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Labor Department Launches Workplace Mentoring Toolkit

PIERRE, S.D. – The Department of Labor and Regulation (DLR) has launched a workplace mentoring toolkit available on StartTodaySD.com. It is available at no cost to businesses, mentors, and trainees.

Mentor programs in the workplace lead to improved career outcomes, engagement, retention, and improved inclusion. Additional benefits for employees include improved engagement and commitment to the organization, greater career success, and improved workplace fulfillment.

“Established mentoring programs benefit an organization by improving job satisfaction and retention,” said **state Labor and Regulation Secretary Marcia Hultman**. “These programs help ensure new employees enter the workforce feeling prepared and confident.”

The goal of the toolkit is to assist businesses in incorporating a mentor program in their organization. The training develops mentors to coach and build apprentices or new employees while offering future mentors a foundation of information and skills that prepare them to develop new employees.

“Our goal is to provide South Dakota businesses with the tools to create their own mentoring program that best fits their needs,” said Secretary Hultman.

The workplace mentoring toolkit is provided at no cost and includes four online training modules for mentors, mentees, and businesses:

- Cultivating a Strong Mentoring Culture Within the Workplace
- Developing a Registered Apprenticeship Mentoring Program
- Career and Leadership Development
- Reverse Mentoring for Effective Knowledge Sharing and Receiving

The workplace mentoring toolkit includes downloadable facilitator guides, while also incorporating downloadable activities and sample mentoring program policies.