Effective training programs consist of a number of elements, but many employers support the idea of on-the-job training. In a virtual environment this is often a difficult segment to include as employees are separated geographically. However, working with mentors allows new employees a chance to learn while working and socializing with veteran employees/faculty who understand the policies and intricacies of the organization. Allowing for at least a short mentoring session in training also gives mentors the opportunity refresh as they are encouraged to work with new employees/faculty and their ideas. Nevertheless, there are issues surrounding mentoring programs such as funding, timing, assigning and training mentors, pairing new employees with mentors, monitoring the mentoring process, and ensuring that both parties are benefitting from the program. Research and practice combine to offer a number of best practices for the development, initiation, and increased functionality of such mentoring programs, offering online employers and educators a look at how basic principles of corporate training and andragogy combine to offer all the best mentoring experience possible.