

Mentoring in High-Tech Industries: How to Transform Practice into a System

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Starting from March 1, 2025, after the introduction of article 351 in the Labor Code of the Russian Federation, the approach to mentoring has been revised, and it has become an official part of labor relations. This is not just a new development, it signifies the recognition by the government that knowledge transfer is not just educational work but a strategic resource. Mentoring is considered as a strategic tool for human capital management in high-tech industries, as an element of the quality economics and innovative sustainability of an organization. KPI system for assessing program results is proposed. Digital tools for transforming mentoring into a manageable process are considered, and the effectiveness of mentoring is demonstrated.

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