EXECUTIVE SUMMARY:
The State of the Massachusetts Mentoring Workforce

Overview: Listening to the "Movement Makers"

The insights in this executive summary are drawn from MENTOR's 2025 National Survey of Mentoring Professionals, which was conducted in collaboration with MENTOR's 23 Affiliates across the country - including Mass Mentoring Partnership MENTOR surveyed 880 mentoring professionals, of which 104 were from Massachusetts (roughly 12% of survey respondents.) This landmark study represents a critical shift in the sector, moving beyond youth outcomes to evaluate the health, needs, and demographics of the professionals driving these outcomes. For Mass Mentoring Partnership (MMP) and its stakeholders, this data serves as a vital benchmark to measure local progress against national trends and identify strategic opportunities for growth.

The Massachusetts Edge: A Profile of Excellence

The data reveals that Massachusetts is home to an elite, highly sophisticated mentoring workforce. Our state is leading the national movement with a workforce that is younger, more educated, and more highly compensated than the national average.

- Top-Tier Talent: 51% of Massachusetts mentoring professionals hold a Master's degree, significantly outpacing the national average of 39%.
- Next-Gen Leadership: The Commonwealth is a hub for young social impact leaders, with Millennials making up 47% of the local workforce compared to just 36% nationally.
- Premium Compensation: Reflecting their high expertise and the region's cost of living, MA professionals earn an average of $73K/year ($10K above the national average).
- Unmatched Passion: An incredible 99% of local professionals report being satisfied with their jobs.

The Retention Paradox: Passion vs. Burnout

Despite near-unanimous job satisfaction and strong internal support from their organizations, Massachusetts faces a critical workforce retention challenge.

- The Tenure Gap: Only 16% of MA mentoring staff have been in their roles for 7 or more years, compared to 27% nationally.
- The Career Pivot: 72% of local professionals are actively open to exploring careers in other fields entirely (vs. 48% nationally).
- The Root Cause: Nationally, 43% of all mentoring professionals experience severe workload stress, with 33% specifically suffering from compassion fatigue and burnout—and Massachusetts trends right in that same troubling ballpark.
- The Local Impact: Because of these pressures, 30% of MA organizations citing staff turnover as a primary barrier to success, compared to just 20% nationally.

The Insight:

Our professionals love what they do, but love isn't enough to prevent burnout. With 58% of the local workforce, identifying the existence of barriers to professional development, and almost a full one-third of all professionals, locally and nationally, don't see a sustainable, long-term future in the field. They aren't looking for the exit—they are looking for the tools and bandwidth to stay.

Meeting the Demand for Inclusive, In-Person Growth

To stabilize this workforce, training must align with what Massachusetts professionals actually want and need. Data has shown that three quarters of our existing workforce desires in-person learning, and a majority of this group would prefer full-day and multi-day training to go deeper on topics. The data points to a clear hunger for the specific expertise MMP provides:

- A Mandate for Equity: MA professionals are deeply committed to social justice. They report a significantly higher interest than the rest of the nation in professional development focused on inclusive mentoring and serving diverse youth populations (BIPOC, LGBTQ+, immigrant, and disability communities).
- A Desire for Connection: Our workforce explicitly bucks the digital-first trend. Our workforce wants in-person connection when engaging in deeper professional development. Only 41% prefer online training (compared to 52% nationally). Massachusetts practitioners want to see each other in person, craving collaborative, human-centered learning that is deep in content and value.

The Path Forward: An Investment in Impact

While Massachusetts boasts an exceptionally talented pool of young mentoring leaders, the survey reveals a critical gap: only 37% of local professionals report currently working with Mass Mentoring Partnership (MMP). At a time when burnout is high and tenure is short, bridging this "reach gap" is not just an opportunity—it is an imperative. To secure the future of the mentoring movement, we must actively grow MMP's network to support, equip, and retain the next generation of changemakers driving this work across the Commonwealth.

This reach gap represents a powerful, data-driven invitation for funders, partners, and advocates to invest where it matters most. Funding MMP directly combats the single greatest threat to program effectiveness: our state's 30% staff turnover rate.

The solution is exactly what our workforce is asking for. Both locally and nationally, 63% of professionals considering a career pivot stated that increased access to high-quality professional development would convince them to stay in the field. Among Millennial workers—the core of the Massachusetts workforce—that number jumps to 66%.

By expanding MMP's capacity to deliver the high-quality, in-person, DEI-centered training these professionals are craving, we can transform mentoring from a high-turnover job into a sustainable, lifelong profession. An investment in the professional development and infrastructure that MMP provides is an investment in stability - ensuring that youth across Massachusetts continue to be guided by skilled, diverse, and deeply supported mentoring professionals.