

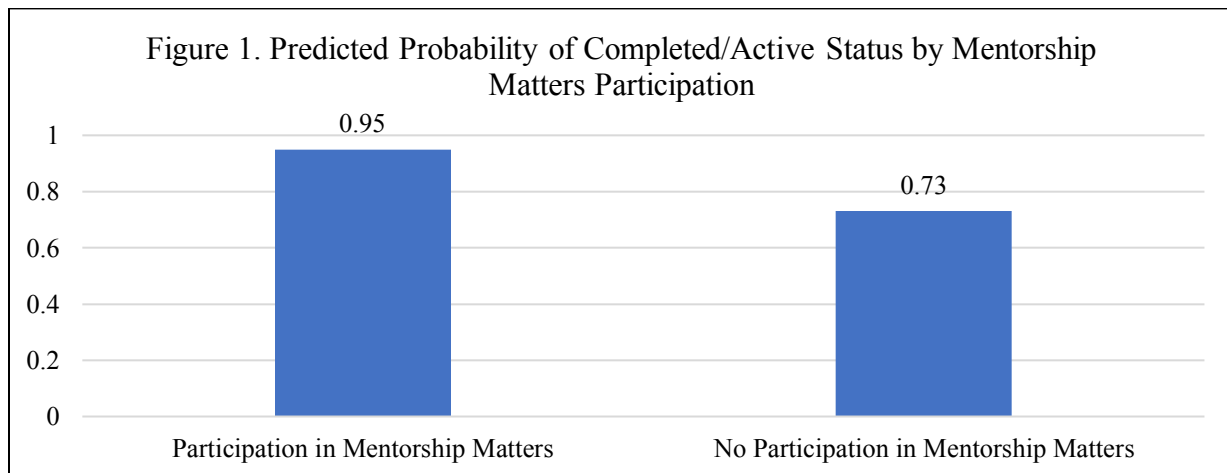
# Evaluation of Mentorship Matters

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## Executive Summary

### ***Finding 1: Mentorship Matters training increase the likelihood that an apprentice will be retained in their apprenticeship***

The analysis of ARTS data predicts that, controlling for OTJ hours, 95% of apprentices who participated in Mentorship Matters program remained active (or completed) through the end of the evaluation period; 73% of apprentices who did not participate in the program remained active (or completed) during this period. See Appendix for regression model.



### ***Finding 2: Participants had largely favorable views of the Mentorship Matters training***

- Participants reported overall positive experiences at the training
- Some participants recalled specific skills from the training and reported using them on the job; other participants had non-specific memories of the training content
- Some participants viewed the conversation between apprentices, journey people, and foremen as particularly helpful

### ***Finding 3: Participants indicated the need to continue to improve communication and mentorship to promote retention***

- Participants reported both positive and negative experiences with communication and mentorship
- Participants articulated heightened tensions related to women and younger workers in the trades
- Poor communication and mentorship are critical issues that negatively impact retention

## ***Recommendations***

The overall recommendation suggested by these findings is that Sound Transit should continue efforts to support communication and mentorship to improve job site culture and to support the retention of apprentices. Some specific recommendations to achieve this goal include:

1. Information and skills related to communication and mentorship should be provided on an ongoing basis (e.g. trainings, job box talks).
2. Apprentices need additional information and skills related to managing problematic communication and mentorship.
3. Efforts to address communication and mentoring should address existing tensions around gender and age.
4. Putting apprentices and their mentors in dialog with each other can help each side understand the other.
5. Additional attention is needed to resolve instances of problematic communication and mentorship (e.g. training, supervisory practices, enforcement of existing anti-harassment and anti-discrimination policies).