

# WHY WORKPLACE MENTORING MATTERS



**When employers support youth mentoring, 73% of employees report strong career satisfaction.**

*To ensure a bright future for our young people, we must create workplaces that are supportive of their growth as the next generation of leaders and innovators.*

Research shows that over a third of all adults feel it is important for companies to support mentoring. For those working at a company that already has a mentoring program in place, the percentage rises to 58%. So not only do the nation's workers want corporate America to be more involved in mentoring, we know that when they are, their employees experience greater job satisfaction and rates of youth mentoring increase dramatically in their communities overall.

Share this document with your company's human resources department to show the benefits of mentoring and the importance of starting a program.

## RESEARCH-BACKED BENEFITS OF WORKPLACE MENTORING

### MENTORING = GREATER DIVERSITY & RETENTION OF DIVERSE GROUPS

- Mentorship programs can boost the representation of Black, Hispanic, and Asian-American women, and Hispanic and Asian-American men at manager levels up to 24%.
- Mentoring improves both promotion and retention of diverse groups, increasing the promotion and retention rates of men and women of color by 15%-38% compared to non-mentored minorities.

### GREATER DIVERSITY = INCREASED PERFORMANCE & INNOVATION

- Companies in the top quartile for both gender and ethnic diversity are more likely to outperform all other companies.
- When employees think their organization is committed to and supportive of diversity and they feel included, employees report better business performance in terms of ability to innovate.

### GET STARTED ON A MENTORING PROGRAM IN YOUR WORKPLACE

- To bring MENTOR's resources to your workplace, contact our Senior Director of Systems Innovation, Charline Alexandre-Joseph at [cajoseph@mentoring.org](mailto:cajoseph@mentoring.org).

### SOURCES:

Power of Relationships, [MENTOR](#).  
Diversity Wins, How Inclusion Matters, [McKinsey & Company](#).  
What evidence is there that mentoring works to retain and promote employees, especially diverse employees, within a single company?, [Kaitlyn Conboy and Chris Kelly](#).  
Waiter, is that inclusion in my soup? A new recipe to improve business performance. [Deloitte](#).



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