

VPP Mentorship

Mentorship is a mutually beneficial relationship between an approved Voluntary Protection Programs (VPP) Star site and a prospective Star site. The Star site provides one-on-one guidance on VPP implementation to a site in the same industry or geographic location. Your VPP mentor shares ideas on how to improve your safety management system (SMS). At the same time, they learn different solutions to approach safety and health challenges from you!

A mentor can help:

- Demonstrate a fully functioning SMS
- Provide examples of how to successfully implement specific VPP elements
- Access resources from their site and other sites in their network
- Develop your safety vision and goals and objectives
- Accelerate culture change
- Share success stories and best practices
- Provide a benchmark for your organization
- Provide mentors at various organizational levels
- Conduct mock audits
- Develop a VPP application

HOW CAN I BEST USE MY MENTOR?

Ask questions. Your mentor is available to guide you through your VPP journey. Their support is not limited to phone or email guidance and some mentors visit their mentee's worksite to provide hands-on assistance.

Visit your mentor's site. Take key VPP team members to your mentor's site. Observe a positive safety culture and successful Star site in action, first-hand.

Host a mentor's visit to your site. Encourage all personnel to ask questions, compare challenges, and gain new perspectives.

Ask for support with specific challenges. Most mentor sites can help you identify cost-effective, lasting, and sustainable solutions to address gaps in your SMS. In most cases, your mentor is from an organization similar to your own.

Foster an atmosphere of partnership and trust to exchange ideas for continuous improvement. Mentors can help you identify ways to improve, but share back! Your site may be doing something that could benefit your mentor too!

HOW DO I FIND A MENTOR?

Search the Occupational Safety and Health Administration's website for current VPP Star sites. You can search by industry classification or location to find potential mentors to reach out to:

<https://www.osha.gov/vpp/bylocation>.

Your mentor could be from another Department of Defense (DoD) installation, private industry company, or from the non-profit world. Your DoD SMCX point-of-contact may also have suggestions!

If you are a member of the Voluntary Protection Programs Participants' Association (VPPPA), you can request a mentor by filling out a short request form on their website:

<http://www.vpppa.org/connect/mentoring>.



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The VPPPA mentoring committee reviews several factors during the mentoring matching process, including: location; number of employees; industry classification codes; work activities; and union presence. For more information, including information on becoming a member, you can contact the VPPPA at mentoring@vpppa.org, or call (703) 761-1146.

Remember, once your organization receives VPP Star recognition, YOU become the mentor! Becoming a mentor gives you the opportunity to help other organizations work toward safety and health excellence and allows you to continue learning from your mentee!

You can become a mentor informally through your installation or industry contacts, or formally by contacting the VPPPA at the mentoring link listed above.

For additional information on the SMCX's services, please visit the SMCX-hosted website at: <https://www.smcx.org/>.