

# Mentoring Statistics: The Research You Need To Know

February 3, 2020

Nicola Cronin

For years, finding a mentor has been advocated as a career and personal development practice. In 2020, more individuals than ever want a mentor, and more organisations are trying to provide [mentoring in the workplace](#) as a learning and development initiative.

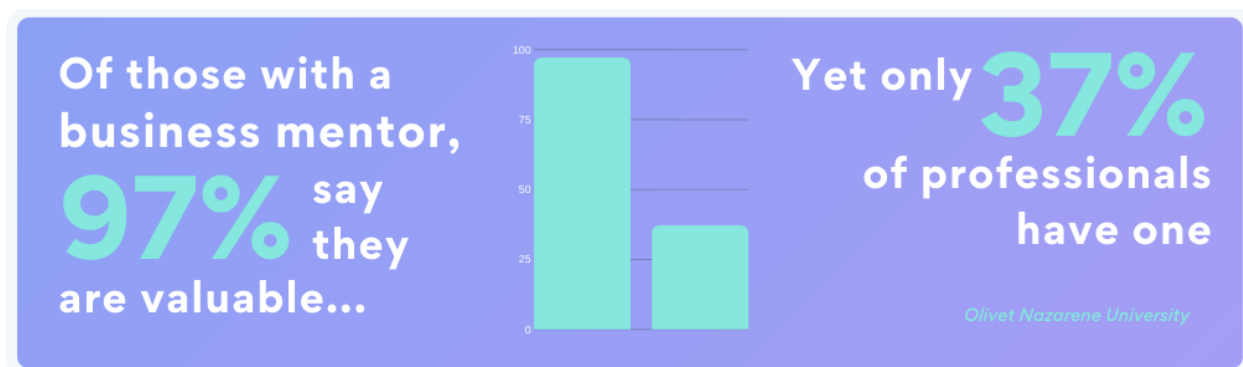
The [benefits of mentoring](#) are vast, for both the person being mentored, the person doing the mentoring, and the organisations they work at. Countless studies have been carried out on the positive effects mentoring can have, from confidence, to mental health, to promotion likelihood.

There's a lot to read about mentoring on the internet. But if you want a summary of all the best mentoring statistics and research on its effects, we've done the reading for you and compiled it all in one place!

So whether you're looking to learn more about mentoring, or need some killer stats to support your mentoring program at work, look no further...

## General Mentoring Statistics:

- 71% of Fortune 500 companies have mentoring programs
- Of those with a mentor, 97% say they are valuable ([Source](#))
- Yet only 37% of professionals have a mentor ([Source](#))
- 89% of those who have been mentored will also go on to mentor others ([Source](#))



## Mentoring for Career Development Statistics:

- 25% of employees who enrolled in a mentoring program had a salary-grade change, compared to only 5% of workers who did not participate ([Source](#))
- Mentees are promoted 5 times more often than those without mentors ([Source](#))
- And mentors themselves are 6 times more likely to be promoted ([Source](#))
- 89% of those with mentors believe their colleagues value their work, compared with 75% who do not have mentors ([Source](#))
- 87% of mentors and mentees feel empowered by their mentoring relationships and have developed greater confidence ([Source](#))

## Millennial Mentoring Statistics:

- 79% of millennials see mentoring as crucial to their career success ([Source](#))
- But 63% of millennials say their leadership skills are not being fully developed ([Source](#))
- 49% of millennials would, if they had a choice, quit their current jobs in the next two years ([Source](#))
- And millennials will comprise more than 75% of the workforce by 2025 ([Source](#))
- Millennials intending to stay with their organisation for more than 5 years are twice as likely to have a mentor than not (68% vs 32%) ([Source](#))
- Top reasons for millennials wanting to quit are 'Not enough opportunities to advance' at 35% and 'Lack of learning and development opportunities' at 28% ([Source](#))

**49% of millennials**

would quit their current jobs in the next two years if they had a choice

*Deloitte 2019 Millennial Survey*



## Mentoring for Diversity Statistics:

- Mentoring programs boosted minority representation at the management level from 9% to 24% ([Source](#))

- As well as promotion and retention rates for minorities and women from 15% to 38% as compared to non-mentored employees ([Source](#))
- Women are more likely to have a mentor than men – 54% vs 48% ([Source](#))
- 38% of female employees (in companies that have at least 30% women on their board) who have exposure to senior mentors believe they will make it to the board themselves, compared with 21% of women from companies under 30% target. ([Source](#))

### 📖 Extra Reading 📖

- [How Mentoring Empowers Women In Their Careers](#)
- [How To Improve Diversity & Inclusion With Mentoring](#)



## Mentoring for Organisations Statistics:

- 67% of businesses reported an increase in productivity due to mentoring ([Source](#))
- 55% of businesses felt that mentoring had a positive impact on their profits ([Source](#))
- More than 4 in 10 workers who don't have a mentor say they've considered quitting their job in the past three months ([Source](#))
- 71% of people with a mentor say their company provides them with good opportunities to advance in their career, compared with 47% of those without a mentor ([Source](#))
- 94% of employees said they would stay at a company longer if they were offered opportunities to learn and grow ([Source](#))

Source: <https://www.guider-ai.com/blog/mentoring-statistics-the-research-you-need-to-know> obtained [June 2](#), 2021.