

TRL 112: MENTORSHIP AND LEADERSHIP DEVELOPMENT

Completed Workflow

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2. Vice President for Instruction (hbhirth@wccnet.edu; brtucker@wccnet.edu)
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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

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

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

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