



## *Create a Talent Development Pipeline for the Trades*

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**Rationale:** Many of the Trades have a current (or future) shortage of Skilled Workers because Youth (and their parents) lack awareness of careers in the Trades and the many benefits of this (e.g., graduating with less or no student debt, and entering a career that needs their talents).

Based on nearly 40 years experience, I can help create a Talent Development Pipeline for targeted Trades or any other group (see accompanying Engineering example). We can decide which participants should be included, such as Middle and/or High School Youth:

### **Youth – Undergrads – Professionals in the Trades**

We can utilize various types of **Formalized Mentoring** to develop appropriate **Competencies** along this Pipeline. We can connect learning about a competency, why it is important, and how to employ it in real situations so Competencies are fully developed.

**My Background:** Since 1978, more than 150 organizations have asked me to help them develop and implement different types of Formalized Mentoring Programs for different purposes:

- **Mentoring grade 4-12 students** so they learned about careers (possibilities and realities) and could better decide what matches their talents and aspirations. Over 300 of my undergrads at UBC served as mentors for over 1,000 Youth – helping them carry out a Mentor-Assisted Enrichment Project, so **Youth identified the right person-career fit**. This motivates academic achievement and graduation, and ensures new hires fit the career they have chosen and are better prepared for it.
- **Mentoring college interns** so they learned about the sponsoring company and what position/job they suited them as a new hire. (This saved recruiting dollars.)
- **Mentoring new hires** to feel welcome, get up to speed faster, begin preparing for career development, and remain with the company; reducing turnover pays for such mentoring. (Our *Protege Needs Inventory for New Hires* provided structure for this.)
- **Mentoring career exploration** so the right career path was taken for the right reasons. (e.g., when unprepared “techie” take the managerial path, but should not, this hurts their career and the company also.)
- **Mentoring career transitions** so persons are properly prepared and will be successful. (Our *Protege Needs Inventory for Career Development* provided structure for this.)
- **Mentoring succession planning** to enhance talent development courses and gain wisdom and practical know-how from C-level Officers to “run” the organization. (Our *Protege Needs Inventory for Developing Leaders* provided structure for this.)
- **Mentoring/coaching improved Person-Job Fit** so one’s typical style of functioning better matches what the job or position requires. (This reduces turnover and improves performance.)

I have trained more than 40,000 Mentors and Proteges using our **Mentoring for Results®** process and materials, and trained more than 300 Trainers and Mentoring Coordinators. [See my two eBooks –*Mentoring Relationships that Work* and *Situational Mentoring* – available at [www.amazon.com](http://www.amazon.com) or [www.smashwords.com](http://www.smashwords.com)]

From my mentoring work, I’ve learned that encouraging do-your-own-thing mentoring cannot produce intended results like a collaboratively planned and implemented Formalized Mentoring Program can. I’ve learned how to develop Formalized Mentoring and Coaching Programs that combine best practices from Business (produce intended results) and from Education (employ the right interventions and processes).