

# 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:



**Industry:**  
Consulting



**Employees:**  
1,000 (Canada Only)



**Key People:**  
Director of L&D  
L&D Specialist



**Programs:**  
1 x general population



**Pairing Process:**  
Mentee-led

### RESULTS:



**\$2.8K**

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.”

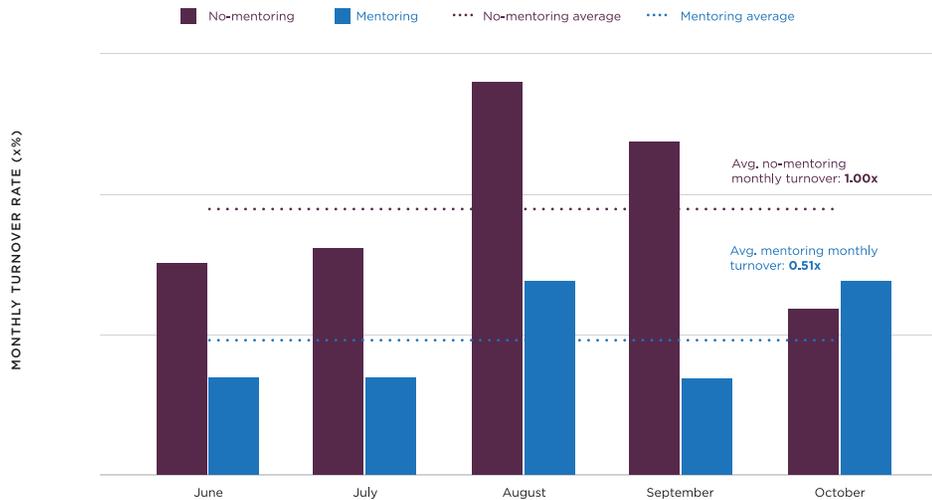
#### Sample quotes from program participants

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.

# Participation in mentoring program correlates to **49% reduction in employee turnover**

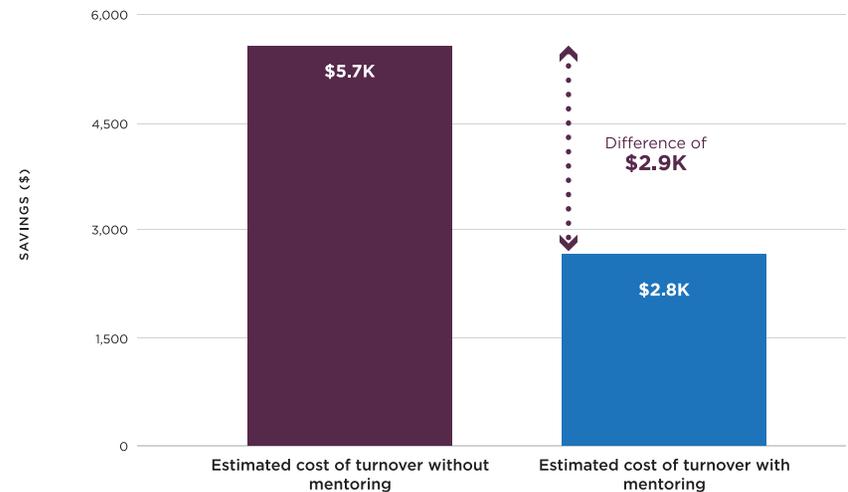
Employee Turnover Rate by participation in mentoring program



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