



Mentorship Program

At the CEPA Foundation Fall Conference

Regina, SK

18 SEP 2015



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1. Work Group

1.1. MEMBERS

- Richard Bell, WelSpun
- Peter Tanchak, Enbridge & YPAC

1.2. FOUNDATION CONTACT

- Kim McCaig, Executive Director

Please refer to attached PowerPoint while reading this report - 20150918_Mentor Program Update CEPA Fdn YQR.

2. Project Report

Problem Statement:

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.

Solution Statement:

A well-organized industry mentorship program can address these challenges. Work has been done to see what our options are.

Members of YPAC will act as mentees. Senior members of the pipeline industry in conjunction with the CEPA Foundation will act as mentors.

3. Activity Completed

Milestones Completed:

- Award a contract with mentor/ mentee platform (Completed September 2015)
- Launch the program during September 2015 (In-Progress, ~ Q4 2015 more realistic)
- Provide an update at the CEPA Fall Conference in Regina (In-Progress)

4. Activity Outstanding

Ensuring fields in the platform are populated with relevant information for the pipeline industry:

- Defining Industries (i.e. financial, insurance, etc.).
- Job Functions (i.e. HR, IT, Pipeline Integrity, Pipeline Maintenance, Regional Ops, Measurement, Instrumentation, Petroleum or Gas Quality, Power Trading, Legal Counsel, Commodity Trading, Aboriginal Engagement, etc.).
- Competencies (revise the list by adding new competencies and deleting ones that aren't relevant based on your organization's preferences).
- Specialized Skills (mentors/ mentees can add if what they're looking for is not on the list).
- CEPA Fdn Policy for Program
- Matches, # of mentors/ mentees, profile fields, & GO!

Near Term (October 2015 Steps):

- Decide upon admin services contract offered by MentorCity
- Develop and populate platform with the proper renovations for the pipeline industry (in working groups today, create lists to send to MentorCity)
- Launch the program during Q4 2015 across country
- Provide update at the CEPA Spring Conference 2016

5. Issues / Concerns

- Decide upon admin services contract offered by MentorCity (quote provided for ~\$20,000, the total combined cost would be less than \$37,000)

6. Next Meeting Date

September 25th, 2015 with MentorCity