

VPP Mentorship

Mentorship is a mutually beneficial relationship between an approved Occupational Safety and Health Administration (OSHA) Voluntary Protection Programs (VPP) Star site and a prospective Star site. The approved Star site provides one-on-one VPP implementation guidance to a site in the same industry or geographic location. Your VPP mentor shares ideas on how to improve your safety and occupational health management system (SOHMS). At the same time, they can learn different solutions and methodologies to approach their own safety and health (S&H) challenges from you!

A mentor can help:

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| • Demonstrate a fully functioning SOHMS | • Share success stories and best practices |
| • Give examples of how to successfully implement specific VPP elements | • Provide a benchmark for your organization |
| • Access resources from their site and other sites in their network | • Advise staff at various organizational levels |
| • Develop your S&H vision and goals and objectives | • Conduct mock audits |
| • Accelerate culture change | • Develop a VPP application |

HOW CAN I BEST USE MY MENTOR?

Ask questions. Your mentor's support is not limited to phone or email guidance - mentors visit their mentee's worksite and provide hands-on assistance.

Visit your mentor's site. Take VPP team members to your mentor's site. Observe a positive S&H 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. Mentor sites can help you identify cost-effective, lasting, and sustainable solutions to address gaps in your SOHMS.

Exchange ideas for continuous improvement. Mentors help you identify ways to improve - share back! You are likely implementing something that could benefit your mentor too!

HOW DO I FIND A MENTOR?

Search the OSHA website for current VPP Star sites. You can search by industry classification or location to find potential mentors: <https://www.osha.gov/vpp/bylocation>.

Your mentor could be from another Department of Defense (DoD) installation, private industry company, or a non-profit. 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 request form on their website: <https://www.vpppa.org/mentoring.html>.



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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, contact the VPPPA at mentoring@vpppa.org or call (703) 761-1146.

Remember, once your organization receives VPP Star recognition, YOU can become a mentor! Becoming a mentor gives you the opportunity to help other organizations work toward S&H excellence and gives you an opportunity to continue learning from your mentee!

You can become an informal mentor through your installation or industry contacts or become formal mentor by contacting the VPPPA using the mentoring link listed above.

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