



The NB Mentor-Apprentice Program

Journey persons are more than Skilled Trades Persons

Have you ever trained an apprentice? Did you consider that your worksite is a 'hands on' classroom? Did you ever have any training on how to be an effective 'teacher/mentor'?

Do you remember what it was like to enter a worksite for the first time? Do you remember realizing this is not what I learned in school or what I expected? I bet you will agree that most of what you learned as a skilled trades person, you learned 'on the job'.

Was there someone who became your 'on the job - go to' person? Was there someone that everyone on the worksite knew not only had all the answers, they took the time to help and had the ability to explain the issue no matter how busy they were?

There was probably no label for this person at the time other than 'good guy or gal' however they were natural 'mentors or teachers' and to this day I am sure you remember and credit them with part of your success.

What if every union workforce had the very best trained journey person 'teachers or mentors'? What if you participated in Mentoring training?

1. Our union organizations could increase our market share and gain more work for our membership. It's no secret that employers/clients are interested in hiring the very best skilled workforce to ensure a safe, productive worksite and the timely completion of construction projects.
2. Our trained "Mentor" journey persons will be recognized as the very best of the best.
3. Our apprentices will learn their jobs more quickly and become more productive faster.
4. An image of Unions as progressive organizations who invest in their members while supporting our clients will be demonstrated.

The construction market in Canada has never been more competitive, unions need to invest in our members to ensure we not only keep our current clients but find new ones.

The union leadership of the NB Building & Construction Trades Council and its 16 affiliate unions recognize that it is about time that our journey persons who have provided ‘on the job’ training to apprentices without any ‘teaching’ training need to be supported by offering a mentor training program called NB-MAP (New Brunswick Mentor Apprentice Program).

“nb-map will allow workers and contractors to recognize worksites as classrooms where learning takes place every day. The Building Trades have committed to the delivery of mentoring training to our journey persons to assist with teaching apprentices on the job”, said Gary Ritchie, President of the NB Building & Construction Trades Council.

The number one goal of the New Brunswick Mentor Apprentice Program (nb-map) is to enhance the traditional delivery of apprentice ‘on the job’ technical training by introducing mentoring to worksites. The nb-map project is being championed by the New Brunswick Building & Construction Trades Council, Irving Oil, Sunny Corner Enterprises and Jacobs in cooperation with the NB Department of Post-secondary Education, Training & Labour—Apprenticeship & Certification Branch.

If you are interested in learning more about nb-map or becoming a trained mentor, call Gina O’Rourke-McKay, nb-map Project Manager at: 506-644-8260



New Brunswick Building & Construction Trades Council
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NBBCTC Membership: Boilermakers Local 73, Bricklayers Local 8, Elevator Constructors Local 125, Heat & Frost Local 131, International Brotherhood of Electrical Workers (4 Locals) 37, 502, 1555, and 2166, International Union of Operating Engineers Local 946, Ironworkers Local 842, Labourers Local 900, UA Local 213 Plumbers & Pipefitters, UA Local 325 Plumbers & Pipefitters, Carpenters Local 1386, Sheet Metal/Workers Local 437, Sheet Metal/Roofers Workers Local 437, NB Regional Council of Millwrights Local 2262

Total membership of the NB Building Trades is approx. 7000 journey persons and apprentices.