

# TRL 112: MENTORSHIP AND LEADERSHIP DEVELOPMENT

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## Completed Workflow

1. C&A Office (sabird@wccnet.edu; aabooker@wccnet.edu; cacevans@wccnet.edu; kgwu@wccnet.edu; bjlinford@wccnet.edu)
2. Vice President for Instruction (hbhirth@wccnet.edu; brtucker@wccnet.edu)
3. Banner (cacevans@wccnet.edu)

## Approval Path

1. 2025-10-31T19:46:06Z  
Sera Bird (sabird): Approved for C&A Office
2. 2025-11-10T03:33:37Z  
Brandon Tucker (brtucker): Approved for Vice President for Instruction
3. 2025-12-17T08:04:50Z  
Approved for Banner

## History

1. Dec 17, 2025 by Sera Bird (sabird)

## New Course Proposal

### Viewing: TRL 112 : Mentorship and Leadership Development

Changes proposed by: Sera Bird (sabird)

#### Effective Term

Winter 2026

#### Rationale and proposal summary

New Skill Trades Course for Instructor Training Program

## Course Cover

#### Full Course Title

Mentorship and Leadership Development

#### Transcript Title

Mentorship and Leadership

#### Subject Code

TRL - Trade Related Learning

#### Course Number

112

#### Department

United Association Dept (UASD)

#### Banner Division

ATP

#### Division/College

Adv Tech/Public Serv Careers (AT)

#### Org Code

28000

#### Course Description

In this course, students will develop the mentorship and leadership skills needed to succeed in the workforce. Students will focus on fostering strong mentor-learner relationships, leadership capabilities, and professional growth within the trades industry. Students will engage in practical, hands-on activities that emphasize communication, problem-solving, safety, and career development while addressing challenges such as managing diverse personalities, multilingual learners, and small class sizes. Limited to approved union program participants.

#### Planned Delivery Format

Face to Face

**Has this course been approved for online or online blended?**

No

**Grading method**

Standard Letter, Audit, Academic Forgiveness

**CIP Code**

469999 - Construction Trades, Other.

**Occupational Indicator**

Yes

**ACS Code**

130

**Degree Attributes**

BCL - Below College Level Pre-Reqs

**Credit hours, contact hours, repeatability**

**Repeatable for additional credit**

No

**Course credits**

1.5

**Lecture contact hours**

22.5

**Lab contact hours**

1.5

**Total Contact Hours**

24

**Expected Total Contact Hours**

24

**Prerequisites and prerequisite skill levels**

**College-Level Math**

No Level Required

**College-Level Reading and Writing**

College-level Reading and Writing

**Approved Level I Prerequisite:**

Academic Reading and Writing Levels of 6

**Is concurrent enrollment an option for this prerequisite?**

No

**Course Assessment Plan**

**Learning Outcome**

**Outcome**

Create a checklist and training plan for effective mentorship of apprentices, providing guidance, feedback, and support to ensure their professional growth.

**Assessment #1**

**Assessment Tool**

Outcome-related worksheet

**Anticipated Next Assessment Year**

2025

**Anticipated Next Assessment Term**

Fall

**Assessment Cycle**

Every Three Years

**Anticipated assessment population**

All students from all sections

**How the assessment will be scored**

Departmentally-developed rubric

**Who does the scoring?**

80% of the students will score 80% or higher.

**Standard of success**

Skill Trades instructors

**Assessment #2**

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**Learning Outcome****Outcome**

Present leadership qualities such as clear communication, accountability, and ethical decision-making in the workplace.

**Assessment #1****Assessment Tool**

Outcome-related presentation

**Anticipated Next Assessment Year**

2025

**Anticipated Next Assessment Term**

Fall

**Assessment Cycle**

Every Three Years

**Anticipated assessment population**

All students from all sections

**How the assessment will be scored**

Departmentally-developed rubric

**Who does the scoring?**

Skill Trades instructors

**Standard of success**

80% of the students will score 80% or higher.

**Assessment #2**

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## Learning Outcome

### Outcome

Demonstrate management of diverse and smaller groups of learners, including multilingual students, while fostering an inclusive and supportive environment.

### Assessment #1

#### Assessment Tool

Outcome-related role-play scenarios (conflict resolution)

#### Anticipated Next Assessment Year

2025

#### Anticipated Next Assessment Term

Fall

#### Assessment Cycle

Every Three Years

#### Anticipated assessment population

All students from all sections

#### How the assessment will be scored

Departmentally-developed rubric

#### Who does the scoring?

Skill Trades instructors

#### Standard of success

80% of students will score 80% or higher.

### Assessment #2

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## Course Objectives

	Objective(s)
1.	Discuss and develop effective mentorship skills that facilitate positive apprentice growth.
2.	Identify the key responsibilities of a mentor in an apprenticeship program.
3.	Create an onboarding checklist to support consistent onboarding in the program.
4.	Develop onboarding questions to be used for an onboarding interview.
5.	Discuss leadership qualities that help foster a culture of professionalism, teamwork, and accountability.
6.	Identify the leadership styles and discuss how each one influences the mentor-mentee relationship.
7.	Discuss and develop the ability to give clear, job-specific instructions.
8.	Describe the importance of leadership skills in the trades.
9.	Address specific challenges in training and teaching in smaller, diverse groups while promoting safety and career development.
10.	Simulate one-on-one mediation scenarios.
11.	Apply conflict resolution strategies in alignment with workplace guidance and federal/state laws.
12.	Discuss conflict scenarios to identify areas for personal growth and strategies for continued improvement.

## Resources

**Will there be an additional fee on this course?**

No

**Are you planning to use First-Day resources?**

No

**Will this course always be OER/No Cost Resources?**

No

**Describe any resource needs**

N/A

## General Education Area(s)

**Area 1: Writing**

No

**Area 2: 2nd Writing or Communication/Speech**

No

**Area 3: Mathematics**

No

**Area 4: Natural Science**

No

**Area 5: Social and Behavioral Science**

No

**Area 6: Arts and Humanities**

No

**MTA General Education**

No

## Review

**Is conditional approval requested?**

No

**Is this course currently conditionally approved, and you are now submitting it for full approval?**

No

Key: 9234