

Employee Mentoring

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MWDPTC 2024



MILLER PIPELINE

AN ARTERA COMPANY

Why a Mentor Program

- Safety First & Foremost
- Employee Retention
- On the Job Training
- Attract New People



How it Works

- New hire is assigned a Mentor on the crew
- 30, 60, 90-day performance reviews
- Feedback and Follow-up provided



2023 Data

- Total 1st Year Employees 902
- Mentees 359
- Total Injuries involving 1st Year employees
 - 15
- Mentees
 - 3



Other Impacts

- Developing New Leaders
- Mentees are now Mentors
- Mentors preparing to be Foremen
- New Hires Feel Connected



Lessons Learned

- Not everyone is a good mentor
- Be selective in who provides feedback
- Once you have identified a poor hire, move on



Opportunities

- Expand to all regions
- Up front training
- Expand to other roles within the company



How does this affect Damage Prevention

- On the Job Training
- Infield Coaching
- Knowledge & Experience Sharing



Recent Graduates

GREEN TO GOLD



BRENTON BROWN



ADAM CLARY



BRYCE COLBURN



JACOB CZUK



SAMUEL GEIGER



MIKE HEIDT



JACOB PERRY



ANDRE RAGLAND



RILEY ROSS

GREEN TO GOLD



COREY BRISCOE



TRENTON BUCKLEY



JOSH CARLSON



JAMES LORME



JOSHUA MILLER



KYLE STEPHENS

GREEN TO GOLD



RONNIE ANDERSON



JOHN ANTHONY



MIKE BRANCH



JOSH CARLSON



BRAD GOODING



ANDREW HERRST



DEMETRIUS JONES



RYAN LADOUCE



GARRETT MCCRAY



CHRISTIAN MOLINA



CRIS MUMFORD



YEMI OLA



SETH PAYNE



JAY WOOLSEY

