

## LGV/HGV DRIVER MENTOR – COURSE CONTENT AND OVERVIEW

When a driver first joins a company, they often 'buddy up' with an experienced driver for the first few shifts or weeks to learn the ropes. This crucial period is where safety culture, attitudes, and knowledge are embedded, making it essential to have a trained mentor who can provide the right support and communication.

An LGV/HGV Driver Mentor plays a crucial role in guiding and supporting new employees, particularly those with limited industry experience, helping them grow and develop as driving professionals.

The LGV/HGV Driver Mentor course provides candidates with the necessary skills and knowledge to mentor and support drivers effectively. By fostering a strong mentoring culture, this course helps improve safety, attract and retain talent, and ensures new drivers receive the support they need during this important transition.

Based on the [European Mentoring and Coaching Council's \(EMCC\)](#) competence framework, the course covers key areas such as managing diversity, maintaining professional boundaries, helping mentees develop skills, and ensuring legal compliance. Mentors also learn essential techniques like active listening, effective questioning, checking for understanding, and delivering quality feedback.

Courses are available at the RTITB Instructor Academy in Telford, UK or on your site.

### BY THE END OF THE LGV DRIVER MENTOR COURSE CANDIDATES WILL:

- Be able to accelerate driver development
- Be able to provide guidance that supports regulatory compliance
- Be able to improve driver retention by offering encouragement and advice
- Be able to assist new drivers with problem-solving.

All candidates must successfully complete an independent examination to qualify as an LGV Mentor – attaining an internationally recognised standard. Successful candidates are eligible to register on the [RTITB Professional Register L](#).

### THE LGV DRIVER MENTOR COURSE IS SUITABLE FOR CANDIDATES WHO:

- Have held a valid category C or C+E entitlement for 3 years or more
  - Have significant experience as professional LGV drivers
  - Have the confidence to deliver one-on-one or small group support to their peers
- Have good communication skills.

To book a course, search for dates on the [RTITB Instructor Academy website](#), call +44 (0)1952 520214 or email [academy@rtitb.com](mailto:academy@rtitb.com).

## **COURSE CONTENT:**

The LGV Driver Mentor course covers the following core topics:

- Informal Practical Driving Assessment
- The Role and Responsibilities of the Mentor
- What Makes You a Mentor
- Mentoring Strategies
- Mentoring Sessions
- Legislation and Regulations Roleplay
- In-Cab Feedback
- Mentoring Co-Drive.

## **EXAMINATION:**

### **Part 1: multiple choice theory test**

- 80% overall pass mark

### **Part 2: practical driving ability test**

- No more than 6 minors
- No serious or dangerous

### **Part 3: in-cab mentoring delivery test**

- Delivering mentoring in a role play scenario

## **RESOURCES:**

It is beneficial to familiarise yourself with blogs and resources from the following and researching core concepts such as the GROW method.

- [European and Coaching Council \(EMCCUK\)](#)
- [Mentoring and Befriending Foundation](#)
- [National Mentoring Day](#)