Benefits of Employee Mentorship Programs for Human Resources

upnotch

CONNECT. INFLUENCE. MENTOR.

TABLE OF CONTENTS

Upnotch™ empowers employers and their people teams to instantly deploy and deliver mentorship programs that build better employers and create stronger organizations. All employees can benefit from workplace mentorship, whether as mentees or mentors, from new hires to executive leaders.

Mentorship programs impact organizations and their people so deeply that implementing them has become a best business practice across all industries.
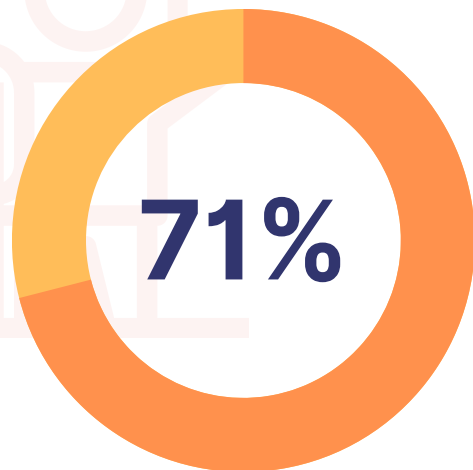
100% (Source)

of Fortune 50 Companies have mentorship programs.

76% *of organizations with mentorship programs use* **mentoring software**
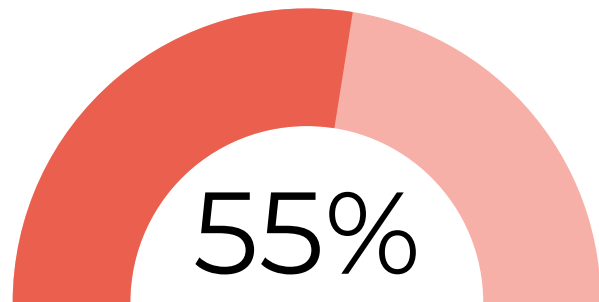
(Source)

71%

of all organizations have mentoring programs

(Source)

01 | Introduction

Because mentorship programs can be so highly tailored to the needs of every organization, department, team, and team member, the goals and measurable outcomes of programs vary. The benefits of mentorship programs, regardless of the size, scope, or kind, all ultimately benefit organizational revenue.

55%

of businesses report that mentoring had a positive impact on profits ([Source](#))

Companies without mentorship programs profit 45% less than average since 2020 (Source)

Companies with mentorship programs profit 18% more than average since 2020 ([Source](#))

By utilizing mentorship programs to streamline and scale their programs, organizations can build a stronger, more self-sufficient, and resilient workforce, which in turn optimize human resources processes and systems.

Upnotch™ offers turn-key solutions to help you immediately implement impactful programs and measure their success. Upnotch™ provides the infrastructure, training, and support you need to run effective, self-sustaining mentorship programs in the workplace – all you have to do is act as the intermediary and look like the hero.

02 | **Benefits of employee mentorship programs**

Build employee-employer trust
Employee mentorship programs help build great connection and trust between employee and employer. In fact, 52%—of companies offer mentorship programs to cultivate connections between employees. (Source)

Attract top talent
Around 4 in 5 hiring managers (82%) believe job candidates are more attracted to companies offering mentorship programs — 85% of job seekers concur; companies are more attractive to them if they offer a mentorship program. (Source)

Increase productivity
The results are clear – mentorship programs increase overall organizational productivity. And, 88% of businesses saw an increase in managerial productivity when mentoring is involved, compared to just 24% that used managerial training only (Source).
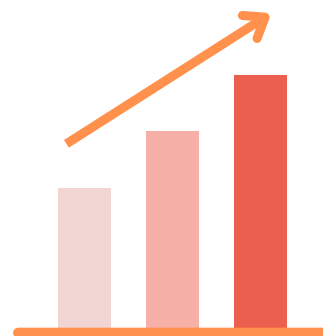
*Students with mentors are up to **2x** more likely to end the year in good academic standing.*

77%
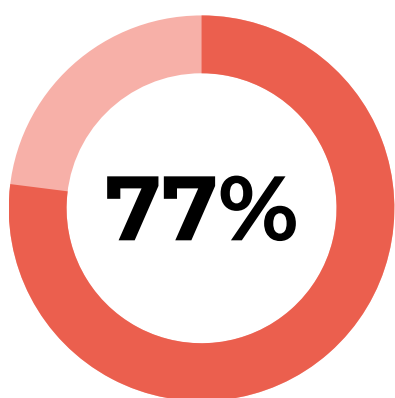
of companies report that mentoring programs increase retention.

Increase retention
One of the easiest ways to increase employee retention and reduce voluntary attrition is through mentorship. Retention rates for mentees (72%) and mentors (69%) in one study was higher than for employees who did not participate in mentoring programs (49%) (Source). More than 40% of workers without mentors have considered leaving their current roles within the last three months (Source). Millennials who plan to remain with their employer for over five years are twice as likely to have a mentor (Source)

02 | Benefits of employee mentorship programs

Onboarding

Mentorship, as an integral part of your onboarding process, can help minimize the time new employees take to integrate into your organization and existing employees into new roles or departments. By using a mentorship platform as a cornerstone of employee onboarding, mentees and mentors have a simple platform to set goals and track progress.

Cultural Alignment

Well beyond the onboarding process, mentorship can help workers, teams, and businesses with cultural integration and alignment. The mission, vision, and values of your business can be reinforced or even refined through the relationships that mentees and mentors form. Whether in traditional mentorships, peer-mentorships, or group mentorships, program participants can better understand company culture and how their unique skills and experiences can best contribute to overall business goals.

Build Connections

52%—of companies offer mentorship programs to cultivate connections between employees, based on data from Express Employment Professionals. And when people feel like they matter to others and are important to the community, they are more likely to stay with an organization, give more effort and experience greater happiness (Source).

Upskilling and Reskilling

More than ever, job seekers prioritize opportunities with companies that offer employee learning and development opportunities. Upskilling through mentorship also reduces recruitment costs by investing in current human capital, and reduces the need to budget for costly learning and development programs by accessing existing, internal resources.

81%

of employers offering mentoring to upskill or reskill employees (Source).
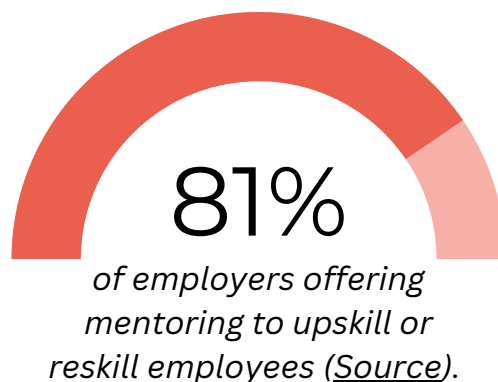
02 | Benefits of employee mentorship programs

Employee satisfaction and fulfillment
91% of people who have a mentor are satisfied with their jobs, with 57% saying they are "very satisfied." But, only 37% of professionals have mentors (Source).

When people had positive models for their work, they were more likely to say their work was fulfilling (68% with mentors, compared with 51% without), according to a poll of 4,000 respondents by Gallup and Amazon (Source).
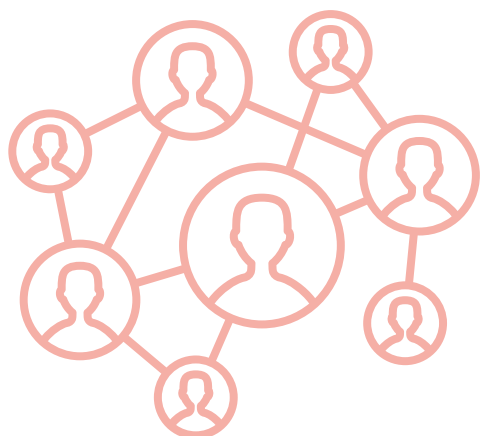
And when employees had mentors, they were more likely to have jobs which offered both autonomy and authority and they were more likely to feel good about their work and experience esteem based on their role (Source).

91% of people with mentors are satisfied with their jobs (Source)

57% of employees with mentors are "very satisfied" (Source)

37% of all professionsals have mentors (Source)

Feedback mechanisms
The open communication that mentors and mentees cultivate through employee mentorship programs provide internal feedback mechanisms that give organizations valuable insights into their human resources and overall operational effectiveness. Mentorship programs enable businesses to make informed decisions and implement targeted interventions to support employee growth, engagement, and organizational success.

02 | Benefits of employee mentorship programs

DEI
Mentoring is a natural extension of your organization's employee resource groups (ERGs), and can also help reach diversity, equity, and inclusion (DEI) goals. Mentoring programs increased minority representation in management from 9% to 24% – a more than 150% increase (Source)

Mentoring programs increased minority representation in management by more than (Source)

150%

Raises and promotions
Mentoring is an empowering relationship, including financially. Mentees are 5x more likely to receive a salary increase compared to those without mentors (Source). And, menteesget promoted 5x more than those without mentors (Source), and mentors are 6x more likely to be promoted than those who don't mentor (Source).

Performance improvement
Mentorship benefits all employees, no matter the stage of their career or their performance level. Though mentorship is often seen as a tool to further develop already high-performing employees, employees in need of improvement may, in fact, benefit more from mentorship programs. A study of 10,000 mentorship program participants at Sun Microsystems over 5 years showed that low-performing employees have potential to benefit more from mentorship programs. For human resources, mentorship can offer an alternative for traditional performance improvement plants.

03 | Building an employee mentorship program

Upnotch™ provides completely customizable solutions to build the mentorship program that's right for your organization. You can create your own program from the ground up, or select from options to help you start leveraging the power of mentorship quickly.

Your mentorship program should be as unique as your organization and its members, tailored to your business's overall goals and growth. Start maximizing your organization's success by building your mentorship program with Upnotch™ in just **five easy steps**.

All you need to do is get started with Upnotch™, sit back, and your program practically runs itself.

1. Design

Upnotch™provides completely customizable solutions to build the mentorship program that's right for your organization. You can create your own program from the ground up, or select from one to help you start leveraging the power of mentorship quickly. Then, set goals and add topics to refine the intent of each program.

Administrators can also set the duration of each program within their Upnotch™community, the number of suggested sessions, and monitor the progress of relationships by seeing how many sessions are successfully completed and what goals are achieved.

2. Invite

At the heart of any successful mentorship program is a strong community. You have the flexibility to begin with a small group or invite your entire team, depending on your community's goals and needs.

While mentorship has the potential to benefit everyone, voluntary participation increases effectiveness of mentorship programs (Source). In order to have a successful mentorship program, invite participants through marketing and communications channels like email, websites, social media, and more.

3. Launch

Host a virtual orientation session to introduce participants, discuss program goals, and provide guidance on mentorship best practices. This meeting is optional, but we have found it to be immensely useful in ensuring program success.

By holding a kick-off, mentorship program administrators can establish clear program dynamics and participant roles, foster collaboration and engagement, and establish a strong foundation for your mentorship community. You can also share organization resources, including Uptnoch's resource library to help mentors and mentees understand their roles, prepare for sessions, and make the most of their relationships.

4. Match

Pairing mentors and mentees well is key to building productive mentorships and mentorship programs. Upnotch™ allows flexibility to determine how mentors and mentees are matched.

Admin assigned
Program administrators can manually pair mentors and mentees based upon personal recommendations.

Mentee selected
Mentors can search for their ideal mentor, filtering by interests, languages, departments, industries, experience, seniority level, title, location, organization, and more.

AI-Matching
Powered by AI, Upnotch™ evaluates optimum mentor-mentee compatibility to provide perfect pairings.

Closed or Open Mentor Pool
Admins can establish who participates in your program and the pool of mentors available. Some programs may want to include only participants internal to their organizations, while others may want to expand mentors available to the global network of leaders on Upnotch™.

Building an employee mentorship program

5. Optimize

Upnotch™'s easy to use dashboard lets program administrators instantly pull reports about individual mentors, mentees, number of sessions, programs, and more. Admins can also automatically receive reports via email to constantly monitor program analytics.
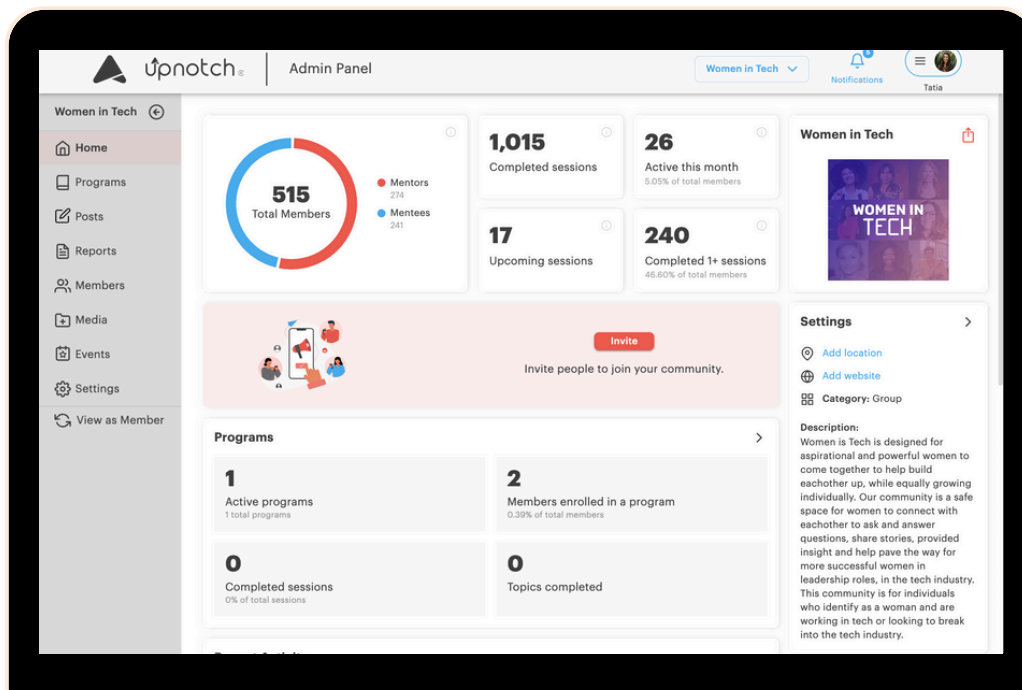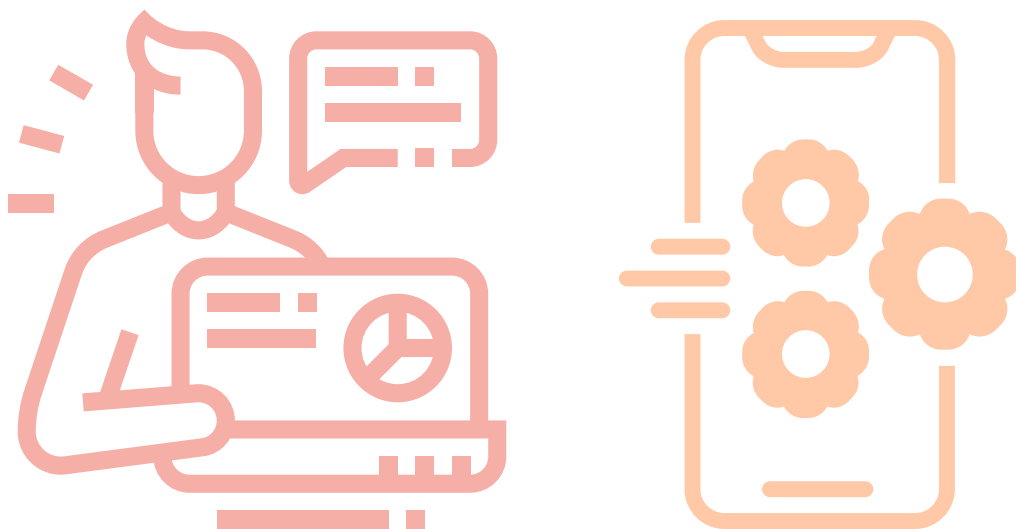
04 | Approaches to program administration

Hands-off

Typically employee-driven, a hands-off approach puts the power of the platform directly into the hands of your mentors and mentees to self-manage their mentorship experience. This is a perfect scenario for employees seeking one-off conversations with a few different mentors to help mentees solve specific problems.

Hybrid

A hybrid approach for organizational mentorship permits administrators to "programitize" the experience for a certain cohort of employees but leave the program more flexible and open-ended for other parts of your employee population.

For example, you may offer a time-bound, mandatory program for all of your new hires, or any employee that gets promoted into a people-management role for the first time at your company. But for the rest of your employees, they can voluntarily choose to participate in the mentorship program on an "as-wanted" basis with no time or session # restrictions. Other example use cases include mentorship programs specifically designed to support your DEI initiative and/or reverse mentorship.

04 | Approaches to program administration

Hands-on

Companies using mentorship to drive specific results and outcomes, and measure their results benefit from a hands-on approach to program admin.

Often, this requires more involvement from the executive team and/or the HR organization in charge of the program - including full control of deciding which employees will participate in the program, deciding the duration of the program, and the frequency / amount of meetings that need to take place among mentors and mentees to complete the program.

This could also include the ability for the company to decide and match employees with specific mentors (inside or outside your organization) as well as deciding which employees might have access to outside mentors (e.g. a "walled garden" program for mid-level managers and below vs. providing executives with access to mentors outside of your company).

Typically a program like this will be time bound (usually quarterly) and will have a maximum capacity of a certain number of employees in order to control the cost and/or make the program easier to manage from a centralized department.

05 | Benefits of mentorship with Upnotch™

Instant Implementation
Upnotch™ provides turn-key solutions so that your business can instantly implement a mentorship program at the employee, team, department, or company-wide level. Once you have defined your program's objectives, or selected one of Upnotch™'s, your people teams can immediately begin invite, registering, and pairing mentees and mentors.

Easy admin
Upnotch™ makes it easy for HR to deploy and administer the program. Similar to GitHub, Dropbox and Slack, once Upnotch™is implemented, accounts can be upgraded to expand from individuals, to teams, to departments and ultimately to the entire organization - all with little involvement from HR leadership and/or their teams.

Integrates with existing systems
Upnotch™ is easy to connect with your existing HR systems, including your HRIS. We can use a .csv file to upload the right employees with the right permissions. We can refresh the user list at a frequency that makes the most sense for your program or can be done ad-hoc as needed.

Easy user adoption
Upnotch™ is built like a Slack model so users will find it familiar and intuitive. This will help increase the % of adoption and usage of the platform.

Hands-on or off
Upnotch™ puts the power in the hands of mentors and mentees and puts the accountability in the hands of employees and their managers. Once deployed, mentees and their people managers can assign their own goals, track progress and leverage the platform to have performance conversations - all without HR business partners needing to be involved in the process (unless they want to be). However, administrators looking to closely monitor KPIs in order to achieve specific mentorship program goals may want to take a more hands-on approach.

Flexible scheduling

Upnotch™ ensures the greatest level of employee participation via its flexible design which allows mentors and mentees to set their own schedules, and makes it more likely they will continue to participate in the program and use the system.

Perfect Mentee-Mentor Matching

Upnotch™ provides three solutions to pair mentees and mentors perfectly. Study after study proves that compatibility and perceived similarities are essential for driving the success of any mentorship. With Upnotch™, mentees can self-self their mentors, using a range of powerful filters to find someone the specific skill set and experience that best match the things they want to learn or the problems they're trying to solve. Admins can also assign mentees particular mentors, or allow AI to select the perfect match.

Extend Employee Resource Groups

Upnotch™ is a logical extension of existing employee resource groups (EGRs) and can be used to increase participation in these programs. Leverage Upnotch as an additional incentive for employees to join and participate in one (or more) company ERGs.

Instant Analytics

Upnotch™ has at-a-glance dashboards so program administrators can instantly pull reports about individual mentors, mentees, number of sessions, programs, and more. Admins can also automatically receive reports via email to constantly monitor program analytics to monitor number and diversity of participants; successful matches; individual goals achieved; retention rates, compensation increases, or promotions of participants; contributions towards company KPIs; and certifications, awards, honors participants have earned.

Communicating major milestones, such as important promotions of participants, can help scale your program.
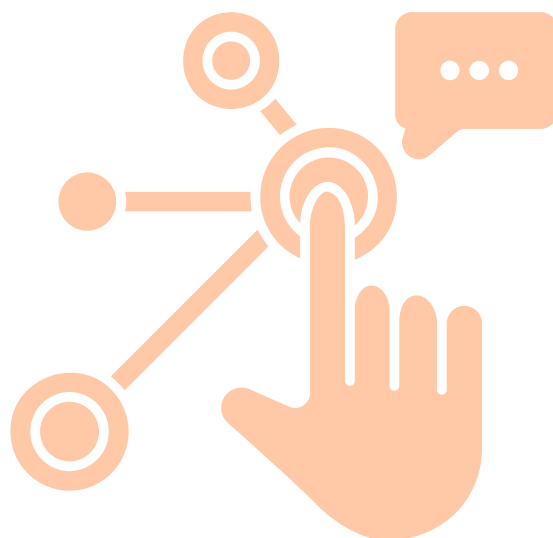
05 | Benefits of mentorship with Upnotch™

Connect globally

Upnotch™ supports businesses with on-site, hybrid, and fully remote operations since it is an easy-to-use digital platform available to users around the world. Upnotch™ also extends the network for your organization's available network if administrators choose to allow mentees to select mentors from the platform's larger global community.

Support DEI

Upnotch™ supports your DEI initiative by ensuring greater participation in your mentorship program and fostering a deeper sense of belonging through the mentor-mentee relationship building process.

Customizable interface

Upnotch™ lets businesses customize the look and feel of the communities they create, even down to incorporating your organization's branding. By using your business's branding, mentorship program participants will have a seamless experience when logging onto Upnotch™.

Unparalleled support

Upnotch™ offers unparalleled customer support to help your organization grow. Connect by email, phone, and video call with Upnotch™ anytime Monday – Friday, 9am – 5pm CST. We're here to help drive your success!

Schedule a call to get started.

BOOK A CALL TODAY