



MENTOR
COLLECTIVE

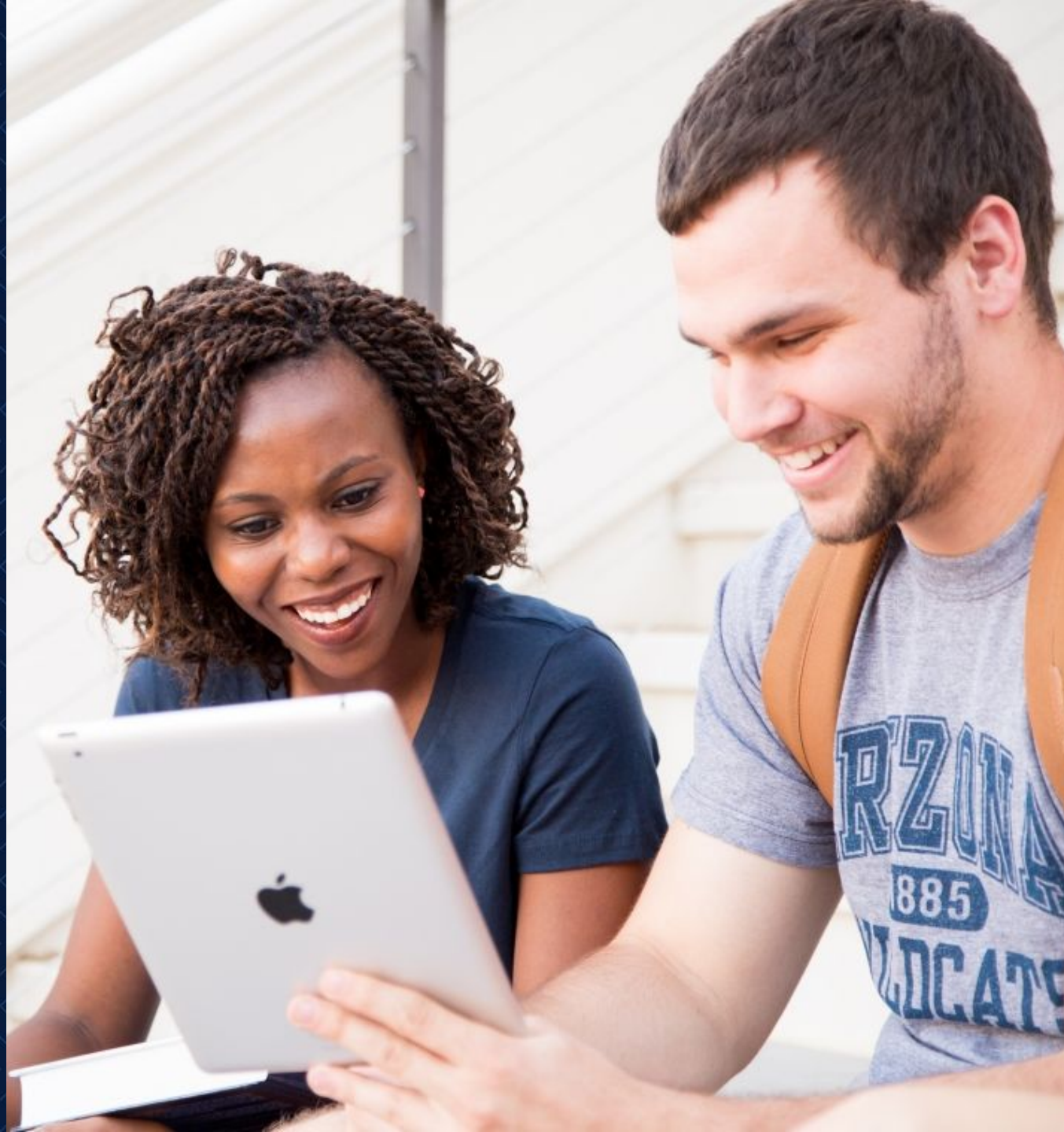
Mentor-Led Recruiting: *The Future of Talent Pipelines*

September 25, 2025



A guide to best practices and tips to make your virtual experience seamless

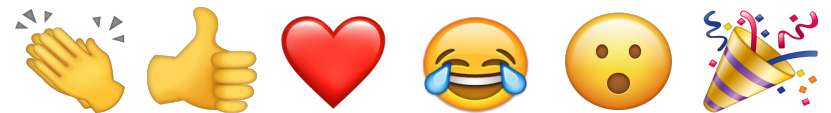
- Upon entry, audio is on mute
- Adjust your video layout to speaker view
- Chat your name and institution!



Audience Engagement

Submit your questions throughout the event and chat with attendees via the Chat feature in Zoom

Like what you hear? Let us know with reactions!



Today's Speaker



Erin Mayhood
Chief Executive Officer,
Mentor Collective



During this Event, You'll Learn:

- **What's broken in the education-to-employment transition**—and why it matters for institutions, students, and employers.
- **How mentor-led recruiting builds stronger pipelines** by boosting career readiness for students and improving retention and advancement for employers.
- **Actionable strategies you can use now to integrate mentorship** into recruiting, strengthen institutional ROI, and meet workforce needs for durable skills and leadership.



Poll



Why This Matters



Why Now: Human Skills Are the New Currency

AI makes human skills the new currency



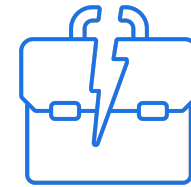
AI Replacing People

AI is disrupting guidance — people ask ChatGPT before advisors/managers



Opportunity Still Unequal

Opportunity still depends on “who you know” — millions left behind



Jobs Are Changing

Routine work is disappearing; human skills drive retention and productivity



Dropouts + Turnover = \$\$\$ Lost

Schools and employers lose billions on drop-outs & attrition

AI can't replace empathy, adaptability, leadership, or collaboration. These abilities are the new currency — mentorship scales them.

Why Now: The Human Skills Gap

- **By 2030**, global talent gaps may threaten growth & innovation.
- **40%** of graduates underemployed in their first job.
- **60%** of employers say grads lack durable skills.
- **61%** of U.S. job postings in the last 2 years requested at least one durable skill (Deloitte).
- **83%** of HR leaders struggled to fill entry-level roles last year; projected \$1.2T cost to the U.S. economy (Avenica).

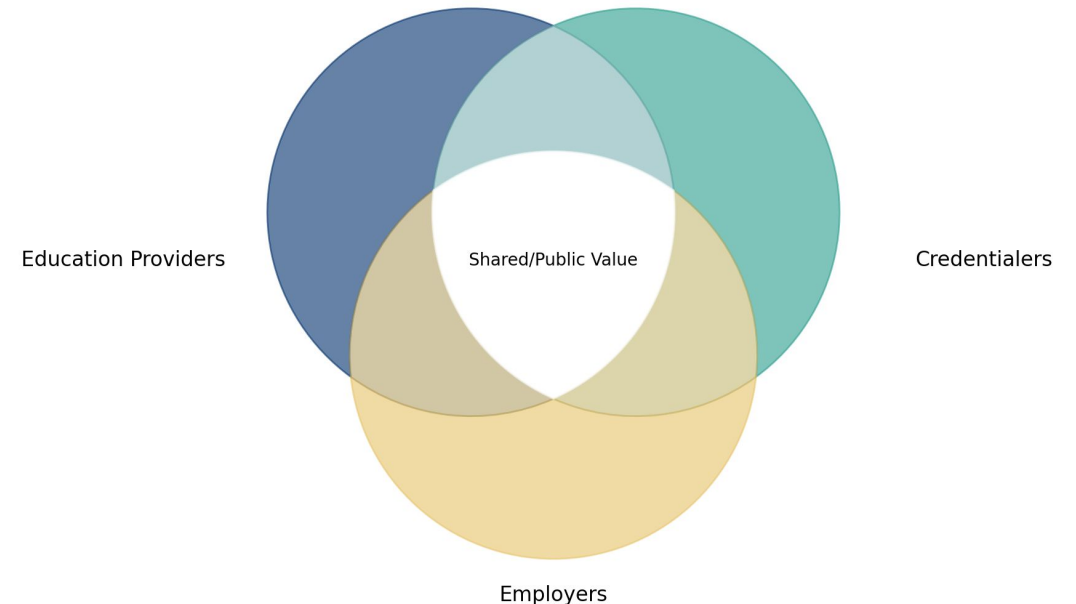


The talent gap is not just about filling jobs – it's about preparing people with the human skills employers value most.

Shared Urgency: Education + Employers Both at Risk

- **Education Providers:** At risk of low ROI on degrees, declining enrollment, and employability gaps.
- **Credentialers:** Risk losing relevance if employer alignment and placement outcomes aren't clear.
- **Employers:** Facing high churn, weak leadership pipelines, and costly skills mismatches.
- **Shared/Public Value:** If both fail, national competitiveness and equity suffer.

Education, Credentialers, and Employers - Shared/Public Value



Root Causes: Why Pipelines Break



Training Lags Tech Disruption

Curriculum can't keep pace with AI

Routine jobs vanish → adaptability + durable skills are essential



Skills Inflation is Choking Opportunity

Entry-level roles demand inflated credentials.

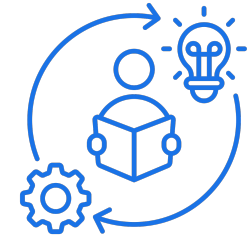
83% of HR leaders report difficulty filling them..



Lost Layers = Lost Learning

Shrinking middle management = fewer mentors, less feedback

Less experiential learning capacity on the job



Networks = Gateways, but Not Everyone Has One

70–80% of jobs filled via connections

<10% of applicants drive 35–40% of hires.

Lack of networks = dropout + turnover risk.

Without real connection, training and hiring remain mismatched – leaving millions behind.

The **Solution**



Mentor-Led Recruiting: Building Skills, Networks, and Pathways

Mentor-led recruiting is when organizations use mentorship to find, prepare, and retain talent — whether through internships, apprenticeships, alumni mentoring, project-based learning, or new programs built on connection.



Learners

Build skills classrooms and AI can't teach.



Employers

Grow pipelines of talent that stay and succeed.



Mentors

Strengthen leadership and engagement.




Everyone

Gains strong pipelines & fairer access to opportunity.

Why Mentor-Led Recruiting Works

- **Connection & Belonging** → embeds human connection into culture.
- **Durable Skills** → initiative, adaptability, professionalism, motivation.
- **Stronger Support** → fills the gap when managers, advisors, or faculty are stretched thin.

 Institutions	 Future Talent
Demonstrates measurable ROI on degrees and alumni success	Gains durable skills employers value most (communication, professionalism, adaptability)
Expands equity and access to professional networks	Builds social capital and access to career networks
Extends career services capacity without adding staff load	Increases confidence, belonging, and career clarity
	Opens pathways to meaningful jobs and long-term mobility

Real World

Examples



Elevating Career Confidence

- **Challenge:** Supporting first-generation students in navigating both academic success and career readiness.
- **Solution:** Paired first-generation students with alumni and professional mentors, creating a scalable, structured mentorship program.
- **Results:**
 - **+30.6%** Improvement in Career Decision Self-Efficacy
 - **+7.8%** Improvement in Academic Self-Efficacy
 - **+9.4%** Improvement in Academic Help Seeking
 - **+20.2%** Improvement Improvement in Sense of Belonging



UNIVERSITY of WISCONSIN
GREEN BAY

"I love helping others reach their goals and/or find their path while setting and crushing goals. I've worked in the healthcare industry for 25+ years, returned to school in my 40s in order to advance my career and I did. If I can do it, anyone can and I'd be happy to be a cheerleader on someone's path."

– MENTOR

Fortune 500 Company: Converting Interns to Full-Time

- **Challenge:** Interns lacked structured support, leading to talent loss.
- **Solution:** Paired interns with employees for culture navigation, and project support.
- **Results:**
 - **42%** increase in intern-to-full-time conversion
 - **86%** of interns said mentorship was the #1 factor in accepting their job offer



Oak Ridge Labs: Accelerating Innovation

- **Challenge:** Siloed R&D teams lacked collaboration.
- **Solution:** Created cross-functional 'innovation pods' with senior scientists mentoring junior researchers.
- **Results:**
 - **28%** increase in patent filings
 - **4-month** reduction in time-to-breakthrough



Moreland University

- **Challenge:** Districts face a collapsing teacher pipeline marked by shortages, high attrition, and fragmented support systems.
- **Solutions:** Integrated certification and mentorship pathway that recruits, prepares, and supports teachers.
- **Results:**
 - **+50%** retention vs. national averages;
 - **\$20K+** turnover savings per teacher for districts



Moreland
University



How Education & Employers Can Get Started

Today



Embed mentors in recruiting touchpoints → Add mentorship into internships, hiring, and onboarding.

Use mentorship to build durable skills before Day One → Develop durable skills before day one on the job.

Retain and develop leaders through ongoing mentorship → Retain talent and grow leaders with structured mentorship.

Partner with educators and community groups to widen access to diverse talent → Expand pipelines by partnering with schools and community groups.

What's Next



The Future of Talent Pipelines is Mentor-Led

- **Education:** Stronger, more diverse pipelines that prove ROI on degrees.
- **Employers:** Day-one ready talent with durable skills that AI can't replace.
- **Shared:** Retention and leadership growth through structured mentorship.

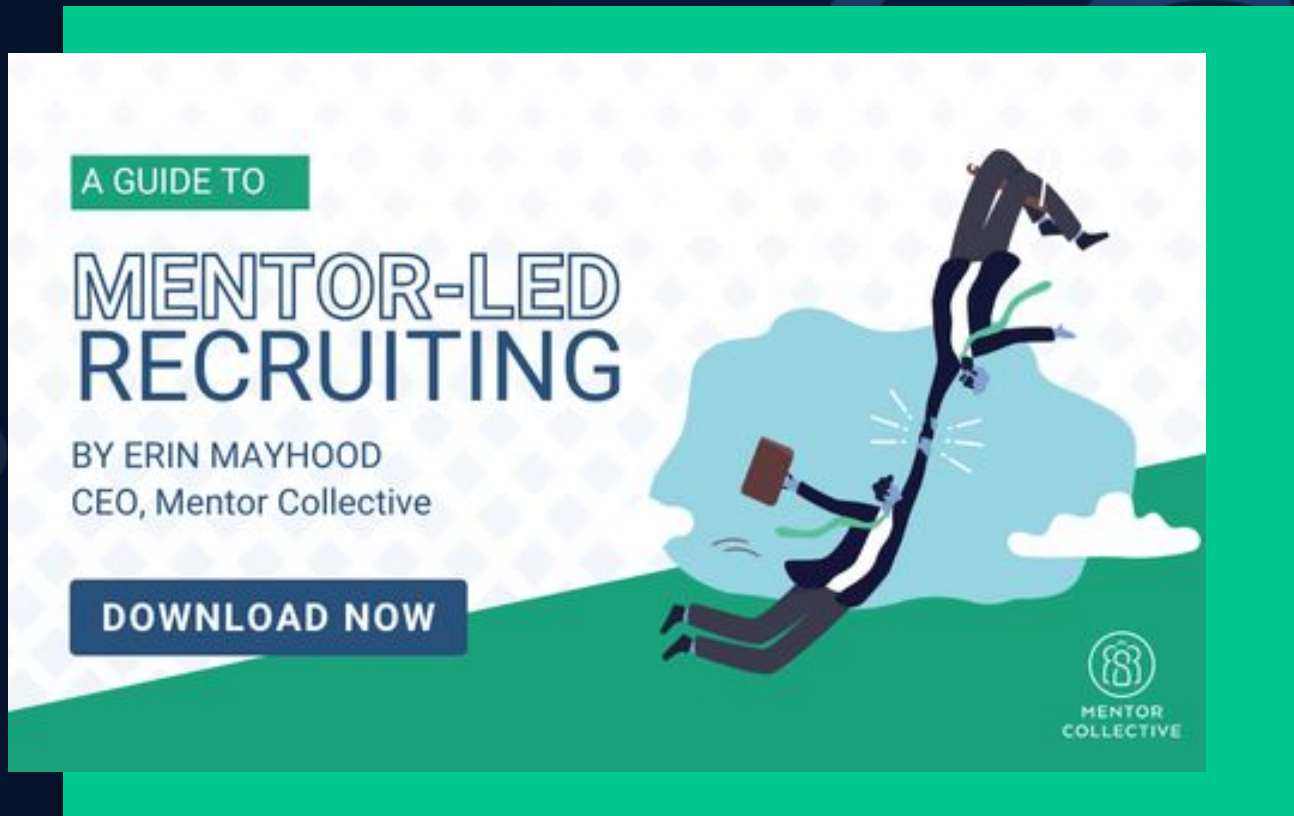


Mentorship is the shared infrastructure connecting education and work.



Download Today:

Mentor-Led Recruiting



Scan the QR Code



To Download

No form fill required

Visit mentorcollective.org to learn more.

What's Next?

- You will receive a copy of the **presentation and recording** shortly
- Upcoming **white paper on career readiness and mentorship**
- Upcoming Webinar:

Introducing Conversation Sparks! Launching A New Way to Spark Real Conversations in Mentorship

- October 8th at 2pm EST
- Register [Here](#)



Thank you!

