



MENTORING

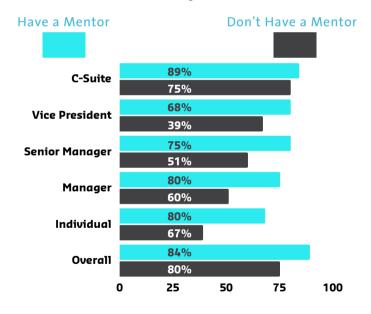
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If I have seen further it is by standing on the shoulder of giants

Isaac Newton

Mentoring has significant impact on the lives of individuals and businesses

Ratings from Fortune 500 organizations on opportunities for career advancement with and without having a mentor.



IEC-BC STRATEGIC WORKPLACE CULTURE

IEC-BC advances diversity, equity, inclusion, and belonging and learning & development through the DEIB & LD Framework.

Helping businesses be future ready and resilient by working with employers to take strategic actions for recruiting, retaining and developing underrepresented and newcomer talent. By creating inclusive workplace culture, embedding fair onboarding practices, and investing in employee career progression through robust training and development, companies can build a stronger diverse workforce and contribute to Canada's economic growth

Funded by:

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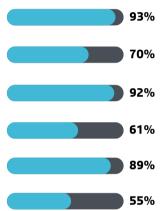
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IMMIGRANT EMPLOYMENT ECOUNCIL OF BC

Mentors help CEO's



Mentors help small & mid sized businesses (SMB)



of SMB's recognize mentoring can help them succeed

of SMB's that receive mentoring survive 5 years or more, twice the rate of those who don't have mentoring relationships

of SMB owners with a mentor agree that it has directly impacted the growth and survival of their business of small business owners mentor others

of small business owners that don't have a mentor wish they did

of SMB state that mentoring had a positive impact on their profits

Mentors help the next generation

| | 79% | of millennials view mentoring as a crucial aspect of having a successful career |
|-------------|-------------|--|
| | 68% | of millennials with a mentor intend to stay with their organization for over 5 years, almost twice than those without a mentor |
| | 96 % | retention rate amongst millennial employees after a company implemented a reverse mentoring program |
| | 61% | of millennials in the workforce feel like mentoring is having a positive impact |
| | ᠂ᡏ᠇ᡏᠵ | 35% of next generation employees feel as though there aren't enough advancement opportunities |
| ╺╧┍╧┍╧┍╧┍╧┍ | ⊷ | 28% of next generation employees feel as though their organization lacks career progression opportunities |

Source: pushfar.com/McCarthy Mentoring/Forbes/ Deloitte/