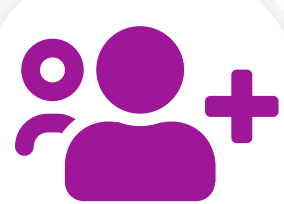


TOP 3 MENTORING TRENDS 2022



**INCLUSIVE
COMMUNITIES
AT WORK**



**UPSKILLING
RESKILLING**



**PAVING
CAREER
PATHWAYS**

CREATING INCLUSIVE COMMUNITIES AT WORK

CHALLENGES

Employees leave because they feel a lack of belonging and failure to account for inclusion creates problems and limits profitability for organizations.

80%^[1]

of employees want to work for a company that values inclusivity.

70%^[2]

of employees would leave leading companies if they had to deal with a negative workplace culture



90%^[3]

of employees who are involved in mentoring say they are happy in their jobs

Diverse companies outperform those without it by

36%^[4]



MENTORING SOLUTIONS

Mentoring for Employee Resource Groups (ERGs) is a great starting point. Extend inclusivity by supporting experience networks for veterans, parents, and remote/hybrid workers.

PRIORITIZING UPSKILLING & RESKILLING

CHALLENGES

Upskilling reduces turnover as generation X and millennial employees are more likely to leave due to lack of career progress.

60%^[5]

of employees believe their current skill set would be out-dated in the next 3-5 years

In the next few years

54%^[6]

of employees will require upskilling to meet the changing demands of their jobs



46%^[7]

of those in mentoring programs said their mentoring experience positively influenced their desire to stay at their company.

94%^[8]

of employees would stay longer if their company invested more in learning



MENTORING SOLUTIONS

Leverage the knowledge and experience of your teams with skills-based mentoring programs in areas such as Sales, Technology, IT, and Executive/Leadership.

PAVING CAREER PATHWAYS

CHALLENGES

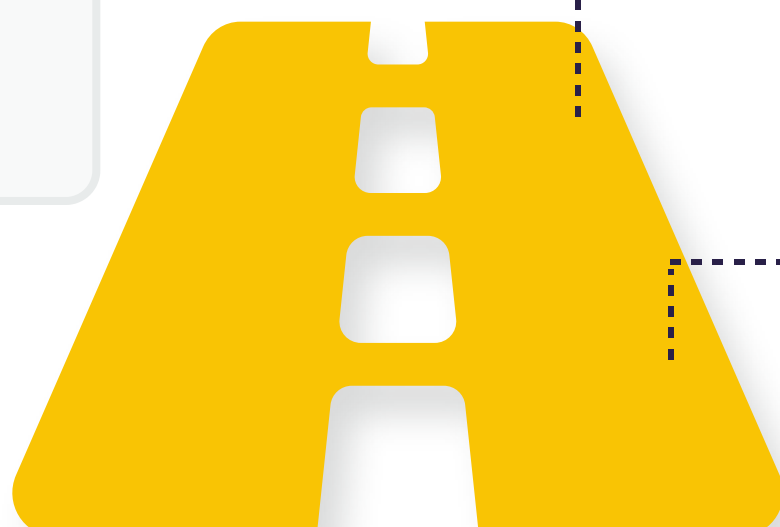
If you fail to address talent development and career pathing needs, your organization will experience problems with engagement and turnover.

40%^[9]

of employee turnover is due to a lack of career development.

82%^[9]

of employees would call it quits if their employer offered no career pathing.



77%^[11]

of employees feel their company offers no career development assistance.

30%^[10]

of employees agree someone at work encourages their development.



MENTORING SOLUTIONS

Start an Onboarding Program that emphasizes career growth at the company. Open Mentoring programs, New Manager, and High Potential programs can pave career paths.

References: [1] <https://www.cnbc.com/2021/04/30/diversity-equity-and-inclusion-are-important-to-workers-survey-shows.html> [2] <https://blog.linkedin.com/2018/june/26/workplace-culture-trends-the-key-to-hiring-and-keeping-top-talent> [3] <https://www.cnbc.com/2019/07/16/nine-in-10-workers-who-have-a-mentor-say-they-are-happy-in-their-jobs.html> [4] <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-wins-how-inclusion-matters> [5] <https://www.pwc.com/gx/en/ceo-survey/2019/report/pwc-22nd-annual-global-ceo-survey.pdf> [6] <https://www.weforum.org/agenda/2019/04/skills-jobs-investing-in-people-inclusive-growth/> [7] <https://www.mentorcliq.com/blog/mentorcliq-roi> [8] <https://www.cnbc.com/2019/02/27/94percent-of-employees-would-stay-at-a-company-for-this-one-reason.html> [9] <https://www.careeraddict.com/why-employees-quit> [10] <https://www.gallup.com/workplace/238085/state-american-workplace-report-2017.aspx> [11] <https://www.prnewswire.com/news-releases/how-to-get-todays-employees-to-stay-and-engage-develop-their-careers-300860067.html>