

CSPA Mentorship Program Guide – Rigger Development

Objective:

To develop and enhance the skills of CSPA Riggers (or those interested in the certification) by pairing them with experienced Rigger Mentors who provide guidance, support, and knowledge sharing.

Program Structure

1. Participant Eligibility

a. Mentees (any of the following):

- i. individuals who have a current CSPA Rigger certification,
- ii. individuals who are interested in pursuing a CSPA Rigging certification, and/or
- iii. individuals seeking further knowledge pertaining to equipment.

b. Mentors:

- i. Current CSPA Riggers, with a minimum of a current CSPA Rigger A certification.

2. Program Duration

- a. Recommended program duration: three (3) months.
- b. Option to shorten or extend based on a mutual agreement between mentor and mentee.

3. Matching Process

- a. Pairing based on experience (Mentors are restricted to the privileges of their CSPA Rigger rating and lower),
- b. Rigging and/or equipment knowledge goals,
- c. Possible consideration of geographical location,
- d. Consideration of compatibility, and/or
- e. Specified mentee requests will be considered.

Program Components

1. Initial Meeting

- Introduction and goal-setting session.
- Discuss mentee's current skill level and aspirations.
- Outline expectations and responsibilities of both mentor and mentee.

2. Skill Development Sessions

- Bi-weekly meetings (in person or virtual) or as mutually scheduled.
- Progress review, knowledge development, and addressing any challenges.
- Discussions focusing on specific skills and techniques.
- Review of practical task(s) and set progression goals.

3. Progress Tracking

- Use a logbook or digital tracking tool to monitor mentee's progress.
- Set milestones and celebrate achievements.

4. Networking and Community Building

- Participation in seminars and workshops.
- Encouraging participation in future CSPA Rigger courses.
- Collaborate with others in the industry to expand and share knowledge.

Roles and Responsibilities

Mentor Responsibilities

- Provide guidance, support, and feedback.
- Share knowledge and industry standard practices.
- Ensure safety and adherence to CSPA practices and standards, including compliance with all CSPA PIMs, such as Standards of Integrity
- Motivate and inspire the mentee.

Mentee Responsibilities

- Actively participate and engage in the program.
- Be open to feedback and demonstrate willingness to learn.
- Maintain a log of progress.
- Communicate openly.
- Respect mentor's time and commitment.
- Ensure safety and adherence to CSPA practices and standards, including compliance with all CSPA PIMs, such as Standards of Integrity.

Evaluation and Feedback

Program Completion

- Final assessment of skills and achievements.
- Celebration of progress and completion.
- Provide feedback for program evaluation.