

# Certification Mentorship Program Frequently Asked Questions

## Who can apply?

The Certification Mentorship program is open to all certified and non certified operators in Alberta working in a water and wastewater facility including:

<b>New/potential water/wastewater supervisors</b>	<ul style="list-style-type: none"> <li>Practice leadership and develop understanding of how to motivate others</li> </ul>
<b>Entry-level/junior/intermediate operators</b>	<ul style="list-style-type: none"> <li>Build capacity, develop competencies, gain insight into career and organization</li> </ul>
<b>Expert/senior operators</b>	<ul style="list-style-type: none"> <li>Transfer knowledge, expertise and career insight on certification processes</li> </ul>
<b>Management</b>	<ul style="list-style-type: none"> <li>Practice leadership and continued competency development</li> </ul>

## Is there a cost?

There is currently no fee for entrance to the program and no reimbursement for costs incurred throughout the program..

## How much time is involved?

The program lasts a year (March to April). It is recommended that mentorship pairs meet for a minimum of one hour every month.

AEP Certification staff are also available to support your mentorship and have provided a timeline of mentorship activities. See “Completing the Certification Mentorship Application” for details.

## Can I be paired with someone I work for or someone who I directly work with?

You cannot be paired with a direct supervisor, direct co-worker or director within your immediate employer network. The Certification Mentorship Program advocates for mutual, collaborative, safe conversations and relationships that would not impact your employee-employer relationship.

## I already have a Mentor/Mentee in mind who I’d like to be paired with. Can I still participate?

Yes! As long as you do not belong to the same organization, it is likely that you will progress more quickly in your relationship if you both come into the program already knowing who you will be paired with and what you hope to gain from the experience. It is recommended that you both submit your applications.

## I don’t have a Mentor/Mentee in mind. Can I still participate?

Definitely! We will do our best to pair you up with a participant who can support your learning and developmental goals.

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### How much travel is involved?

Certification Mentorship program consultants will do their best to match you with someone in the same geographical area. However, you are expected to travel to Edmonton to attend mentorship program learning sessions (Mentors only). Mentorship pairings may need to consider other options for their monthly check-ins. The following suggestions are inexpensive and easy to set up Skype, video-conferencing/web cam, teleconferencing if required.

### How will I get the most out of the program?

You are directly responsible for identifying and striving to reach your learning objectives with the support of a mentor or mentee (no victims, no spectators). You are accountable for self-discovery, self-reflection (surfacing your assumptions/expectations), applying practice, relationship/team building and sharing your learnings. This program creates the framework, the space, the tools and the time for you to achieve your goals.

If you have further questions, please contact the  
Water and Wastewater Operator Certification section at  
[waterandwastewateroperatorcert@gov.ab.ca](mailto:waterandwastewateroperatorcert@gov.ab.ca)