



# Supporting student development through alumni mentoring projects

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# Session aims

- Showcase two ongoing alumni mentoring programmes.
- Highlight context for, key opportunities and challenges of running the projects.
- Enable you to consider scope to implement mentoring in your own School.



# Context

## HCA

- Graduate career paths very broad, employment and salary data frequently lower than peer departments within AHSS
- Respond to student experience findings and support diverse groups of students
- Facilitating mentoring relationships helps us develop students career confidence, motivation and professional attitude. Students can benefit and learn from graduate and alumni mentors.

## Chemistry

- Diverse graduate destinations, ~50% into PhD/industry positions.
- Several cohorts with varying experience of internships/placements/work experience.
- Developing student:alumni relationships with the aim to add to relatively narrow experience of academic staff, postgraduate students as mentors.

Inspiring futures



# Opportunities and positives

## HCA

- Positive feedback from students and mentors
- Mentoring can really make a difference
- Builds alumni community and networks
- Way to provide enhanced and differentiated careers support
- Opportunity to capacity build a School-wide approach to a careers initiative

## Chemistry

- Good feedback from students and mentors that engaged fully
- Helps maintain and build alumni relationships
- Ability to match students' ambitions with mentors' experience is very useful
- Provides the opportunity to build mentoring into the suite of academic/pastoral/careers support.



# Challenges

## HCA

- Marketing idea and project to students to ensure understanding and engagement
- Managing the different processes
- Monitoring relationships and managing expectations
- Ensuring sustainability and progression

## Chemistry

- When is the appropriate time to offer mentoring to students?
- How to keep students engaged with the process during busy periods.
- Global distribution of alumni complicates the process.
- Ensuring sustainability.



## Lessons learned:

- Mentoring can be very worthwhile for both students and alumni.
- Time consuming and resource intensive to instigate in first instance.
- More similarities than differences in experiences across two different academic Schools
- Benefits from a partnership approach between School and Careers Service.



# Want to discuss further?

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Thanks for listening!

