

# Training and Transition - Mentorship

Strategies from First Nations communities



**Housing is a big, complex portfolio.  
It's neverending and it's always changing.**

**Supporting crossover and mentorship between outgoing and incoming staff and leadership is really helpful for a good transition.**

**Investing in training programs for housing staff and leadership, helps people feel confident. Check out new programs from SIIT, First Nations Housing Professionals Association.**

**When training someone on inventory, databases, or work orders, make sure at least three people are fully trained. That way everything is always up to date, even if someone is away.**

**Keeping good records helps new directors and managers find what they need to do their job.**

**Finding the right people for the job means the job gets done and done well.**

**When tenants help look after basic home maintenance, housing staff can focus on larger projects and issues.**

**Clear roles for everyone makes training and mentorship easier. Each can focus on their job.**

What has been successful, or what would support training/mentorship in your community?

