



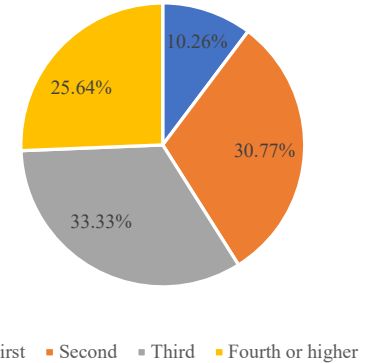
Student Mentorship: An Essential Practice

As an industry that relies heavily on strong relationships, contractors must learn to be effective communicators. At California Polytechnic State University, San Luis Obispo (Cal Poly SLO), there are several majors that provide students with a peer mentorship program; however, the Construction Management Department lacks one of these programs. Previous research conducted by Construction Management students at Cal Poly SLO revealed a significant demand for peer mentorship relationships (Gauna, 2017). The purpose of this paper is to determine what logistical approaches should be initiated to provide students with this valuable resource. This research was conducted by utilizing a nine-question survey to Construction Management students and faculty. This study concludes that students prefer having first-year students work with third-year students and second-year students work with fourth-year students. Students are also in favor of having meetings monthly and reassigning mentors annually. Additionally, students respond positively to having face-to-face interactions with their peers through planned events. When these approaches are combined with strong leadership, younger students will have a valuable resource, student mentors will learn new skills, and lasting relationships will be developed.

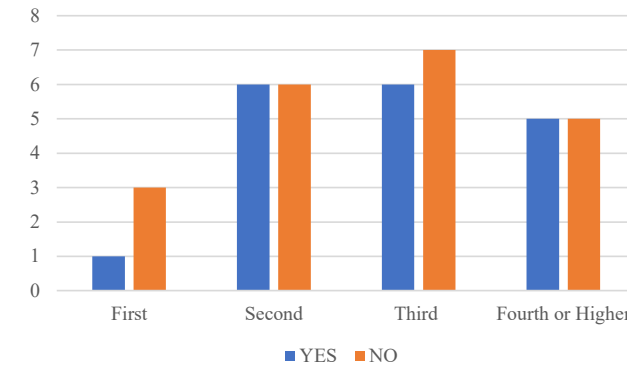
Keywords: Mentorship, Collaboration, Communication, Construction Management, Peers

	Meeting Occurrence			
	Weekly	Monthly	Quarterly	Yearly
First	0	2	2	0
Second	2	7	3	0
Third	1	8	4	0
Fourth or Higher	1	5	4	0

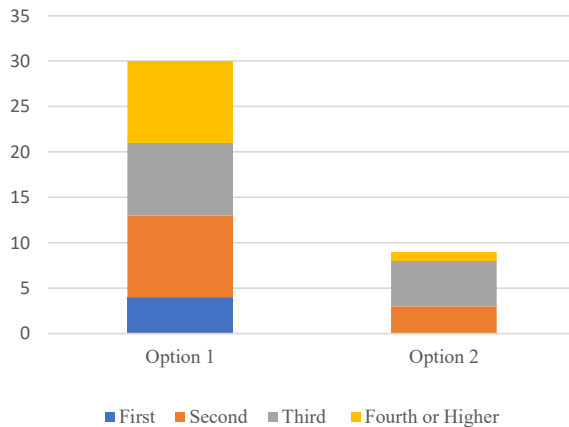
Proportion of how frequently students want to meet with their peer mentors



Demographic of student respondents



Proportion of students who would want the peer mentorship program to be mandatory



Proportion of students who are in favor of assigning mentors by:

- Option 1: First-years with Third-years. Second-years with Fourth-years (and higher)
- Option 2: First-years with Second-years. Second-years with Third-years. Third-years with Fourth-years (and higher)