



MENTORING



People will forget what you said, people will forget what you did, but people will never forget how you made them feel

Maya Angelou

Mentoring has significant impact on the lives of individuals and businesses

89%

of people who are mentored say they are more likely to mentor others in the future

87%

of mentors and mentees say their mentoring relationship makes them feel empowered and confident in themselves

97%

of people report that the mentorship they receive from others make them feel highly impactful and valuable

Source: McCarthy Mentoring/Deloitte/Forbes/Pushfar

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

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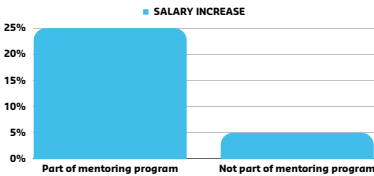
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THE EFFECTS OF MENTORING ON KEY STRATEGIC BUSINESS PRIORITIES

Career Progression

5x more likely for a mentee to be promoted than someone without a mentor

6x more likely for mentors to be promoted compared to their co-workers who did not mentor



25% salary increase for workers in a mentoring program

5% salary increase for workers NOT in a mentoring program

Employee Retention

young professionals who would likely stay at a company if there is a workplace mentorship program

50%

employees who would stay longer if there were opportunities to develop and grow within the company and their careers

94%

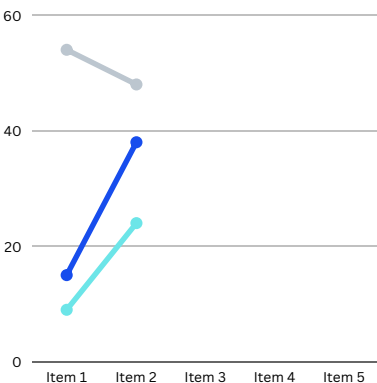


9 in 10 workers with a mentor say they are happier within their careers



4 in 10 workers who don't have a mentor admit they have considered quitting their job in the past 3 months

Diversity, Equity and Inclusion



9% to 24% the average boost underrepresented groups receive from mentoring programs

15% to 38% increase in promotion and retention rates for minorities and women compared to non-mentored workers

54% of women have a workplace mentor compared to 48% of men