



2023



Utilizing Retirees

Mentoring APWU Members



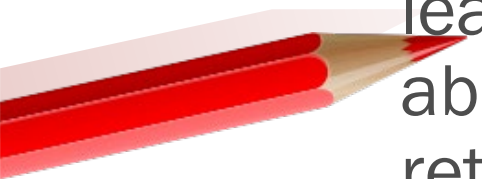
Developed by Debby Szeredy
APWU Executive Vice President



Mentorship Empowers Workers

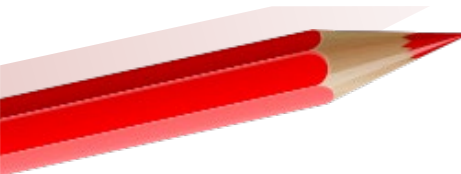


- Mentorship has been found to support workers to develop strategies, help workers speak up directly about their concerns, while acting through unions. It builds their leadership skills where pre-existing knowledge and ideas are challenged to new learning which is applied to solve a problem.
- Mentorship gets to look at real life situations and is a powerful learning approach, that reinforces knowledge and messaging about creating change. It enhances diversity, recruitment, and retention. It empowers workers to advocate for their health, safety, and well-being as well as for their co-workers.



Benefits of Mentoring



- Improve communications within the Locals/States and Retirees
 - Creates a united work environment and an ongoing process of renewal
 - Increased job satisfaction and commitment
 - Transfer knowledge and history to new generations
 - Reduce turnover
 - Help resolve barriers and include organizational practices
 - Develop new leaders who can serve the union in a variety of ways
 - Diversify the leadership, and supporting them in avoiding political pitfalls
 - Enable personal growth
 - Increase awareness of issues and needs within the organization
 - Share the workload with future leaders and seasoned leaders
 - Enjoy building a partnership, mentoring members to union activists
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Planning a Mentoring Program



Great Resource: The Next Generation: A Handbook for Mentoring Future Union Leaders

www.bergermarks.org




Set Goals and Objectives within a Budget
Formalizing a Program to meet the Local/State needs
How long will program run (every 3 – 6 months, or 1 year)
Time commitment for mentors & members
Group Mentoring or Individual Mentoring
Select a Program Coordinator to handle communications
How do you want to Recruit Participants Mentors & Members
Select the Mentors; experience, skills, and commitment
Identify Members needs, goals and leadership roles
Identify work assignments and projects for member's growth
Matching Mentors with Members
Prioritize organizational & members needs,
Discuss how the mentor/member will meet and communicate
Ground Rules, signed agreements, surveys, diaries, templates
Plan an Orientation and the Content for Mentors and Members
Keep track and measure progress with a mentor database

Initial Steps

- Have a Retiree Chapter Meeting
- Explain what Mentorship Is
- Ask for Volunteer Mentors
- Research Mentors talents
- Agree to goals and commitment
- Create a Mentoring Program

You don't have a Retiree Chapter!

Get Together with 4-5 Retirees in your Local/State and set up a Mentorship Committee utilize resources in this toolkit.



Next step is to get together with the APWU Local/State President on a Mentorship Program letting them know you have Retirees that want to help grow more Union Activists for the APWU Local/State Future.

- Present a Mentoring Program with the APWU Local/State President
- Select a Coordinator for the project
- Set up web-based monitoring
- Database of mentors/members
- Develop a Pledge Agreement
- Develop Surveys for start and finish
- Evaluate the Value of the Program

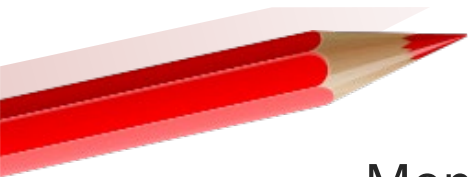
Start a Retire Chapter! Contact Nancy Olumekor the Retiree Department Director
nolumekor@apwu.org 202-842-4584

What Kind of Mentoring Program



Individual Mentoring

- A mentor is committed and willing to invest time, energy and share expertise, usually over a six-month period
- Member's willing to meet with a mentor for help with union education, skills, support and goal setting to become future union leaders in specialized work



Peer-to Peer

Mentor and Member are at similar levels within the union

Group Mentoring

- Where One or more Mentors meet with a group of members, over a period of one week to six weeks to provide union education, support, goal setting, teach skills to help perform specialized work, fill union positions or complete work projects that are needed,
- Develop Successful Union Activists, as a group, building the Local's Union Strength at a group pace.

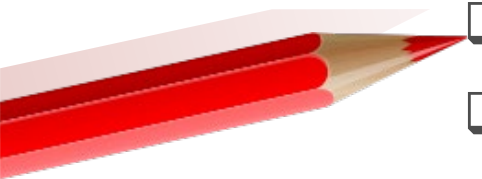
What is Mentoring?



Ideally a Mentor should be a past or present experienced union activist:

As a steward or committee member, or officer, or active in community activities, or active with legislative issues, or an editor, or a craft officer, or experience in negotiations or in arbitration, or an organizer or union volunteer

- The Program should include training on how to be a good Mentor
- Agreement to respect confidentiality by the Mentor and the Member
- Match an experienced Mentor based on the goals of a Member
- Identify objectives and goals for each meeting, by the mentor and member
- Both Mentor and Member maintain a mentoring diary
- Both Mentor/Member be available outside normal meetings
- Build trust and enjoy the Union Partnership, Growth, and Success




Oversees the Mentorship Program

Coordinator's Task

- Sets the time and resources needed
- Publicizes the Mentorship Program
- Identifies Mentors and Members
- Provides an Orientation for Mentors and Members
- Trains Mentors and provide resources
- Matches Mentors with Members or have them match up during orientation
- Sets up “Opting Out” Procedures
- Checkpoints throughout the mentorship, gauging the relationship satisfaction, and their activities
- Sets up database and relevant forms, surveys, pledge, ground rules to help keep the program going
- Evaluates programs success and provides a report



Mentorship Database




Sample Templates can be found utilizing the top three Resources listed on Slide #20

Excel Sheet listing Mentors: their contact info, background, skill, time commitment

Excel Sheet listing Members: their contact info, their background, interest, goals, commitment

Excel Sheet Mentorship Program list Mentor and matched Member, date started, date ending, Coordinator check in dates, resources provided, new skills, accomplishments, projects completed



Resources File: Recruiting Poster, Advertisement Material
Copy of Member's application/Interests form (template)
Copy of Mentor's application/Experience form (template)
Ground Rules, List of Best Practices, Training Toolkit for Mentors
Orientation Training tools, include Worksheets for Mentor/Member Meeting (template)
Local Mentoring feedback form (template)
Tools to help make Mentorship Successful, periodic check in evaluation form (template)
Beginning and Ending Pledge Forms for Mentor/Member (template)

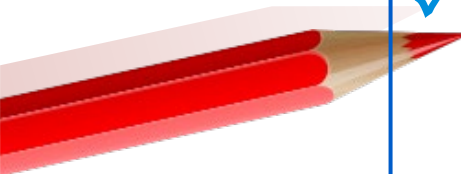
Role of the APWU Mentor

- Share knowledge and work experience
- Provide advise and voice opinions
- Encourage the member to discuss new ideas on how to contribute the work of the union and increase their participation
- Identify strategies to achieve goals
- Help to identify goals that are achievable and realistic
- Identify skills/skill gaps, strengths and learning opportunities to develop more skills
- Discuss career plans and potential obstacles

- Encourage the member to reach their own solutions and to analyze the solutions toward meaningful outcomes
- To provide opportunities for social and professional networking, research, and setting dates and times for your meetings that work well for you both
- Be able to give constructive feedback and empower the member to try new initiatives to further develop skills
- Feedback must be based on the member's actions not their personality traits
- Provide alternatives and suggestions but don't force actions on the member, be patient and resourceful
- Be balanced, provide recognition and encouragement on achievement of goals, and implement what they have learned, remember you are a role model for each other
- Each mentor will be tracking the progress of the member during the lifetime of the project, and report results, the Coordinator will also be checking in
- Make yourself available to the member even outside the normal meeting times if they need your assistance

Benefits of Being A Mentor



- ✓ Great Opportunity to share knowledge, union experience, history and lessons learned and your achievements
 - ✓ Opportunity to learn from the member and explore new ideas
 - ✓ Increased motivation by assisting the member to reach targets and personal goals as well as building a diverse APWU, stronger, better, and empowering future leaders, and hopefully future mentors
 - ✓ Self-satisfaction in making a difference in someone's life offering them an opportunity to move up, give support, provide skills, and develop a partnership that you may enjoy for a lifetime
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New Members



The Toll of New and Young Workers

Young workers are at most risk of losing their jobs to automation

They are at higher risk of likelihood of plant closures

They have little or no savings, living paycheck to paycheck

They are paid less, with less benefits

Less time to save, often debt from school and care for young children

Very little sick leave benefits to fall back on

More unsafe workplace hazards

No awareness of workplace contract rights

Working longer hours and unhealthy work schedules

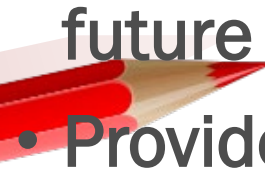
Employers take advantage and provide them a toxic work environment

Many have had no or limited training in the working environment



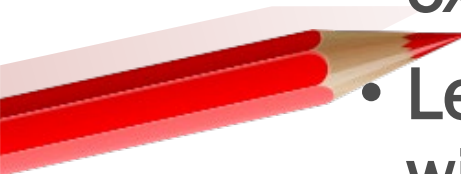
Role of the Member



- Be willing to learn more about the union and how you can help to make it strong and more active, and how to utilize your voice
 - Readiness to invest time and your own initiative to connect with and respect the partnership of a mentor who cares about you
 - Willing to commit to working on goals and projects that you select with your mentor during the mentorship, that will expand your future as an active union member and find solutions to obstacles
 - Provides more visibility and recognition from peers, plus allows you to get more involved in activism in safety and health, race, gender, harassment, and reprisal issues, as well as enforcing the Contract.
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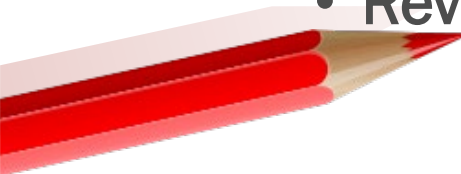


Benefits for the Member

- Access to an experienced unionist for advice and information in a supportive and confidential environment
 - Increased motivation to become involved in the union
 - A place to share ideas, get advice, and insights into union issues
 - Understanding how the union works, and how it can work for them
 - Networking with other members and learning and sharing their experiences, and finding passion
 - Learning about career options and valuable insights when working with and inside the union mentoring program
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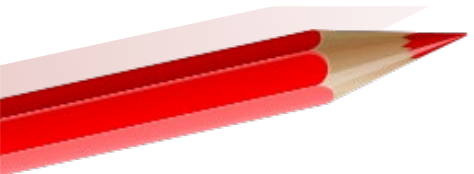
Selecting a Member



- Recruit at union meetings, provide notice of enrollment start and end dates
 - Ask also for input from the Union Stewards
 - Display a mentorship poster with contact information to contact the Coordinator
 - Enhance poster showing the goal with a statement of principles of “Diversity”
 - Stick to your timelines but give a long enough window for enrollment
 - Give members an application to provide profiles, and include preferences on a mentor and expectations from the program
 - Review their commitment to stick to the mentoring program
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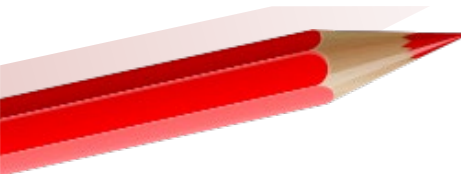
Mentor's Feedback


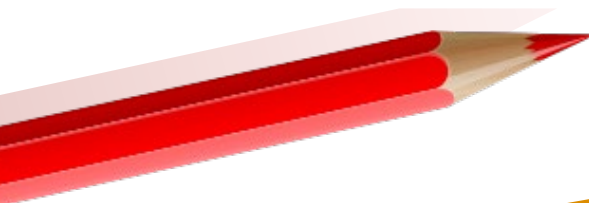


1. What worked well during the mentoring relationship?
 2. What did I learn/gain from our sessions?
 3. What did not work as well?
 4. What I saw in terms of your growth and movement toward your goals...
 5. Here are my hopes/wishes for you as you go forward...
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Member's Feedback



1. Did you get the resources and help you needed?
 2. What was the best part of the mentoring program?
 3. What was the worse part of the mentoring program?
 4. What recommendations or ideas would make it better?
 5. My Mentor was most effective when..., and could be even more effective if ...
- 



**CUSTOMIZE THE PROGRAM
TO YOUR LOCAL/STATE
NEEDS, UTILIZE THE
RESOURCES PAGE FOR
TEMPLATES, SURVEYS, AND
OTHER TOOLS YOU MAY
WANT TO UTILIZE.**

Thank You!

*Need Assistance
Planning, Contact Me*



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Big Picture




- We need our members for more than just dues. We need them for the preservation of our Union and for the Communities We Serve. The time is now, and we have many Valuable Retirees that can help Mentor our New Members, our Young Members, and give them the strength, courage, and passion to make a difference in their Workplaces and their Union.

Resources Utilized

Unions are Growing and we need to Grow our Union too.

Our Retirees hold a Precious Resource!



The Next Generation: A Handbook for Mentoring Future Union Leaders (2012)
www.bergermarks.org ***([templates](#))

Fostering the future of the Union (2018) Unifor/Canada the Union/ le syndicate
unifor.org/mentorship ***([templates](#))

Uni Global Union Mentoring Program, Switzerland
equal.opportunities@uniglobalunion.org ***([templates](#))

Nielsen's Global My Mentor software programs for larger mentorship programs

UFCW Member Activist Toolkit on Mentoring UFCW.org

IUE-CWA Mentorship IUE-CWA.org

SAGE Exploring mentorship in Union and Non-Union Occupational Safety and health training programs

UNIONTRACK BLOG Engage uniontrack.com/blog/unions-mentor-young-members

IBEW Mentoring Program <http://local3ibew.org/node/1900> apprenticeship
AFGE Mentorship Institute, Each One Teach One, afge.org