Assessing the Role of Mentorship in Bridging Skills and Competencies Gap in Estate Surveying and Valuation Practice in Northwestern Nigeria.

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SUMMARY

The shortage of skilled professionals and the widening skills gap in estate surveying and valuation practice in Northwestern Nigeria necessitate effective workplace learning mechanisms. Mentoring has been identified as a vital tool for bridging these gaps, facilitating professional development, and fostering organizational growth. This study examines mentoring practices within estate surveying firms in Kano and Kaduna States, focusing on the effectiveness of various mentoring strategies, including formal, informal, and specialized mentoring.

Data collected from nine professionals with diverse qualifications (HND, B.Sc, B.Tech, M.Sc, and PGD) and affiliations (ANIVS, RSV) revealed variations in mentoring practices and their effectiveness. Informal mentoring emerged as the most prevalent type, accounting for 90.3% of aggregate mentoring practices across both states, compared to formal mentoring (4.85%) and specialized mentoring (4.85%). Analysis of mentoring dimensions, such as knowledge transfer, role modeling, social support, and participation, showed that informal mentoring was consistently rated higher in effectiveness across key metrics, with aggregate mean scores ranging from 8.54 (participation) to 9.37 (experience sharing). Formal mentoring, although less common, demonstrated significant contributions in feedback (7.25) and orientation (6.77). Specialized mentoring, despite limited adoption, was notable in areas such as emotional support (8.66) and encouragement (8.70).

The study identifies barriers to effective mentoring, such as limited resources, insufficient structured programs, and varying mentor-mentee commitment levels. By providing actionable insights and recommendations, this research offers a roadmap for estate surveying firms in Northwestern Nigeria to optimize mentoring frameworks. It contributes to the broader discourse on workplace learning strategies, addressing the skills and competencies gap, and promoting

sustainable professional growth in estate surveying and valuation practice.