MOMENTS
TO TEACH • TO LEARN • TO CONNECT
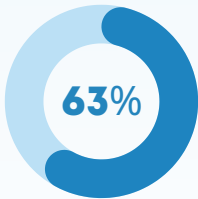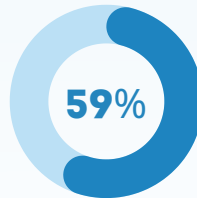
EXECUTIVE SUMMARY

THE VISION

Implement a statewide mentorship program based upon proven best practices by the end of Fiscal Year 2023
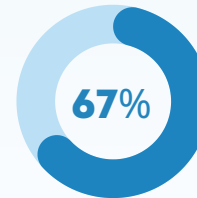
THE REALITY

63%
63% of employees say they receive the **training and development** they need to be effective at their jobs

59%
59% of employees say the **quality of their professional development** has improved over the last year

67%
67% of employees say they've had a **helpful professional development conversation** with their supervisor in the last six months

THE BENEFITS

- Career development
- Relationship-building
- Improved emotional health
- Increased productivity

- Mentored employees are more likely to:
  - Stay with the organization
  - Be promoted
  - Feel connected to the organization
  - Improve their career outcomes

70% of Fortune 500 companies have a mentorship program.

THE RECOMMENDATIONS

MOments Website:

- Low-barrier and low-maintenance design for easy access and upkeep
  - No FTE required
- Standardized program for accessibility across all departments
  - Opportunities for inter- and cross-departmental mentorships
- Resources developed and available
  - Curated LinkedIn Learning paths, how-to documents, agreement forms, and more available on resource pages
- Flexible, personal mentorship format
  - Customized profiles (mentors) and searches (mentees) for needs and preferences
- Post-mentorship surveys for continual feedback on program experiences

Training credits:

- Mentorship sessions count as training credits for both mentors and mentees, and can be applied toward the Leadership Development Rule (LDR)

*Mentorship **is** development.*

THE IMPLEMENTATION AND IMPACT

- ✓ Website/resources available and fully functioning
- ✓ Marketing plan ready for distribution
- ✓ Ownership identified (OA Division of Personnel)
- ✓ Participation incentivized through LDR training credits

Measuring success through:

- Participation (number of profiles and connections)
- Post-mentorship surveys tied to relevant QPS questions