



## **Benefits of a Mentoring Program**

- Adds to assignment flexibility.
- Provide for greater continuity of operations in unexpected (i.e., “Hit by a bus”) situations.
- Give the employee a chance to evaluate potential career paths.
- Provide employees with advancement opportunities.
- Supports succession plans.
- Improves productivity.
- Increased employee morale.
- An expanded pool of qualified applicants.
- An opportunity to positively influence future employees, regardless of where they may eventually work.
- Improves delivery of services through more informed and skilled staff.
- Creates a support network for employees in times of agency change.
- Helps the agency meet its vision by becoming more effective and efficient.
- Reduces recruitment and selection costs as a result of higher employee retention due to higher employee satisfaction.
- Serves as a motivating factor for employees.
- Allows employees in leadership roles to help prepare future leaders.

