A PROFILE OF
CHRISTY SINCLAIRE

"My entire career is based on someone seeing something in me and being willing to mentor me."



An unexpected start in the trades

Christy didn't set out to become a machinist. She was working in shipping and receiving for a company that specialized in non-destructive testing (NDT) equipment when she was introduced to machining. One weekend, a part-time journeyperson needed an extra set of hands and asked her if she could help out. After working alongside her, he could see her potential and decided that she was a worker worth investing in. The following Monday, she was offered an apprenticeship. This was the opportunity that launched a 19-year career. Today, she especially enjoys repair and fabrication work, where she gets to custom-make parts and bring broken equipment back to life. She says there's something incredibly rewarding about taking a damaged part and rebuilding it from scratch.

The value of mentorship

Looking back, Christy says her entire career exists because someone took the time to mentor her. Even though apprenticeship has been built on the importance of mentorship, she believes it's easy to overlook just how important the mentor/mentee relationships are. As she moved from smaller independent shops to a larger company with more women in trades and in leadership roles, she gained a new perspective on mentorship and on her own experiences. Now, she hopes to use nearly two decades of experience to help support others as they enter the trades and to show people what is possible when they feel encouraged and included.

Growing through the Mentor Development Program

Co-workers recommended the National Mentor Development Program to Christy. They believed she would make a great mentor. She followed their advice and joined the program hoping she would learn new mentoring skills. She was surprised to discover that she already possessed many of them. Instead, the focus of the program gave her greater confidence in the skills she had developed during her 19-year career. Importantly, the program helped her to recognize that mentorship doesn't always have to be formal. The more she thought about it, she realized she had been mentoring men and women in many everyday situations long before she decided to become an actual mentor. She says the program changed her perspective, allowing her to approach mentoring with more confidence and a better understanding of the impact that even small interactions can have.

Finding confidence through connection

Christy encourages other women to consider taking the program. She says the self-reflection, support from the facilitators, and conversations with women from different backgrounds made the experience incredibly worthwhile. Most of all, she found it validating to connect with other women who, throughout their careers, had faced similar experiences and challenges to her own.

SUPPORTING EQUITY IN TRADES

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