

Using Mentor Programs to Bounce Back from the "Great Resignation", to Foster Employee Satisfaction, and as Professional Development

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In the headlines...

Bureau of Labor Statistics June 2021
As the COVID-19 pandemic affects the nation, hires and turnover reach record highs in 2020

IADG November 2021
The Great Resignation: How employers drove workers to quit

CNBC March 2022
The Great Resignation is still in full swing. Here's what to know

Bureau of Labor Statistics June 2022
Job openings and quits reach record highs in 2021, layoffs and discharges fall to record lows



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TOP REASONS FOR QUITTING

Reason	Percentage
Low pay	26%
Lack of advancement opportunities	26%
Feel disrespected	25%
Lack of child care	24%
Lack of schedule flexibility	21%
Lack of benefits	20%
Wanted to relocate	19%
Too many work hours	19%
Too few work hours	14%
COVID-19 vaccine required	10%

18 Great Resignation Statistics (2022): Why Are Americans Leaving Their Jobs? - ZipRecruiter

GREAT RESIGNATION STATISTICS FAQ

1 What is causing the Great Resignation?

There are four major causes of the Great Resignation. These include:

- Job Openings.** Many industries, especially those in accommodations, food services, leisure, and hospitality, have seen many new job openings. This is because many jobs that were suspended or lost during 2020 returned in 2021. This gives employees many options for where they want to work.
- Burnout.** For many industries, and especially the healthcare industry, the COVID-19 pandemic caused massive amounts of burnout and a lack of work-life balance. Ultimately, this resulted in many people wanting to leave their jobs.
- Remote Work.** Many employees realized that they prefer to work remotely, or when companies began requesting that their employees return to in-person work environments, many didn't want to.
- Priority Re-evaluation.** Being forced to stay home and other changes caused by the pandemic caused many people to realize they wanted to reprioritize their life. Many employees ended up feeling like they were overworked, underpaid, and undervalued, causing them to want to switch jobs.

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Icebreaker: Speed Networking

- What college do you work at and how long have you been there?
- What is one challenge you are dealing with on your campus?
- Have you lost more faculty or classified staff, why do you think that is?
- Would you rather live 100 years in the past, or 100 years in the future? Why?
- If you were a professional baseball player, what would be your walk-up song?
- What is the most unique style or fashion trend you ever embraced?

Check out: [Icebreaker Questions for Work: The #1 List in 2022 \(teambuilding.com\)](https://www.teambuilding.com)



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Problem:

- The Great Resignation/
Employee Turnover

Goal:

- Increase Employee
Satisfaction & Retention



Part of the Solution:

- Mentor Program
 - Employee Peer Mentoring Program on Campus
 - ACCA Mentor Program
 - The Aspiring CEO Program



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Developing a Peer Mentor Program on Your Campus

Early considerations:

- Do you need to work with unions?
- Will this be implemented campus-wide, or just within Student Services?
- Do you have a Professional Development Committee or another committee that should be involved?
- Can HR help ensure sustainability?

Other considerations:

- How many new employees do you hire per year on average?
- Will the program be optional?
- How long will the program be?
- How will your mentors be selected?



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New Employee Mentoring Program at FRC

- Introduce during new employee intake
- Follow up with Supervisor
- Pairings made in the fall (Prof. Dev. Committee)
- Provide 2-3 organized activities each semester
 - Consider on-campus and off campus
- Encourage regular check-ins to meet the needs of the mentee
- Evaluate progress and program in spring



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ACCCA Mentor Program



- Attending an ACCCA Conference is a great way to get started
- Several Programs through ACCCA for aspiring leaders
- Buddy system for first time attendees. Meet up at the conference and keep in touch after.
- 10 from the north, 10 from the south
- In-person and Zoom components both for the group as well as individually with your mentor.

October – call for application – deadline is around Halloween, select by Thanksgiving.

Save the date for the annual conference!

February 22-24, 2023 *Omni Rancho Las Palmas Resort & Spa, Rancho Mirage*

Mentor Program – Association of California Community College Administrators (accca.org)

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Aspiring CEO Program

Developed by the Community College League of California in collaboration with the ACCCA, the Aspiring CEO Program provides a safe environment to explore the CEO role and application process.

- Readiness for the CEO Position through Personal Inventory and Skills Assessments
- How to Research Potential CEO Positions
- The Application Process
- Interviewing and Public Forums
- Negotiating The CEO Contract

The program is eleven months, from February to December, with regular cohort check-ins.

It is limited to 30 people in the cohort.

Applications are accepted now through **Monday, October 31st.**

[Aspiring CEO Program | The League \(ccleague.org\)](http://Aspiring CEO Program | The League (ccleague.org))



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Participant Quotes

"Participating in the mentor program was a great experience. I had someone to guide me and help me to be successful with the goals I had set, as well as becoming a better leader. It also gave me the opportunity to gain the self-confidence I needed to continue to grow." - ACCCA Mentee

"The best part of the experience for me was connecting with the other mentors and mentees which expanded my network and allowed me to learn about other areas of the institution. It gave me connections early on that could have otherwise taken years or perhaps not at all." - Mentee

"As a mentor, it was helpful to gain perspective from a new employee, especially in identifying gaps in training or things that weren't going well and where I could offer advice. It was sort of like an early intervention." - Mentor

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What are you doing on your campus to improve employee satisfaction, retention, and to support professional development?

Satisfaction:

Retention:

Professional Development:



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Resources

[The Great Resignation: Why workers say they quit jobs in 2021 | Pew Research Center](#)

[Job Openings and Labor Turnover Summary - 2022 M08 Results \(bls.gov\)](#)

[The Great Resignation is still in full swing. Here's what to know \(cnbc.com\)](#)

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