oluminate
COMMUNITY BUILDER

ALUMINATI
Build Your Community

CASE 2026 · EDINBURGH

eMentoring

Creating Quality Connection with Bespoke Programmes

Rebecca Whitton
Client Success Director, Aluminati



Aluminate Mentoring at a Glance

10,844

mentoring matches made

31

platforms running mentoring

157

countries reached by mentors and mentees

47%

of pairs span two countries*

Aluminate platform, data to 30 October 2026. *Where both mentor and mentee list a country.



Agenda



STAGE 1

Goals & Objectives

Align your institution's and departments' goals, and give mentors and mentees a clear reason to take part.

STAGE 2

Programme Planning & Matching

Confirm your target community, registration, schedule and what a relevant match looks like.

STAGE 3

Launch & Stewardship

Launch your programme, facilitate matches and support your participants throughout.

STAGE 4

Measuring Success

Track the KPIs set against your goals, covering both engagement and outcomes.

STAGE 5

Review, Improve & Scale

Identify improvements for next time, then extend to other departments and a larger audience.

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What Your Strategy Says

University of St Andrews

> We will establish a network which provides opportunities for friends and alumni actively to advise, mentor, and support entrepreneurs.

Strategy 2022-2027

UNIVERSITY OF BIRMINGHAM

> Our graduates will be amongst the most employable in the UK, ranking within the top 10 institutions in the UK for Graduate Outcomes.

2030 Measure of Success

University of Sheffield

> …we will commit to mentoring, supporting and training the research leaders of the future

2020-27 Strategic Plan

Queen Mary University of London

> The richest possible international experience for all our students through access to mobility opportunities, mentoring, enterprise support and international internships.

Strategy 2030

From Goal to Pairing to KPI

	GOAL	WHO MENTORS WHOM	KPI THAT PROVES IT
1	**Increase student recruitment**	Current students → prospective students	**Prospective student conversion**
2	**Improve graduation rates**	Students → students	**Graduation rate, mentees vs non-mentees**
3	**Improve student employability**	Alumni → students	**Time to first job**
4	**Grow postdoctoral and PhD recruitment**	Alumni → recent graduates	**Mentees going on to further study**
5	**Retain staff**	Staff → new staff	**Staff survey results and turnover**



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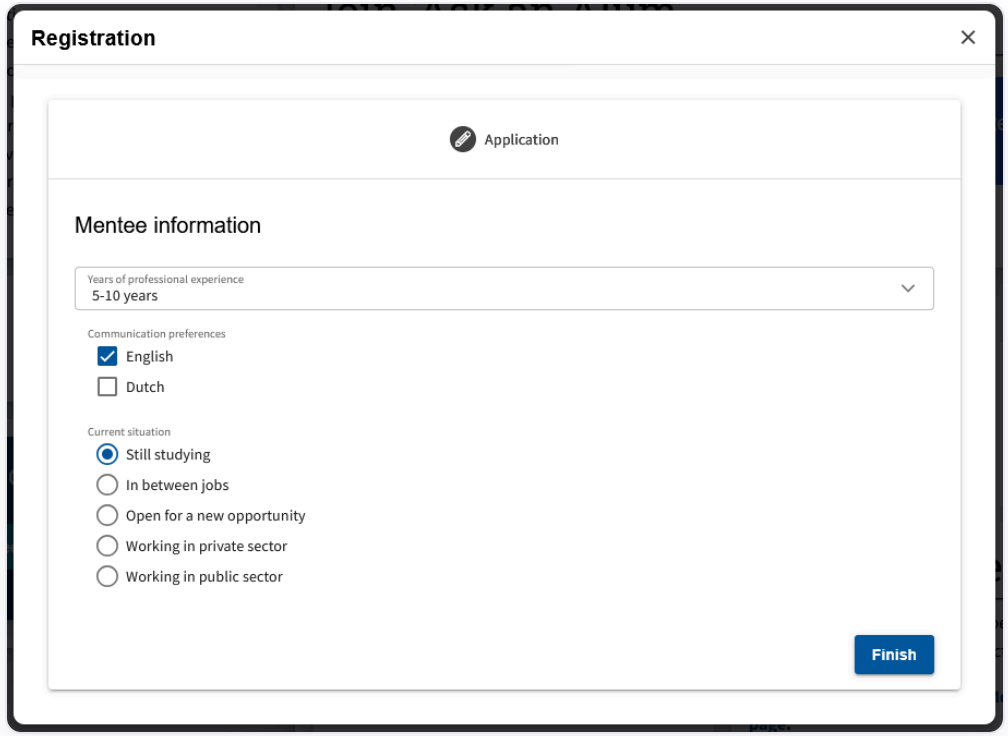
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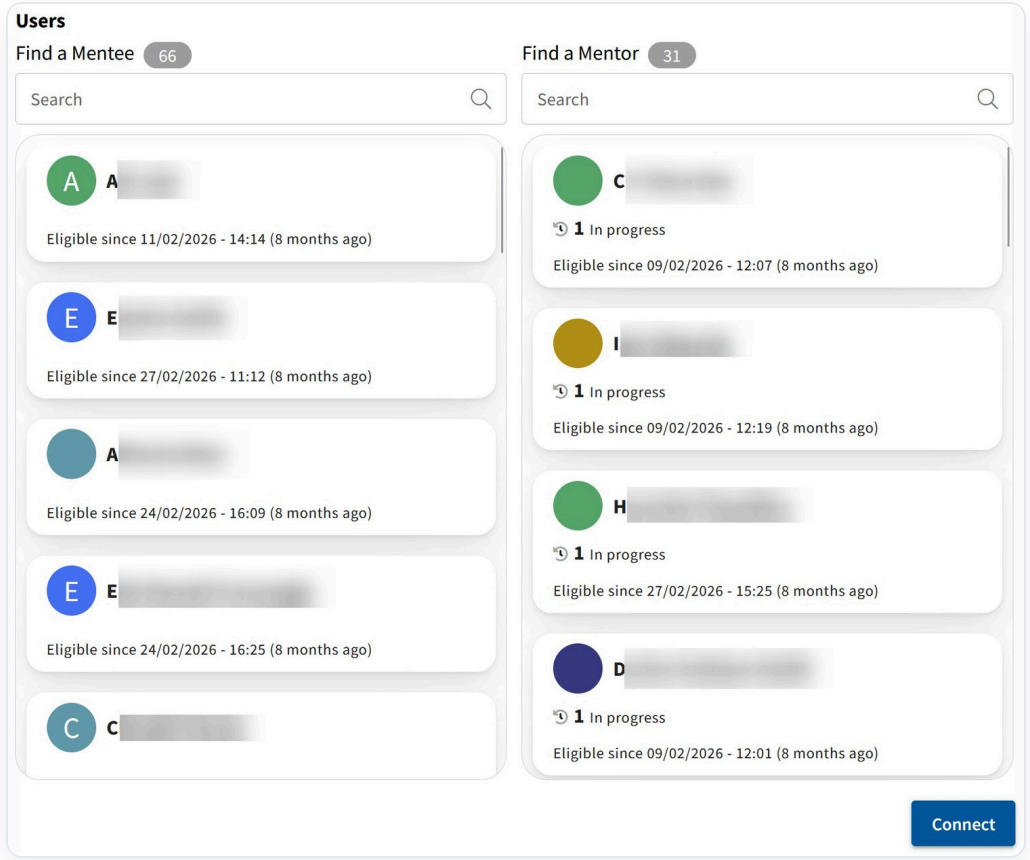
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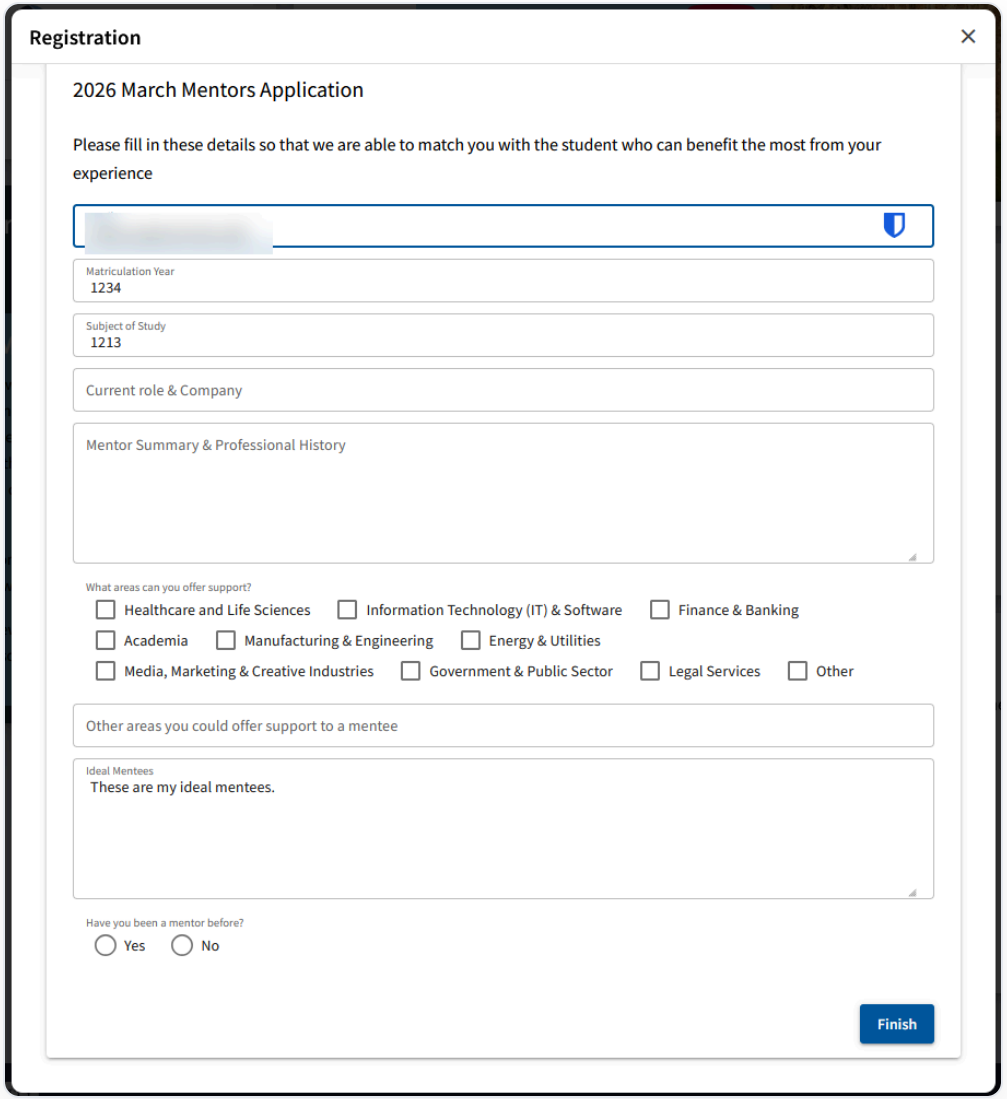
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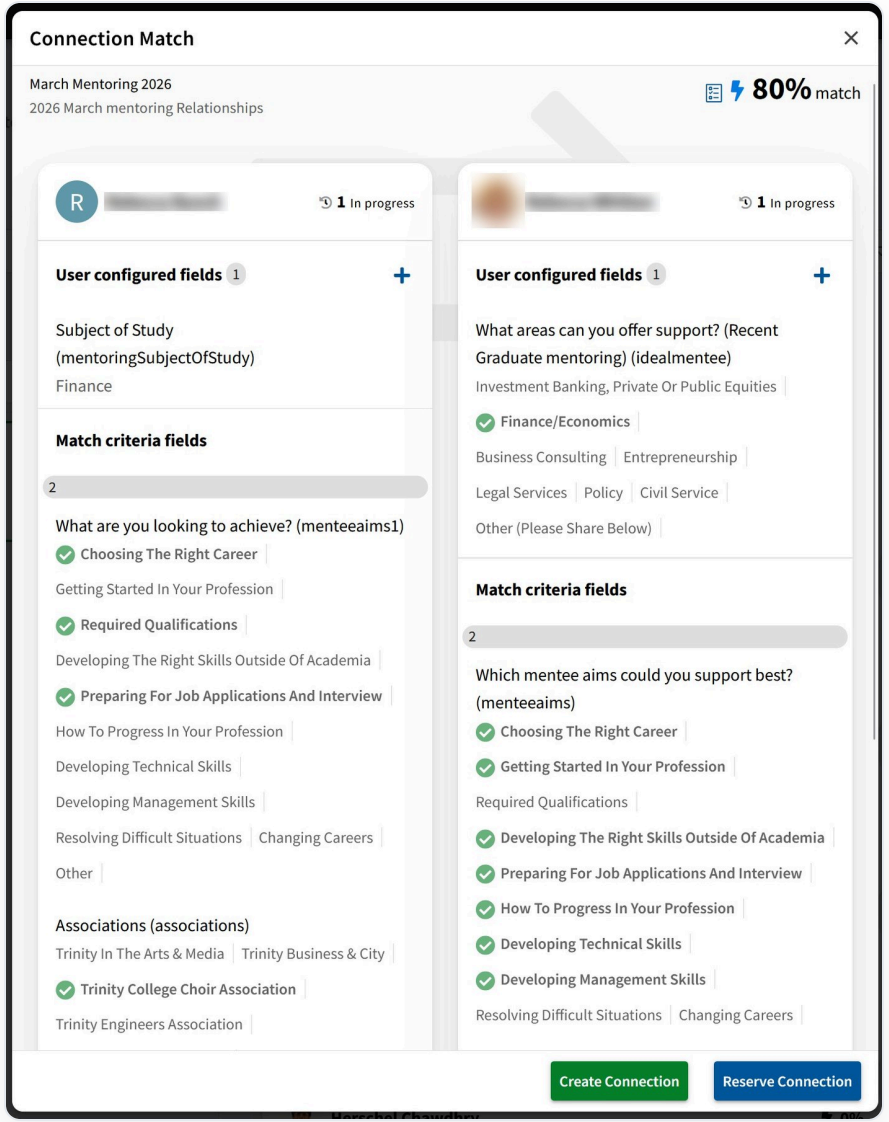
Applications To Feed Matching



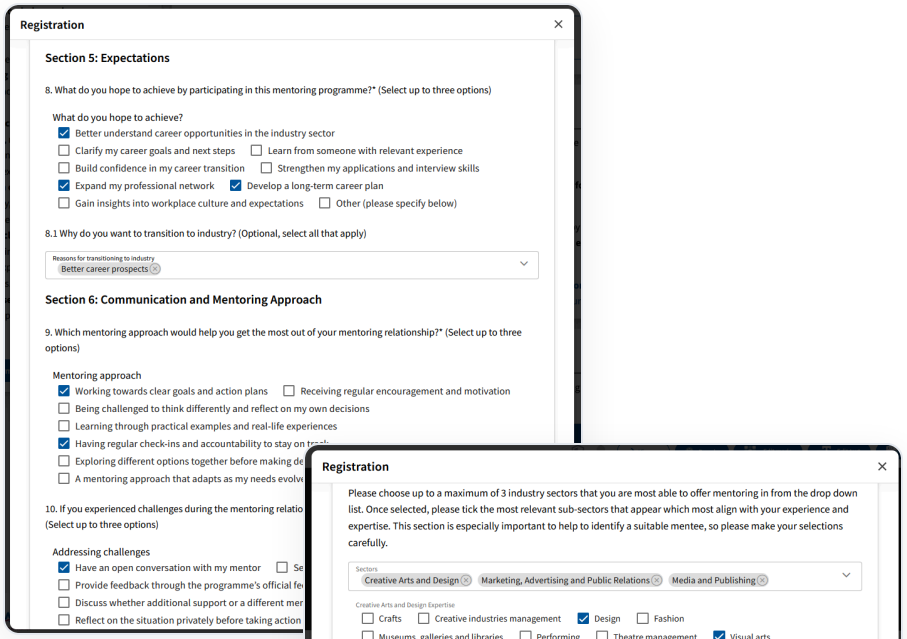


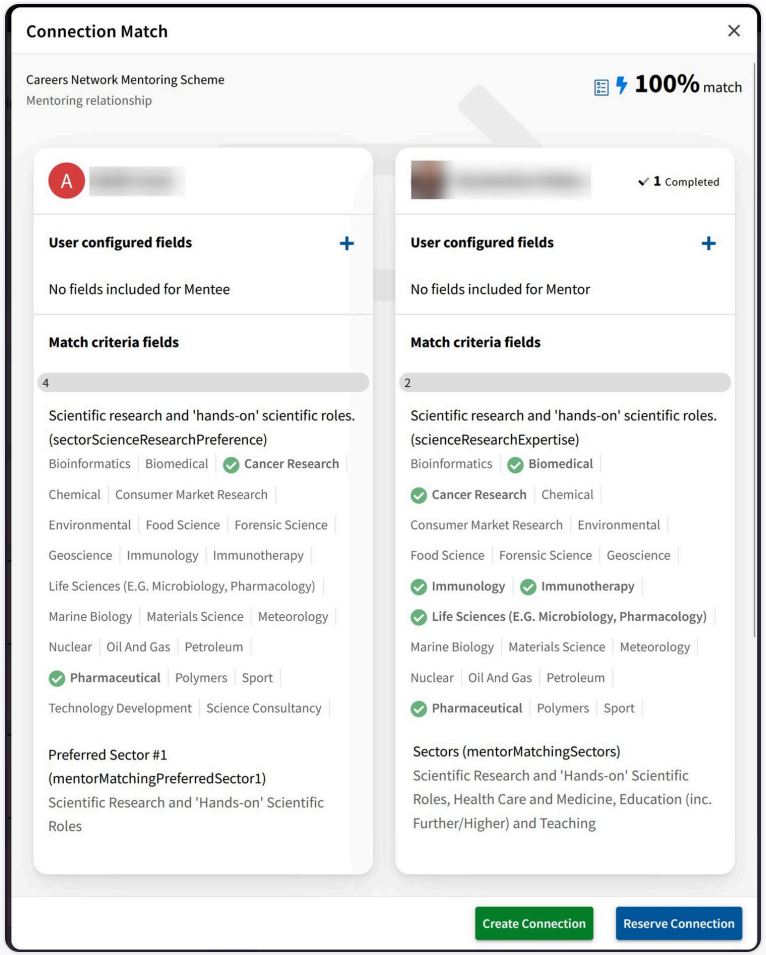
Applications To Feed Matching





Applications To Feed Matching





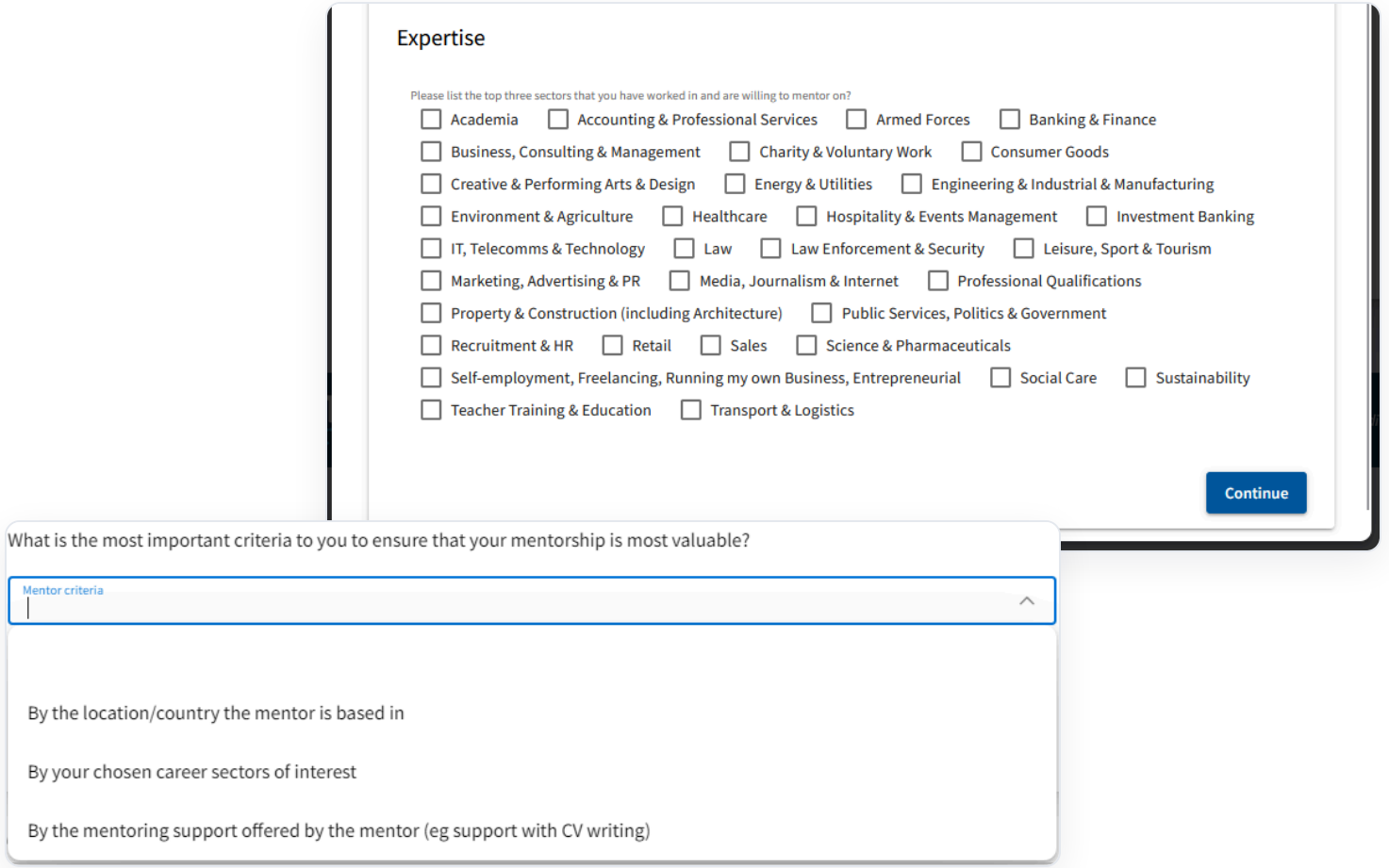
Define a Relevant Match

Objective-led

(Law students with law alumni)

Preference-led

(Sector, Location, or Services)



Plan Around Your Resources

One staff member over 6 weeks

March Mentoring Month aims to support student employability by enabling a supportive learning relationship between a Trinity College alumnus/a and a current Trinity student, sharing knowledge and experience, and gaining insight into their preferred careers and developing their aspirations.

Mentoring Month offers students the opportunity to:

- Increase their career clarity
- Feel confident and prepared for their next steps
- Access information and advice from experienced professionals
- Discover strengths, increase confidence and communication
- Explore a sector of interest and gain insights into an industry
- Learn networking skills
- Develop interview skills and CV
- Discover Trinity's alumni network

Both mentors and mentees sign up for a minimum of three contact points over March Mentoring Month. These can be done over Trinity Connect, Zoom, or any other online communication tool.

We will endeavour to match mentors and mentees based on common interests, aspirations and expertise. Matches will be announced by the 2nd March, after which you will be connected to your match and may start taking up contact.

Two staff members over 3 months

Become a Mentor - Join anytime

Join

Join our Careers Network Mentoring Scheme to help the future graduate talent reach their career aspirations!

Our next period of matching will take place across September and October, with matches confirmed in early November 2026

Benefits to you:

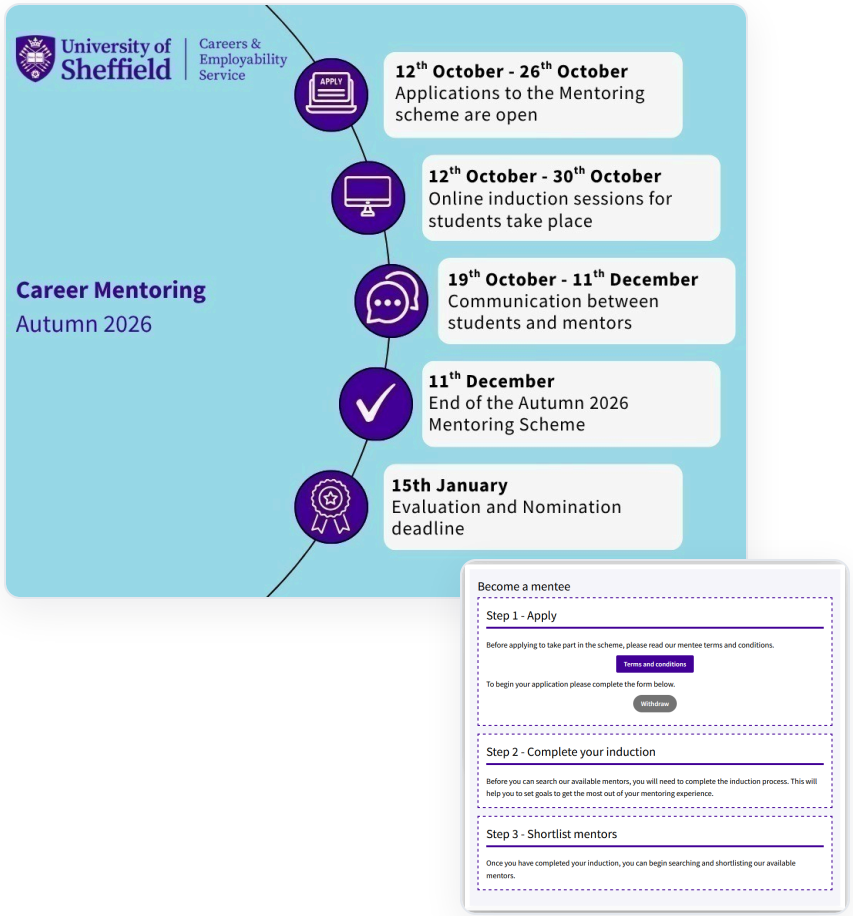
- Enhance your professional development
- Reflect on your own experiences and gain a new perspective from your mentee
- Gain satisfaction from knowing that your knowledge and experiences have supported a mentee to realise their full potential
- Connect or re-connect with the University of Birmingham and engage with other initiatives
- Raise your company's profile

You can support our students/graduates by:

- Sharing 'real' insight into your sector and entry routes
- Helping them to sound out their ideas and goals to make a practical plan
- Supporting them with developing and articulating their employability skills
- Helping to build confidence so they feel ready for their next steps
- Offering support to prepare for recruitment processes
- Exploring where to find opportunities (internships, graduate jobs etc)

1. Register for the scheme using the relevant form on this page
2. Complete your profile
3. Await the next matching cycle to begin
4. Attend the induction session
5. Mentor and mentee details are confirmed
6. Start your mentorship journey

One member of staff from two departments over 3 months



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The Comms Journey

1

Launch

Invite participants and set expectations

Join Mentor Match and connect with fellow alumni

Dear Alumni,

Mentor Match is now live on the alumni site, offering a new way for alumni site members to connect through mentoring conversations. Alumni may participate as a **mentor**, **mentee**, or **both**. The program is designed to help facilitate connections across our alumni community, and we appreciate the mentors and mentees who have already begun engaging through the platform.

Ready to get started?
Log in to join Mentor Match

For mentees:

1. Log in to the Alumni Network website and go to the **Mentor Match** page
2. Select **"Become a Mentee"** and complete the short form
3. Browse the **Mentor Directory** to connect with mentors by location, area of expertise, or communication channel (virtual, phone, or in person)

For mentors:

1. Log in to the Alumni Network website and go to the **Mentor Match** page
2. Select **"Become a Mentor"** and complete the short form
3. Once reviewed, mentees can find you in the **Mentor Directory** and submit mentorship requests

For questions about Mentor Match, please review our FAQs or contact us

2

Check-in

Nudge pairs to keep the conversation going

SAINT CONNECT

Award-winning Coffee Connect is back



5+ **A strong relationship is more than 5 messages** (Aluminati 2020 study).

3

Completion

Thank, celebrate and send the survey

TRINITY COLLEGE CAMBRIDGE

Trinity Mentoring Month 2026: Your Match

Dear [redacted]

Thank you again for applying to take part in March Mentoring 2026.

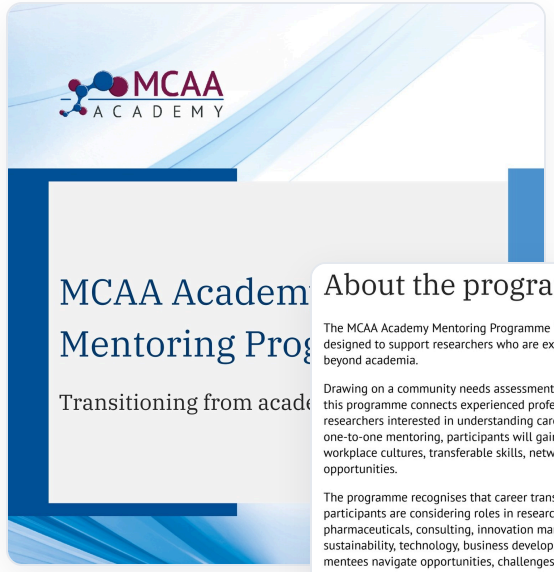
You have been matched with [redacted]

To view your match's profile and to introduce yourself, please log onto https://www.trincam.aluminate.net/ and go to the My Connections page.

Your match has been carefully selected based on shared career interests, professional goals, and the specific support you're seeking. We encourage you to review their profile in detail to identify areas of alignment and opportunities for meaningful conversation. If you're unsure about the pairing, feel free to get in touch—we're happy to explain the rationale behind the match.

As part of the programme, we ask that you aim for a minimum of three

Resources & Support



About the programme

The MCAA Academy Mentoring Programme **"Transitioning from academia to industry"** is designed to support researchers who are exploring, preparing for, or actively pursuing careers beyond academia.

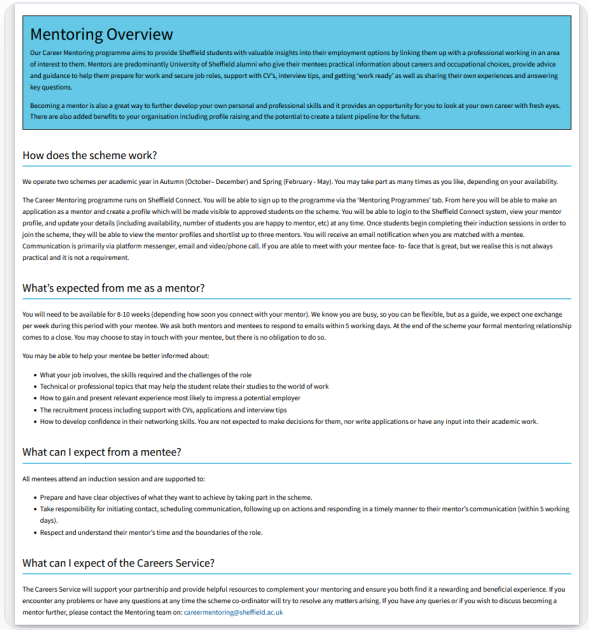
Drawing on a community needs assessment conducted with the MCAA community and Board, this programme connects experienced professionals working across industry sectors with researchers interested in understanding career opportunities outside academia. Through one-to-one mentoring, participants will gain practical insights into career pathways, workplace cultures, transferable skills, networking strategies and professional development opportunities.

The programme recognises that career transitions are highly individual journeys. Whether participants are considering roles in research and development, biotechnology, pharmaceuticals, consulting, innovation management, data science, science communication, sustainability, technology, business development, or other industry sectors, mentors will help mentees navigate opportunities, challenges, and decision-making processes.

By facilitating knowledge exchange, reflection, and professional growth, the programme aims to empower researchers to make informed career choices while fostering a supportive and collaborative MCAA community.

Goals of the programme:

- To facilitate **knowledge exchange** on career opportunities and pathways across industry sectors.
- To support researchers in **identifying and articulating transferable skills** gained through academic training and research experience.
- To provide **practical guidance** on career exploration, networking, recruitment processes (interviews and CV writing) and workplace expectations in the industry.
- To **strengthen connections** between academia and industry, fostering collaboration and mutual understanding across sectors.
- To promote **inclusive mentoring relationships** by showcasing a broad range of career journeys, experiences and professional perspectives.
- To cultivate a **sense of community**, belonging and peer support within the MCAA network.



Mentoring Overview

Our Career Mentoring programme aims to provide Sheffield students with valuable insights into their employment options by linking them up with a professional working in an area of interest to them. Mentors are predominantly University of Sheffield alumni who give their mentees practical information about careers and occupational choices, provide advice and guidance to help them prepare for work and secure job roles, support with CV's, interview tips, and getting 'work ready' as well as sharing their own experiences and answering key questions.

Becoming a mentor is also a great way to further develop your own personal and professional skills and it provides an opportunity for you to look at your own career with fresh eyes. There are also added benefits to your organisation including profile raising and the potential to create a talent pipeline for the future.

How does the scheme work?

We operate two schemes per academic year in Autumn (October– December) and Spring (February - May). You may take part as many times as you like, depending on your availability.

The Career Mentoring programme runs on Sheffield Connect. You will be able to sign up to the programme via the 'Mentoring Programmes' tab. From here you will be able to make an application as a mentor and create a profile which will be made visible to approved students on the scheme. You will be able to login to the Sheffield Connect system, view your mentor profile, and update your details (including availability, number of students you are happy to mentor, etc) at any time. Once students begin completing their induction sessions in order to join the scheme, they will be able to view the mentor profiles and shortlist up to three mentors. You will receive an email notification when you are matched with a mentee. Communication is primarily via platform messenger, email and video/phone call. If you are able to meet with your mentee face- to- face that is great, but we realise this is not always practical and it is not a requirement.

What's expected from me as a mentor?

You will need to be available for 8-10 weeks (depending how soon you connect with your mentor). We know you are busy, so you can be flexible, but as a guide, we expect one exchange per week during this period with your mentee. We ask both mentors and mentees to respond to emails within 5 working days. At the end of the scheme your formal mentoring relationship comes to a close. You may choose to stay in touch with your mentee, but there is no obligation to do so.

You may be able to help your mentee be better informed about:

- What your job involves, the skills required and the challenges of the role
- Technical or professional topics that may help the student relate their studies to the world of work
- How to gain and present relevant experience most likely to impress a potential employer
- The recruitment process including support with CVs, applications and interview tips
- How to develop confidence in their networking skills. You are not expected to make decisions for them, nor write applications or have any input into their academic work.

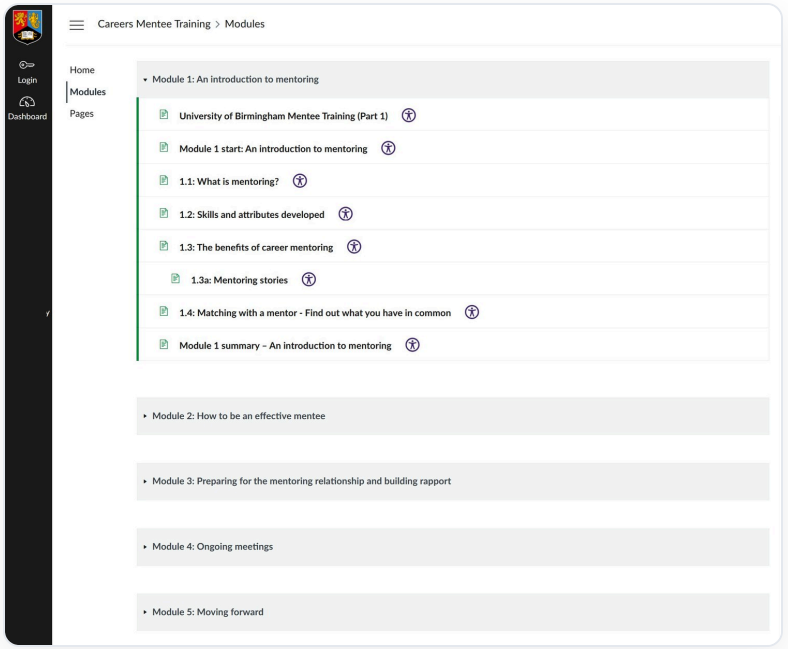
What can I expect from a mentee?

All mentees attend an induction session and are supported to:

- Prepare and have clear objectives of what they want to achieve by taking part in the scheme.
- Take responsibility for initiating contact, scheduling communication, following up on actions and responding in a timely manner to their mentor's communication (within 5 working days).
- Respect and understand their mentor's time and the boundaries of the role.

What can I expect of the Careers Service?

The Careers Service will support your partnership and provide helpful resources to complement your mentoring and ensure you both find it a rewarding and beneficial experience. If you encounter any problems or have any questions at any time the scheme co-ordinator will try to resolve any matters arising. If you have any queries or if you wish to discuss becoming a mentor further, please contact the Mentoring team on: careermentoring@sheffield.ac.uk



Identifying a Match

Top level/Initial matching set ups

Using this scoring on its own during the initial stages of matching is recommended as it bases the scoring on the mentee's chosen preference.

- **Score based on Mentee's preferred criteria**
- **Score based on Mentee's preferred criteria + Score based on Sector Experience** (Use if you wish to consider sub sectors during initial matching)

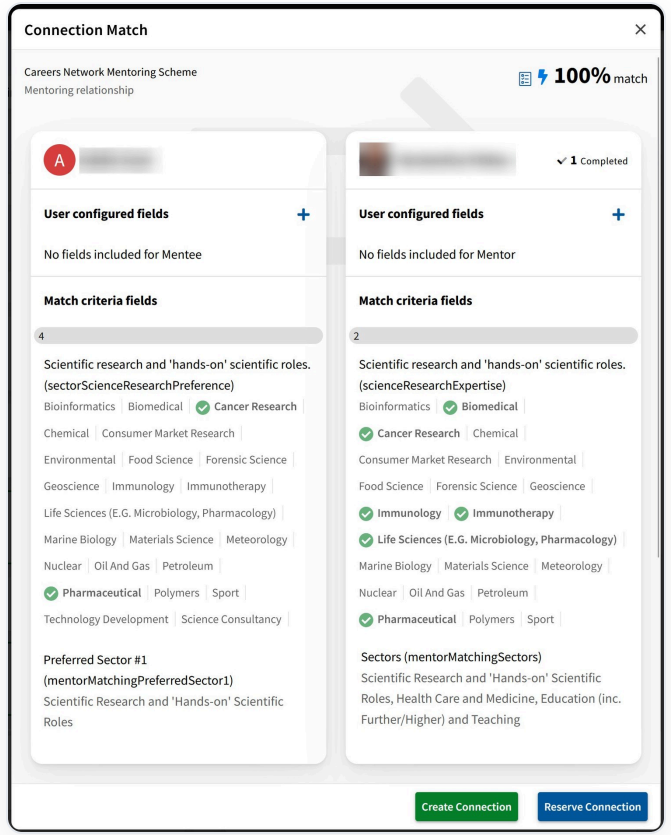
You may also want to consider other criteria at this stage such as the offered Services or Experience. In these cases it would best to add this as filter while using the scoring above, such as:

- **Mentee - Services + Score based on Mentee's preferred criteria**
- **Mentee - Country + Score based on Mentee's preferred criteria + Score based on Sector Experience**

Doing this will allow you to remove Mentors that are not meeting a certain requirement, such as "Support with CS writing", from the pool of potential Mentors.

Mentee Criteria is
By the location of the mentor

Mentee Preferred County #1 matches Mentor County you are based in	**100 pts**
Mentee Preferred County #2 matches Mentor County you are based in	**50 pts**
Mentee Preferred County #3 matches Mentor County you are based in	**25 pts**



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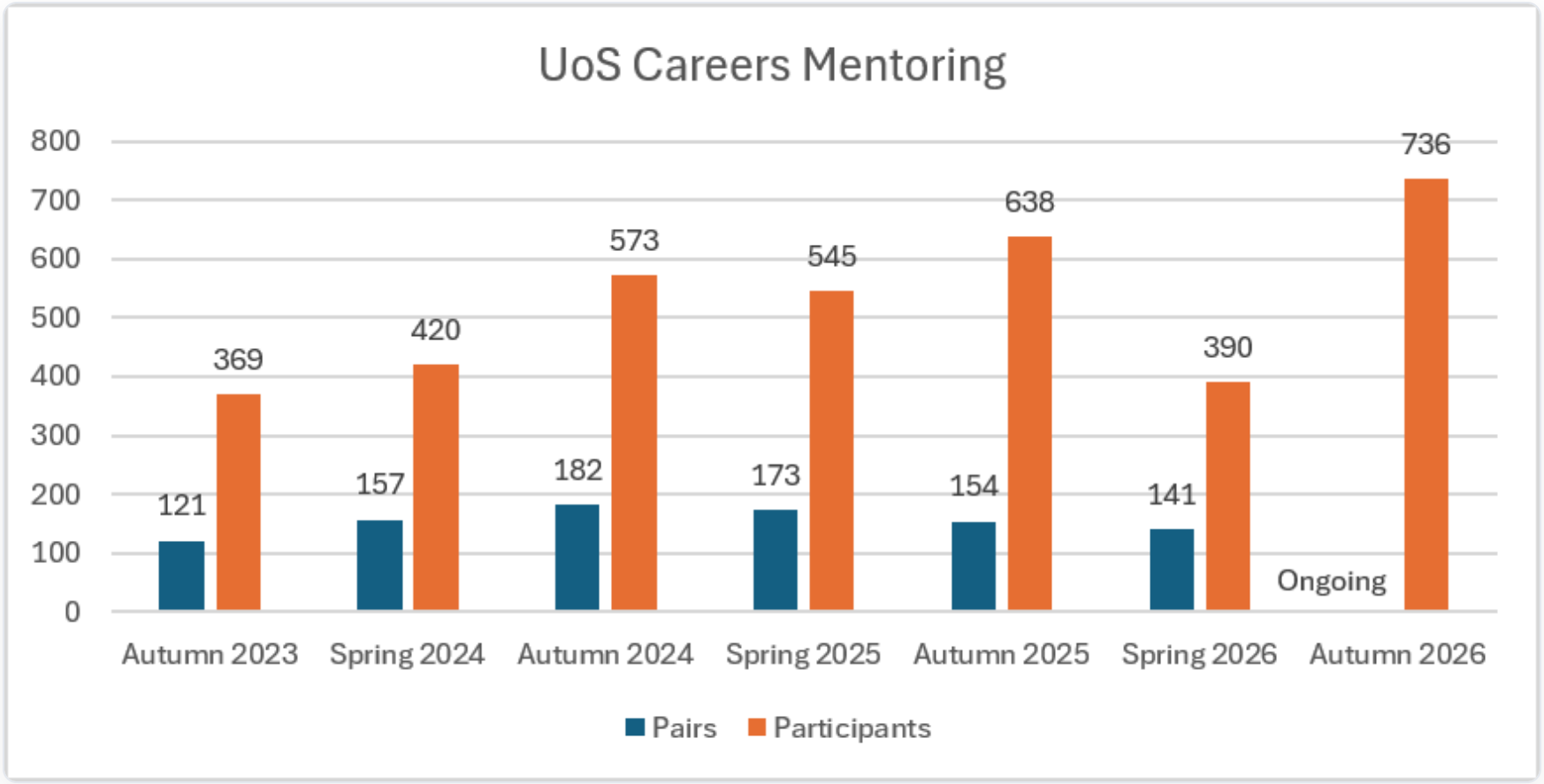
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Engagement KPIs

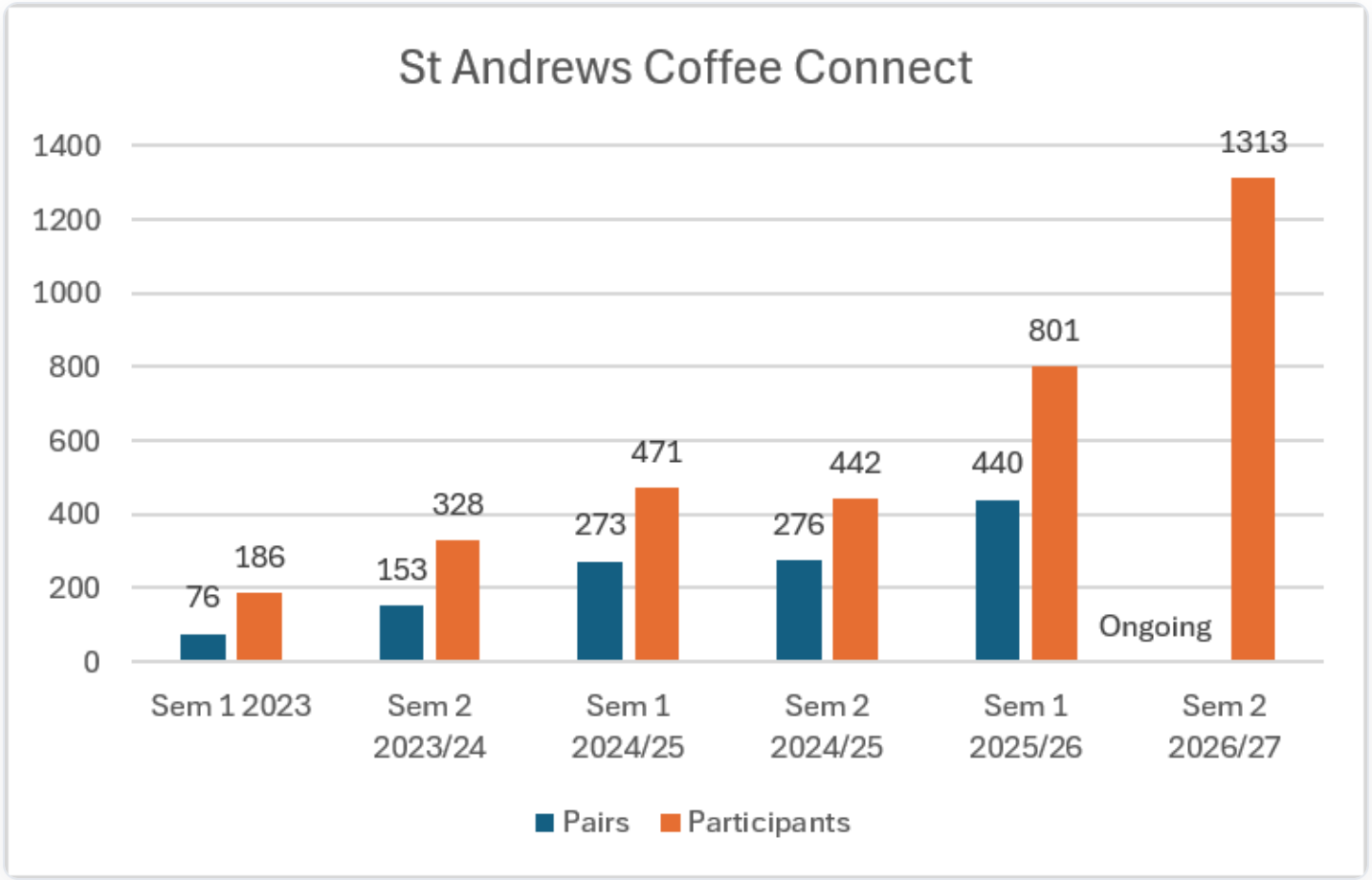


1,097+
Pairs since 2023

5,026
Total participants

5,556
Platform messages between pairs

Engagement KPIs

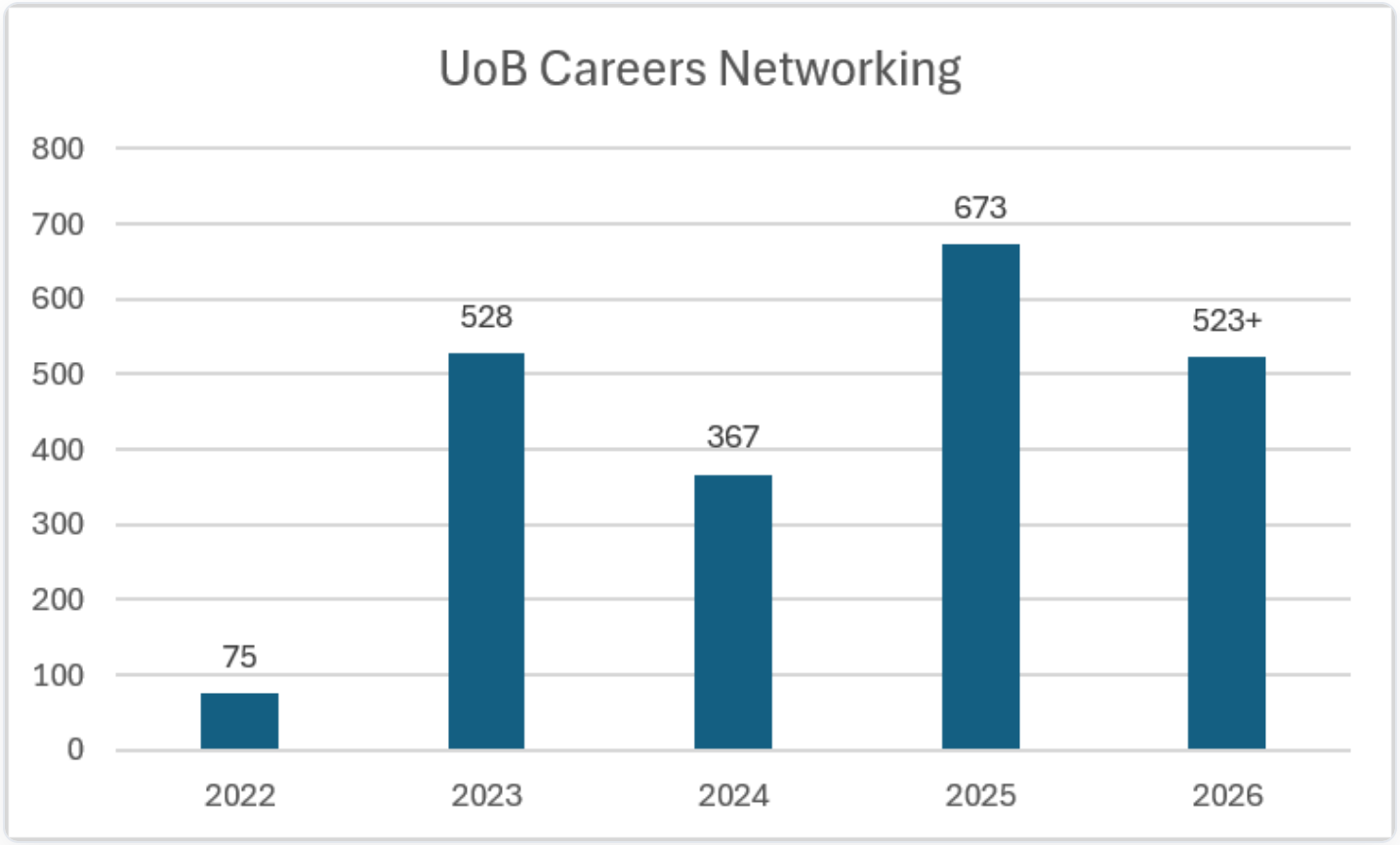


1,218+
Pairs since 2023

3,541
Total participants

6,231
Platform messages between pairs

Engagement KPIs

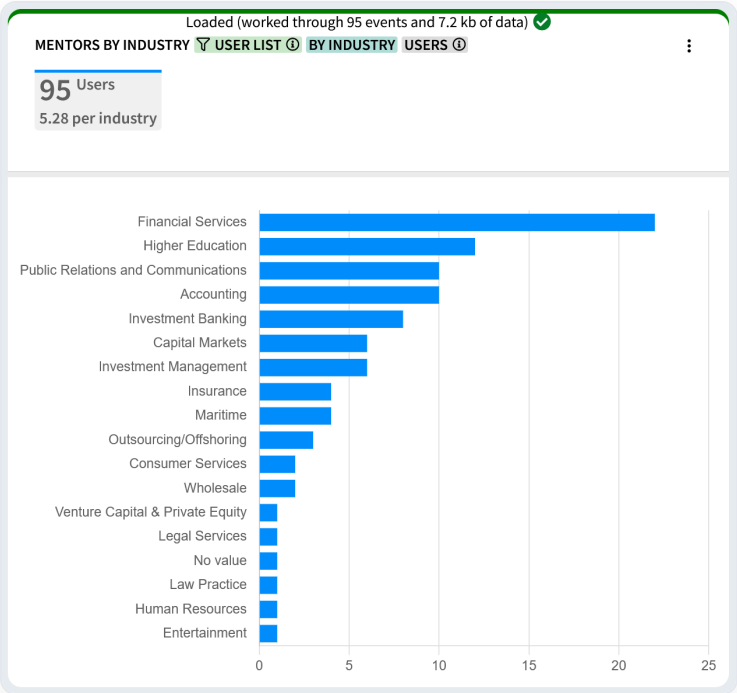


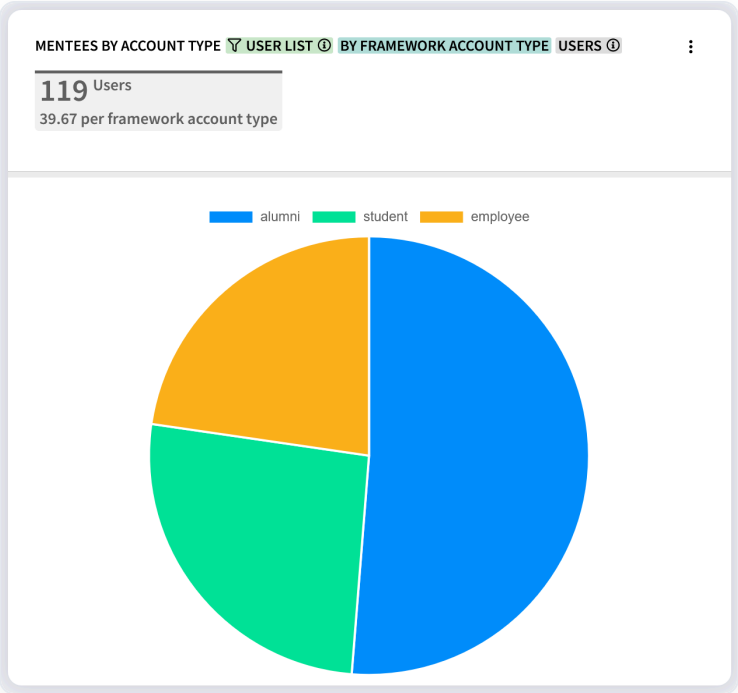
2,166+
Pairs since 2022

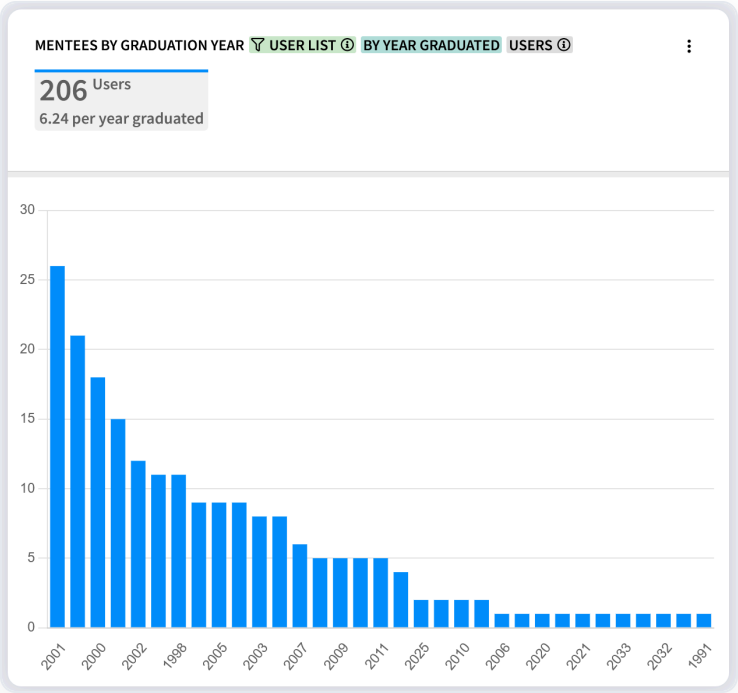
1,090
Total participants

12,659
Platform messages between pairs

Engagement KPIs







Outcomes

FURTHER STUDY WITHIN 2 YEARS

6.5% of mentees

vs 1.6% of non-participants

About 3× the odds

MOVED COMPANY WITHIN 12 MONTHS

26.5% of mentees

vs 9.7% of non-participants

About 2× the odds

CHANGED INDUSTRY WITHIN 12 MONTHS

11.6% of mentees

vs 3.5% of non-participants

About 2.4× the odds

Alumni mentees vs members never in mentoring, compared within each platform. Aluminate platform, data to 30 October 2026.

PROSPECTIVE STUDENT CONVERSION

2× as likely to convert

University of Bath ambassadors: current students mentoring prospective students

Aluminati case study, University of Bath.

TIME TO FIRST JOB

4.5 months sooner

Students aged 18–23 with a strong mentoring relationship, vs those who never sought mentoring

Aluminati, “Mentoring Improves the Employability of University Graduates”, October 2020.

COMBINE WITH YOUR CRM Graduate Outcomes statistics | Time to first job after graduating | Mentor-to-donor (giving data)

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Improve

- Mentors to focus on
- Improve sign-up
- Updates for:
  - Descriptions
  - Comms
  - Schedules
  - Applications
  - Matching

BEFORE



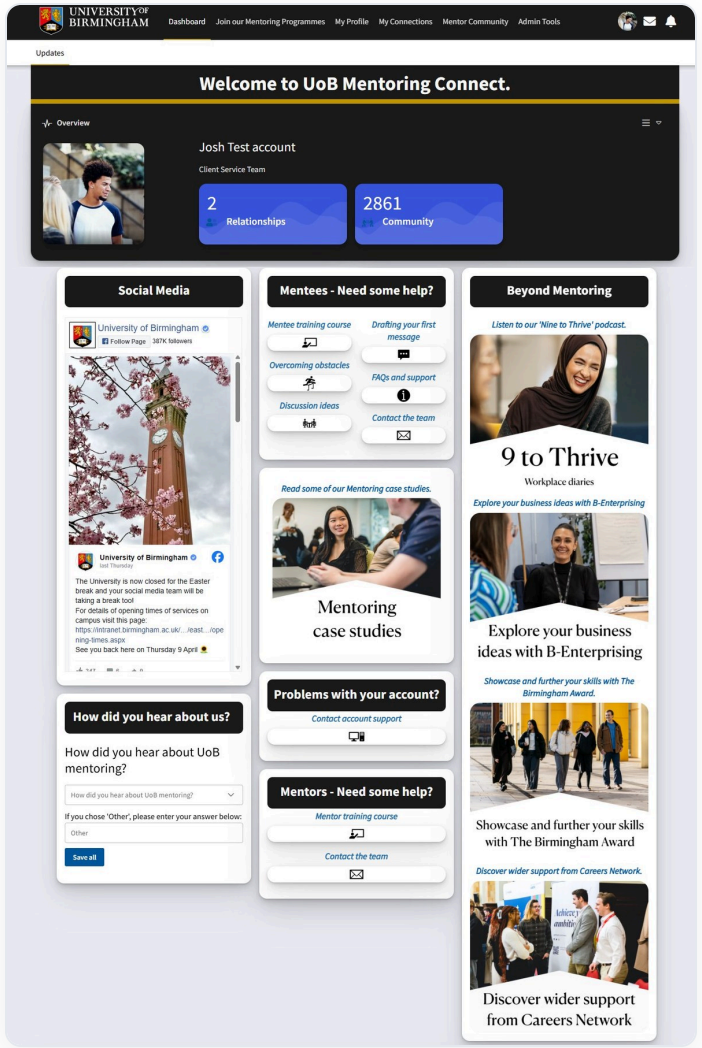
AFTER



Marie Curie Alumni Association

Improve

BEFORE

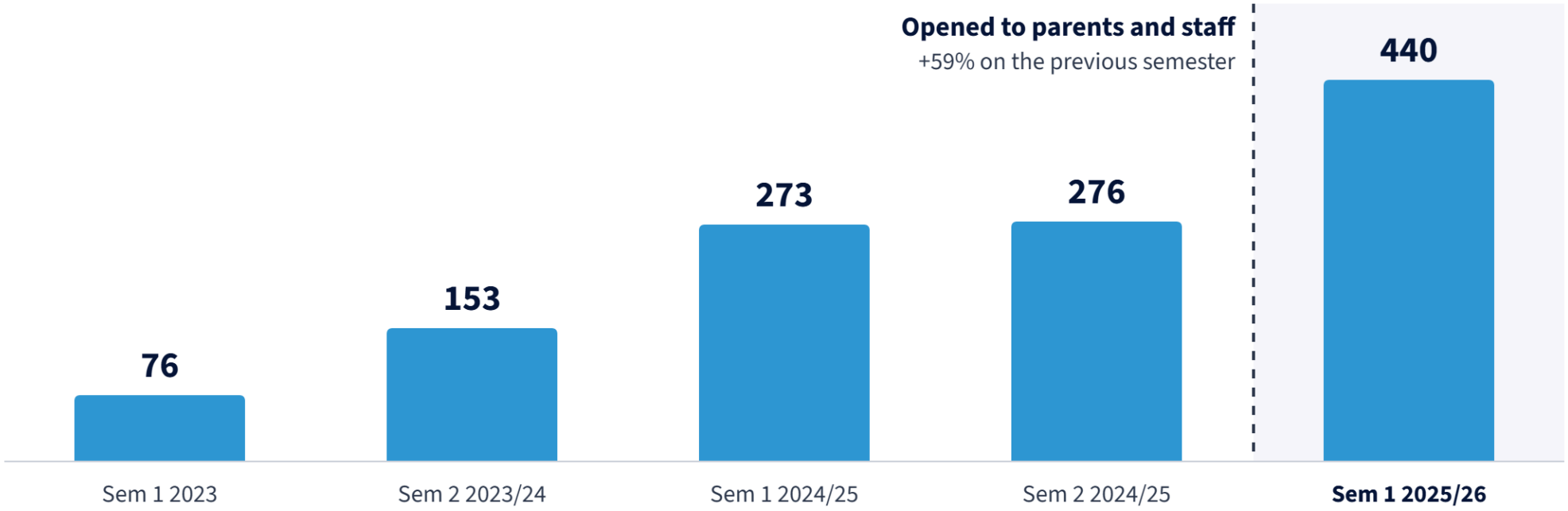


AFTER



Coffee Connect Scaling

Saint Connect connections per programme round



St Andrews, Saint Connect. Audience widened in 2025 from students and alumni to include parents and staff.

Scale

- Careers
- Graduations team
- Fundraising
- International / Marketing
- Admissions



Saint Connect Scaling

Black, Asian and Minority Ethnic (BAME) Mentoring

Students offering a source of support and knowledge

PALS Medicine Scheme

1st year medical students with experienced 2nd or 3rd year mentors



Work Shadowing

Careers Centre offer shadowing from alumni, friends and staff.

Aurora Mentoring

leadership development for women working in higher education

Staff Mentoring

Nurturing the staff careers within Geography & Sustainable Development and Business School

Celebrate

> *What surprised me most was how approachable and supportive my mentor was, which made it much easier to ask questions I might have otherwise held back. My advice for future mentees would be to make the most of the opportunity—come prepared, ask questions, and be open to guidance, as it can really enhance both your academic progress and overall experience.*
>
> Mentee in the Autumn 2025/26 cohort

> *Initially, I signed up for this mentoring scheme on a whim. I wasn't 100% sold on the idea but I thought that it was worth a shot. Now, after 6 months of connecting and learning from my mentor, I cannot believe I ever doubted the programme. As a new mentee, I know how scary it can seem at first having to reach out to and meet up with a total stranger. However, my advice is to take it easy. The mentors have also willingly signed up. So no matter who you're matched with, it's highly likely that they won't be rude or mean. Instead, they too are looking to improve themselves.*
>
> Mentee in the Autumn 2025/26 cohort

> *I was surprised by how many opportunities are actually out there once you start getting involved, networking, and stepping outside of your comfort zone. Go into the programme with an open mind and make the most of the experience. Some of the most valuable opportunities and conversations can come from things you weren't originally expecting, so don't be afraid to ask questions or use your mentor for advice and guidance.*
>
> 2026 Graduate

> *I was initially hesitant to speak up, but my mentor's approachable and encouraging communication style helped me feel comfortable asking more meaningful questions about my career preparation. I'm really glad I took part in this program.*
>
> Mentee in the Autumn 2025/26 cohort

> *It opened my eyes for what to include in an application that I had not thought of before. I would recommend the mentoring programme to anyone going through the job application process for some extra guidance and support.*
>
> Mentee in the Autumn 2025/26 cohort

Celebrate

FROM OUR MENTEES

“The programme gave me a clearer understanding of what I can do with my degree and how to prepare for my future career.”

“Thank you, Trinity, for creating such an amazing platform for us to connect with one another.”

“It's a great opportunity to meet and learn from someone with real industry experience, insights, and recruitment advice in a field you're interested in.”

“Thank you for running the mentorship scheme. I met with my mentor earlier tonight and the conversation was incredible. I can't believe you found such a perfect match for my highly specific and niche profile — someone with experience in the US defence market and in running successful software and tech startups.”

“Thank you for pairing me with my mentor and for going out of your way to make this connection happen. I truly believe these interactions will shape and improve my future plans.”

FROM OUR MENTORS

“I've been having regular conversations with my mentee via the Trinity Connect portal and Zoom. The experience has been very positive, and we're planning to meet in person for a deeper discussion when she returns to Singapore during the holidays.”

“It was a fulfilling experience to be able to share my knowledge with a young person.”

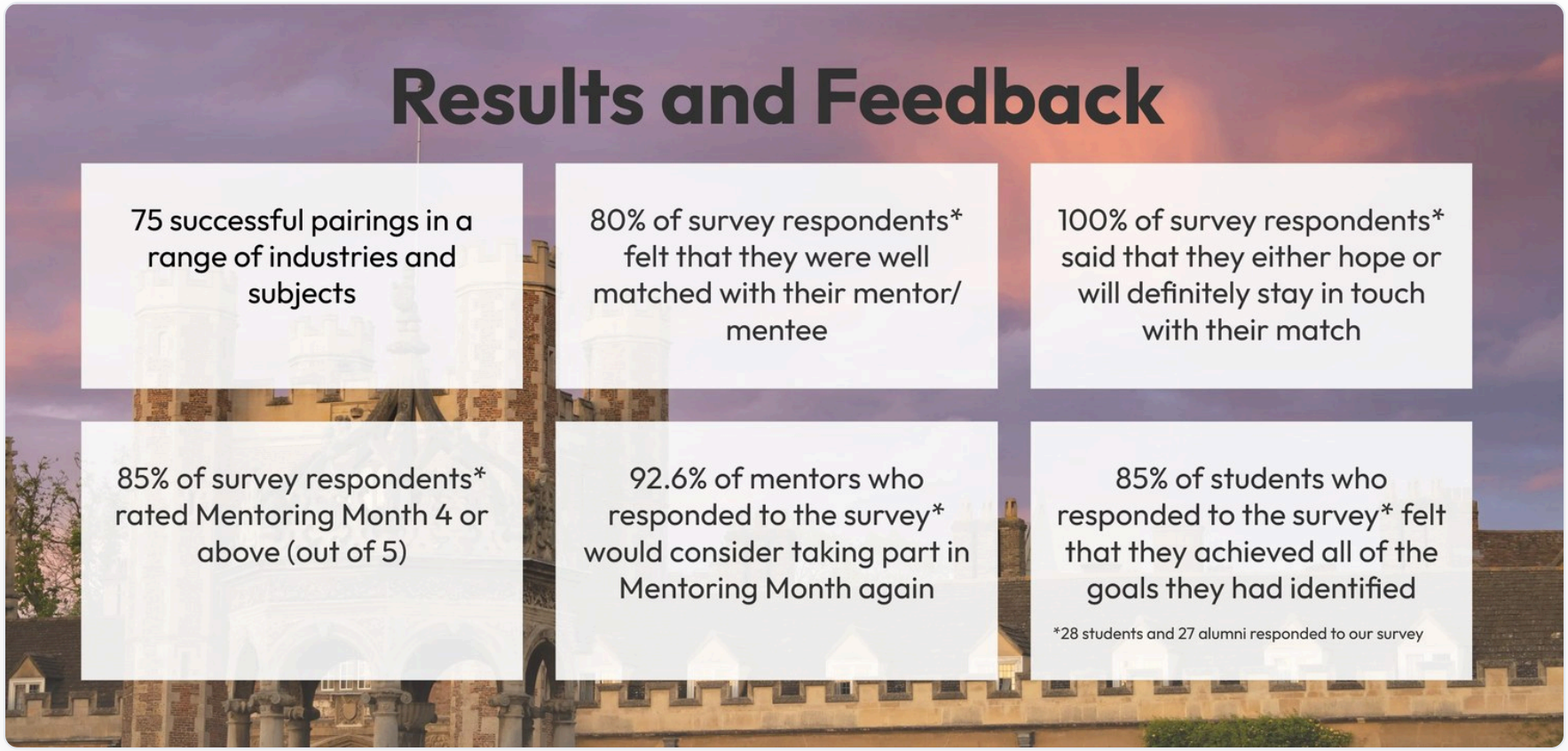
“I love mentoring. Speaking with a Trinity student often brings back flashes of my own student life from many years ago — it's always a wonderful experience.”

“The matching was very appropriate. My mentee is reading the same Tripos as I did, completed an internship in the same lab (26 years later!), and even attended the same high school. Her questions were closely aligned with my day-to-day work.”

“I wish a mentoring programme like this had existed when I was at Cambridge.”

“I gained a renewed appreciation for what I have accomplished so far, as well as motivation to try new things.”

Celebrate



Trinity College, Cambridge

March Mentoring

Read more

Celebrate

Coffee Connect – Winner of the **CASE Circle of Excellence 2026** award

Read more

*"This program demonstrated an innovative and **highly scalable** approach to volunteer engagement by creating low-barrier mentoring connections between students, alumni, parents, and friends of the university. Judges were impressed by the **evidence-based redesign** that led to substantial participation growth, expanded mentor diversity, and stronger long-term sustainability, with **minimal additional resources**. The initiative **leveraged existing technology**, partnerships, and thoughtful communication to deliver measurable impact, while strengthening student confidence, career readiness, and community connection. Coffee Connect offers a **compelling and replicable model** for institutions seeking to deepen mentorship opportunities."*


Goals & Objectives
Align goals and answer the why
1
2
Programme Planning & Matching
Define your audience, schedule and match
3
Launch & Stewardship
Launch, match and support participants
4
Measuring Success
Track KPIs set against your goals
5
Review, Improve & Scale
Improve, extend and grow
...and do it again!

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Build Your Community

Wanna Talk eMentoring?

