Skyrocketing retention rates by connecting employees with mentors

together
an Absorb company

randstad

togetherplatform.com

Case study: randstad

Randstad has had a very structured global mentoring program for years, but wanted to have a program that was more accessible and supported mentoring within geographies (e.g. mentorship within Randstad Canada).

Key stats:

1 Industry:
Consulting

2 Employees:
1,000 (Canada only)

3 Key people:
Director of L&D, L&D specialist

4 Programs:
1 x general population

5 Pairing process:
Mentee-led

Results:

$2,800 Savings per year per participant in retention.

49%
Reduction in employee turnover

3.9/4
Average feedback

Loved by the program admin:

> " *Our people are finding the program incredibly valuable and are excited to be learning from other employees through mentorship.*"
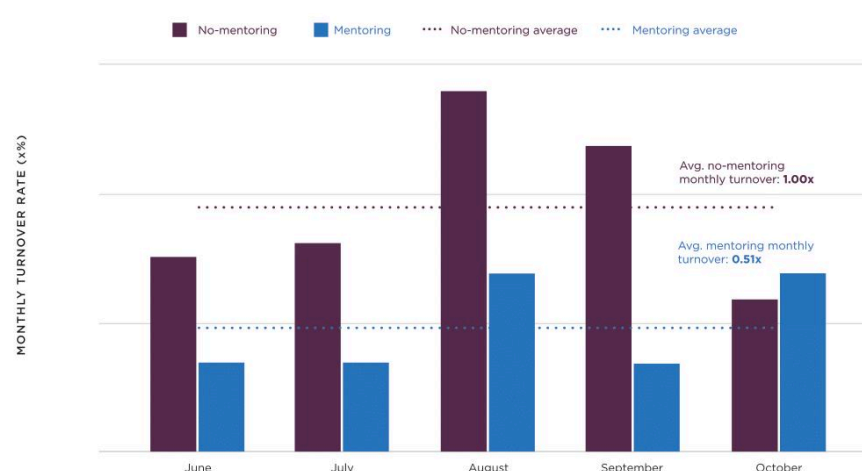
Sample quotes from program participants:

"*Every session feels so short for the amount of wealth and knowledge I can get from my mentor. Bertrand is amazing, very understanding, a great coach, listener and a strong network in Randstad that I am privileged to know*"

"*I didn't know what to expect in this session but see extreme value in this program especially coming from someone that I look up to in the organization. I like the fact that Pat has been in the same shoes I am in and had great examples of how to deal with my situations and also give me an overall picture of how I can improve my management skills and communication.*"

Impact of mentorship

Participation in mentoring program correlates to **49% reduction in employee turnover**
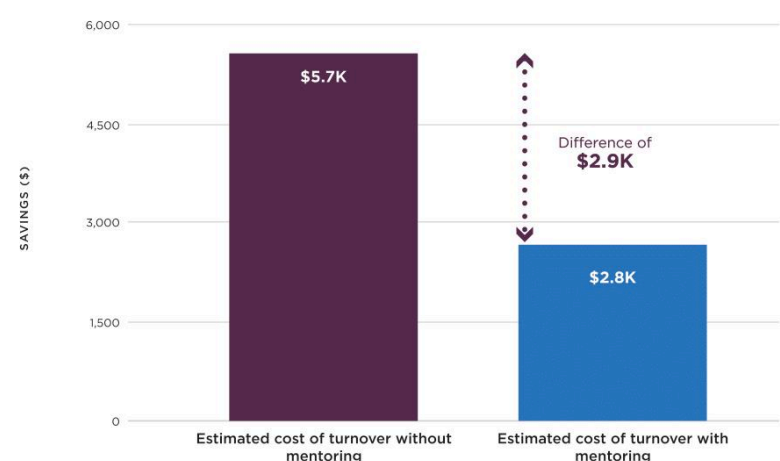
Employee Turnover Rate by participation in mentoring program

Sample size: turnover without mentoring = 961 employees; turnover with mentoring = 144 employees; from the period of June 2019 to October 2019

Reduction in turnover saved Randstad **$2.9K per program participant per year**

Cost of turnover per employee per year with and without mentoring program

Notes: turnover rate without mentoring = XX.XX%; turnover rate with mentoring = XX.XX%; average annual salary = 50,000; cost of turnover (% of annual salary) = 50% Sample size: turnover without mentoring = 961 employees; turnover with mentoring = 144 employees; from the period of June 2019 to October 2019

About Together

Together's mentoring software empowers enterprise organizations to drive performance through relationships. Whether you're running traditional 1:1 mentoring programs, peer or group mentoring programs, or just want to connect employees over a cup of coffee, Together matches employees at scale.

Together has consistently been granted the #1 mentorship software award for user experience by G2, the world's leading software review site.

Together Administrators Report...

94%
Improved Employee Skills

95%
A More Connected Company

100%
Improved Inclusion and Support

79%
Improved Retention

Some of our customers include

Crayon

Kellogg's

randstad

Discovery

Teladoc HEALTH

NEW YORK LIFE FOUNDATION

Book Demo