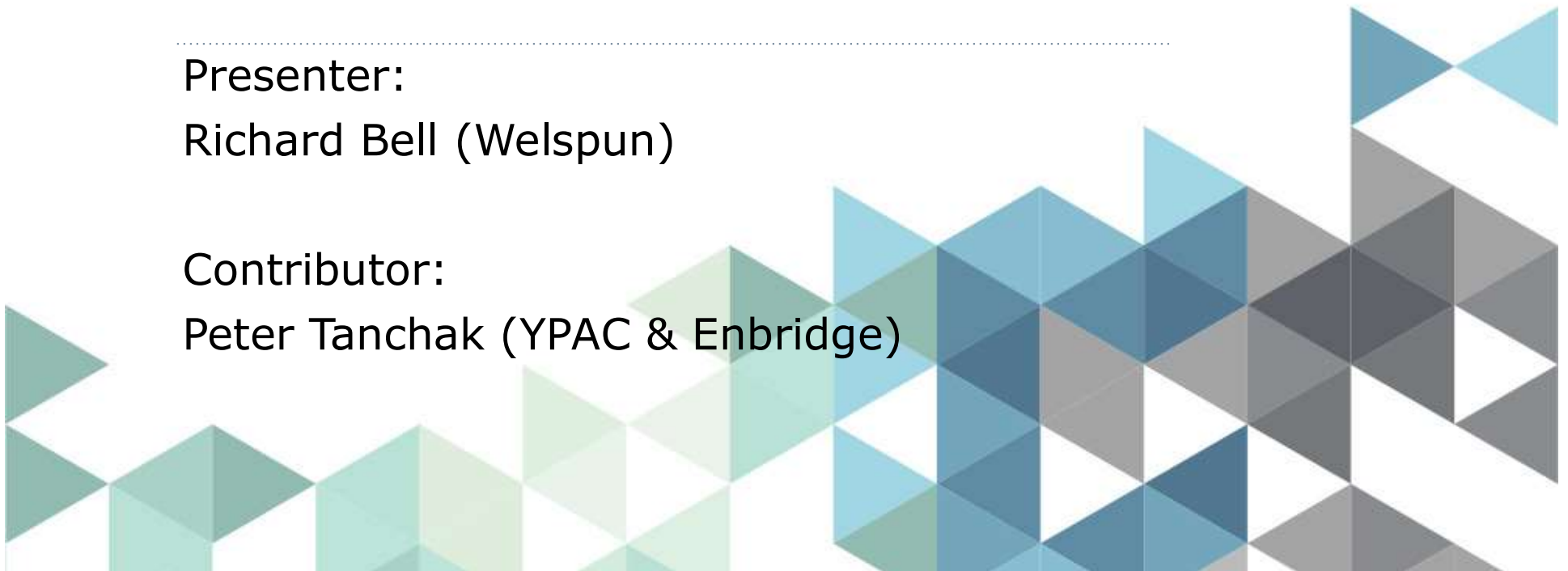
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# The Problem (Refresher)

- One of the bigger issues the pipeline industry is currently facing is the lack of knowledge and skills transfer from experienced professionals to the younger pipeliners.
- This is mainly due to the fact that there are not many well set up mentorship programs within pipeline companies to effectively manage the transfer.

# Project Recap From Fall 2015

- Contract awarded with mentor/ mentee platform (Completed September 2015)
  - MentorCity
  - Traditional Format (online, in-person)
- YPAC & CEPA Foundation – Members of YPAC will act as mentees. Senior members of the pipeline industry in conjunction with the CEPA Foundation will act as mentors.

## Latest Three Month Review (Jan – Mar 2016)

- 18 new members registered.
  - Overall, there are 141 active members.
- 66% of members completed over 10% of their profile (12 members out of the 18 new members).
  - Overall, 82% have completed over 10% of their profile (116 members out of 141 active members).
- 6 new mentoring relationships established.
  - Overall, there are now 35 mentoring relationships.
- 6 members attended an orientation session this quarter.
  - Overall, 41 members attended an orientation session.

# Program Roles Review Stats

- 33% of members indicated that they are a mentee only (6 members out of the 18 new members).
  - Overall, 43% of members indicated that they are a mentee only (60 members out of the 141 active members).
- 33% of members have not indicated a role (6 members out of the 18 new members).
  - Overall, 20% of participants have not indicated a role (28 members out of the 141 active members).
- 28% of members indicated that they are both a mentee and mentor (5 members out of the 18 new members).
  - Overall, 22% of members indicated that they are both a mentee and mentor (31 members out of the 141 active members).
- 6% of participants indicated that they are a mentor only (1 member out of the 18 new members).
  - Overall, 14% indicated that they are a mentor only (20 members out of the 141 active members).

# Overall Program Review (Oct 2015 – Mar 2016)

## 6 months out of 12

- 37% of members are currently in 1 or more mentoring relationships (52 members out of the 141 active members).
- 19% of members currently have 1 or more mentors (28 members out of the 141 active members).
- 19% of members currently have 1 or more mentees (28 members out of the 141 active members).

# Overall Program Review (Oct 2015 – Mar 2016)

## 6 months out of 12

- **Goals**

- 31% of mentees have entered their mentoring goals in a relationship (11 mentoring relationships out of the 35 mentoring relationships established).
- 23 goals have been entered and 17 goals have been achieved.
- 7 mentoring objectives have been entered.

- **Mentors and Mentees Available**

- 78 mentees are available and 32 mentors are available.

# Next Steps

Create a landing page on the CEPA and/or YPAC site that promotes the program and has the following links:

**Registration**

<http://mentorcity.com/invitation/d8f7a5b582ad6d7ea4d5928cf2180e5a>

**Login** [https://mentorcity.com/en/sign\\_in](https://mentorcity.com/en/sign_in)

**Orientation session**

[https://s3.amazonaws.com/content\\_files\\_mentorcity/production/ourmentorcity/mentoring\\_resources/422\\_2015-11-17\\_15.02\\_CEPA\\_Foundation\\_s\\_mentoring\\_program\\_orientation\\_session.mp4?1447796722](https://s3.amazonaws.com/content_files_mentorcity/production/ourmentorcity/mentoring_resources/422_2015-11-17_15.02_CEPA_Foundation_s_mentoring_program_orientation_session.mp4?1447796722)

**Two generations of pipeliners share knowledge**

<https://mentorcity.com/en/news/159>





## Next Steps

- Re-evaluate the renewal of the mentorship program to go into year two Oct 2016 – Sep 2017 inclusive