



MENTOR
COLLECTIVE

Mentor Collective's Product Spotlight Series: Conversations Sparks

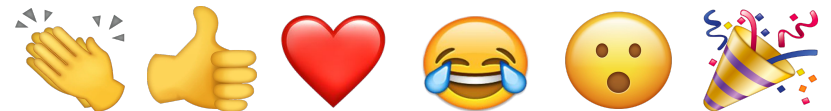
October 8, 2025



Audience Engagement

1. Upon entry, audio is on mute
2. Adjust your video layout to speaker view
3. Chat your **name** and **organization**
4. Submit your questions throughout the event and chat with attendees via the Chat feature in Zoom

Like what you hear? Let us know with reactions!



Today's Speaker



Annemieke Rice

Senior Vice President of
Product Transformation
Mentor Collective



Mentor Collective's Product Spotlight Series:

Conversation Sparks



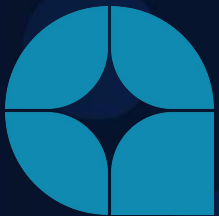
What's Broken and Why it Matters Now

Why the current learning-to-career ecosystem is failing—and what a new infrastructure for connection could look like.



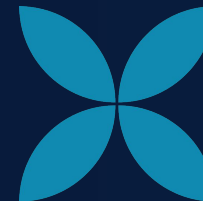
Introducing Conversation Sparks

A look at our new product—how it works, who it's for, and what it solves.



AI that Enables Real Relationships

How we're using technology to deepen, not replace, human connection.



How this Fits into The Broader Vision

Where our roadmap is heading, and how your organization can lead in learner-to-career transformation.

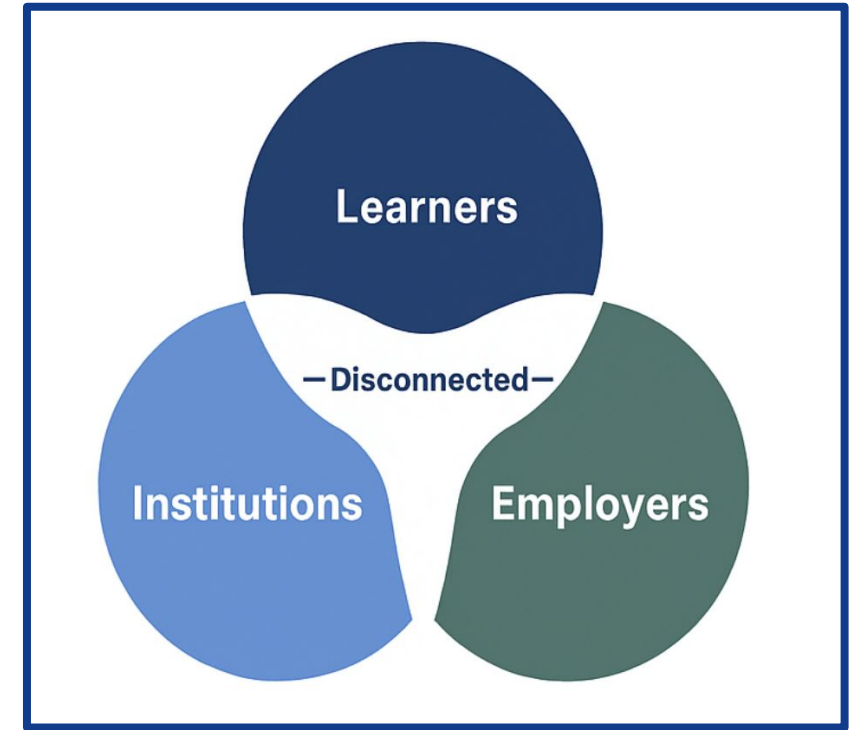


Today's Landscape

A Fragmented Learning-to-Career System

The Infrastructure is Missing

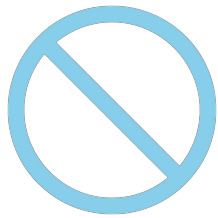
- Employers, educators, and learners are working in silos—without shared data, relationships, or feedback loops.
- 63% of companies say skills gaps will block transformation (WEF)
- 92M U.S. workers lack quality jobs or clear pathways (JFF)
- 48% of employers struggle to find skilled talent—even with more credentials in circulation. (EY)
- Higher ed and employers both lack capacity for sustained learner support. (WPI)



Learners are lost. Institutions and employers are overwhelmed. We need a solution...

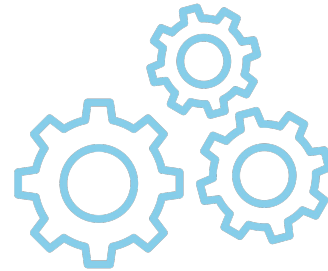
Why Most Solutions Fall Short—on Campus and at Work

Current solutions fail to scale human connection, follow learners across stages, or deliver durable outcomes.



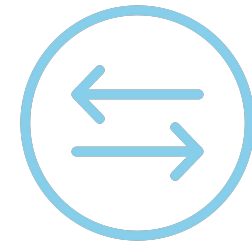
Closed

Current solutions limit collaboration and innovation by operating without meaningful integration with external partners like employers or technology platforms. These solutions do not work. Period.



Siloed

Siloed systems hinder learner progress. Existing programs fail to follow individuals across different educational stages or organizations, creating gaps in support and continuity.



Transactional

Many current solutions, like coaching SaaS tools, are transactional and episodic, offering shallow support that lacks sustained engagement or long-term impact.



Mentorship Bridges the Gap

Mentorship, Reinvented

Discovers mentors, sparks growth, proves impact, opens doors.

SPARKS GROWTH

Prompts, resources, and nudges turn conversations into lasting learning

PROVES IMPACT

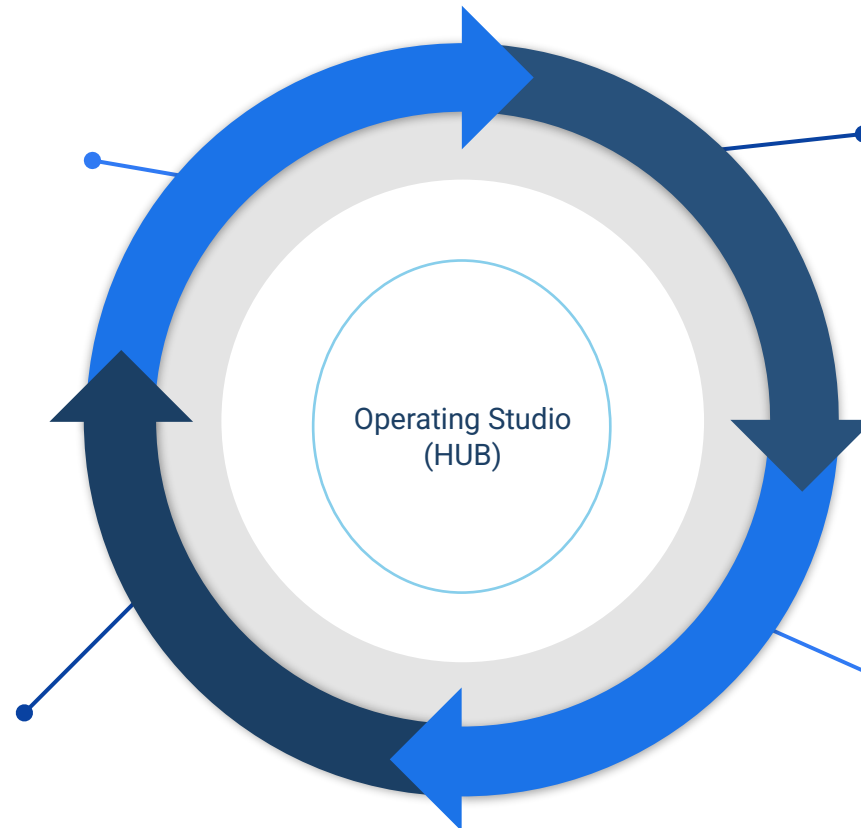
Real-time dashboards show value and ROI

DISCOVERS MENTORS

Introduces people to the right connections

OPENS DOORS

Unlocks jobs, projects, and opportunities



We are the one system that connects, grows, proves, and opens opportunity.

Pop Quiz

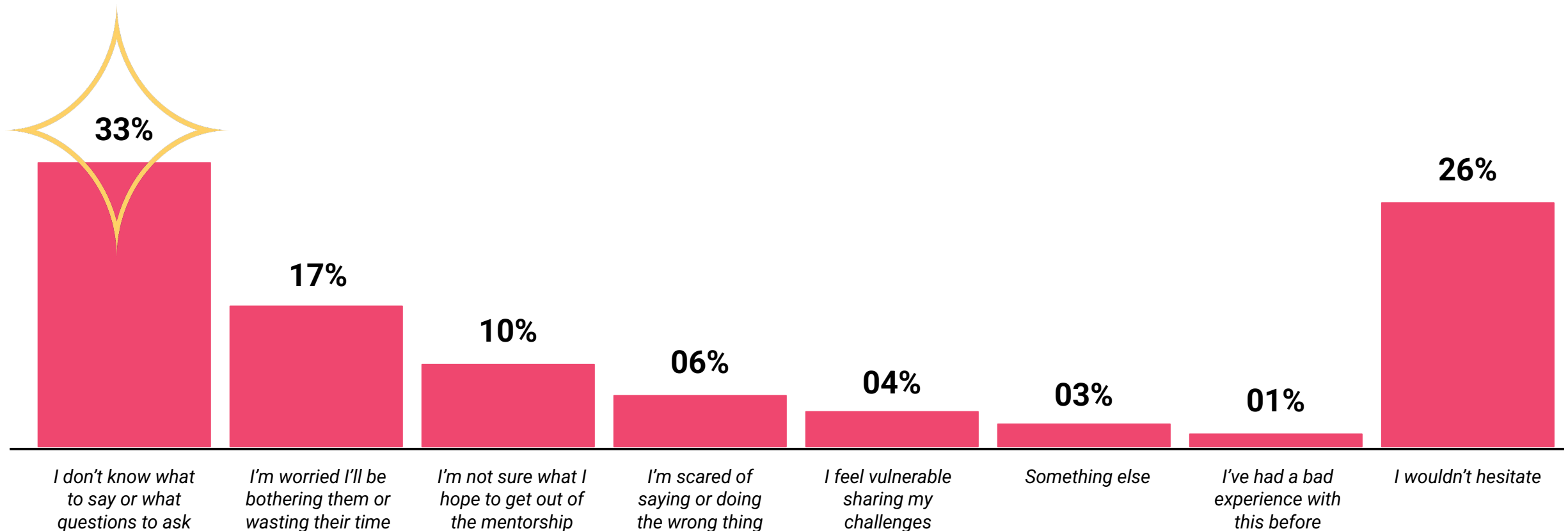
When someone is matched with a mentor, what do you think is the biggest reason they hesitate to initially reach out?

- 1. Don't know what to say or what questions to ask.**
- 2. Worried they will be bothering them or wasting their time.**
- 3. Not sure what they will get out of mentorship.**
- 4. Scared of saying or doing the wrong thing.**



Barriers to Building Connections

When you are matched with a mentor in your program, what is the single biggest reason you might hesitate to reach out?



**1308 mentee responses, as of August 2025*

Understanding Mentee Hesitation

What holds mentees back from reaching out to their mentors?



33%

"I don't know what to say or what questions to ask."

Where does this feeling come from?

Social & Communication Anxiety

Feeling shy or awkward about talking to a new person. A fear of saying the wrong thing or being perceived as weird.

Fear of Being a Burden

Worrying that questions are "dumb" or not important enough, or that they are inconveniencing their busy mentor.

Lack of Direction

Not having a specific problem to solve, feeling overwhelmed, or simply not knowing how to start the conversation.

Pop **Quiz**

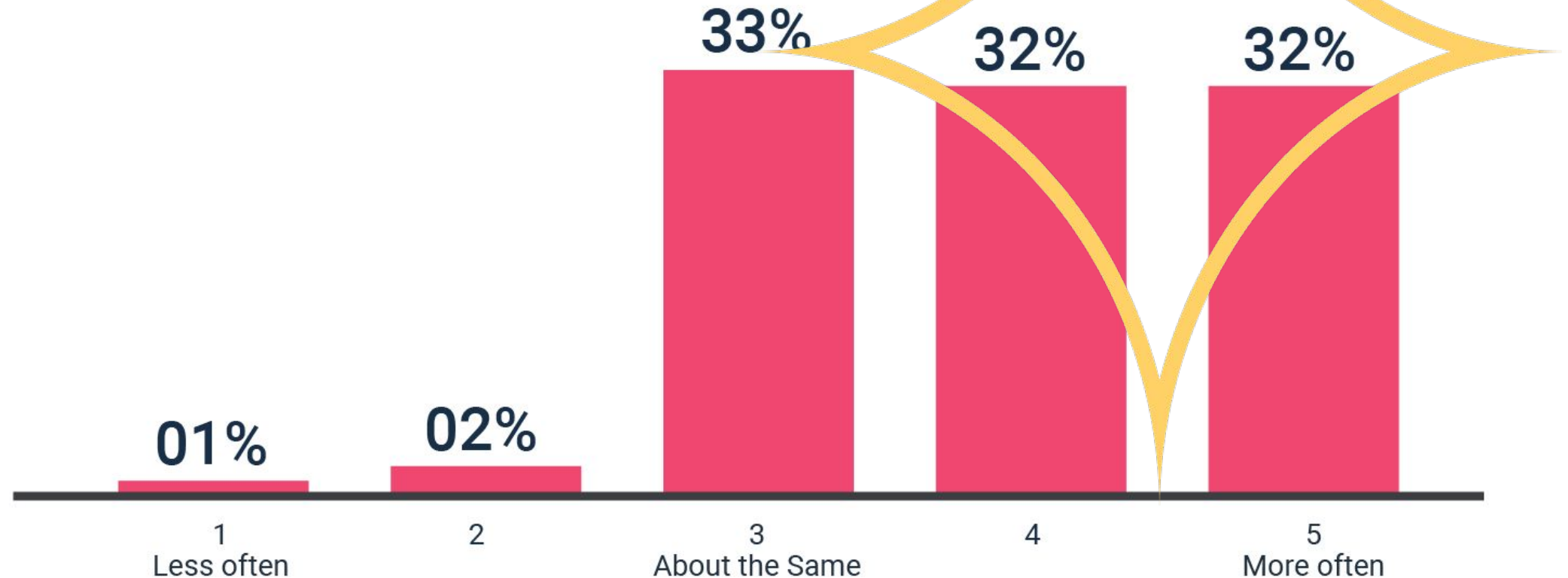
What percentage of participants would connect with their match more often if they had clear ideas of what to discuss?

- 1. 14%**
- 2. 34%**
- 3. 64%**



Value of Conversation Prompts

How much more often would you connect with your mentor or mentee if you had clear ideas for what to talk about (e.g. specific questions or topics)?



**398 mentee and mentor responses, as of August 2025*

We know what drives
results.

3+

conversations

lead to higher retention.

From Connection to Outcomes





Conversation Sparks

💡 Conversation Sparks

Use these personalized AI-generated questions to get your conversation flowing with Jane.

All Questions

🗣️ What type of concerts do you enjoy attending?

I like this question



💡 What steps have you taken so far toward your goal of learning more about career options?



💡 What management or business roles are you considering alongside your interest in technology?



💡 View More



Driving Engagement, Connection, and Results

Personalized Support.

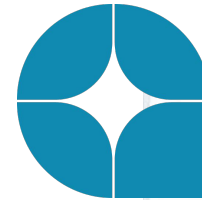
Using matching survey data, conversation prompts are tailored to each participant, providing an **individualized experience at scale** with the help of AI.

Increased Engagement.

This feature is designed to **alleviate the number one barrier** to an engaged mentorship: not knowing what to say.

Better Outcomes.

Further fostering meaningful connections leads directly to the outcomes you care about: **higher retention, belonging, and career readiness.**



Conversation Sparks

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All Questions

🔗 How did you become interested in computers and technology as a potential career field? 🔖 👍 🗨

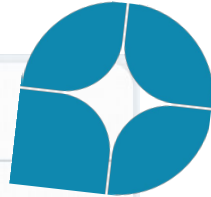
🔗 What specific areas of health and medicine interest you professionally? 🔖 👍 🗨

🗨 What type of concerts do you enjoy attending? 🔖 👍 🗨

🌟 View More

Why it matters: We need a scalable way to overcome hesitation and start real human conversations — that's what Sparks delivers.

The Conversation Sparks Experience



✦ Conversation Sparks

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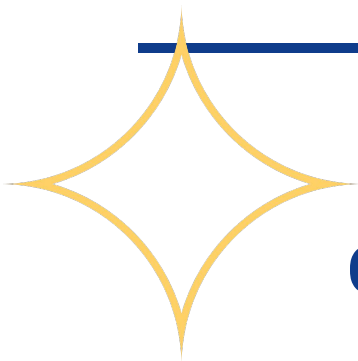
Always Available: Three conversation prompts appear on the participant dashboard at all times, cycling through 10 total suggestions

Personalized: Prompts are generated using matching survey responses, ensuring relevance to each unique mentor-mentee pair

Interactive: Participants can react with emojis to indicate which prompts are helpful, allowing the system to learn and improve

Goal-Oriented: Sparks include both icebreakers and deeper, goal-focused questions to move relationships forward

The Impact of Conversations Sparks



Builds Confidence

Sparks builds confidence for **mentees and mentors**.

Stronger Engagement

More conversations = stronger engagement.

Education: Higher sense of belonging, persistence, and career readiness

Employers: Stronger retention, skill development, and early talent readiness

Clear ROI

Sparks connects human skills to **measurable success** in school and at work.



Conversation Sparks turns small prompts into big wins: persistence in education, retention at work.

Available Now!

When will this be available?

Conversation sparks are **live now!** 🎉

When are sparks created?

Sparks are generated **immediately after a pair is matched**, using their matching surveys to generate personalized suggestions.

How will participants know about conversation sparks?

Participants receive email and text **notifications** directing them to review their sparks. There is also **in-app guidance** on how to find them.

Is this included in my contract?

Yes! Conversation sparks are available to all partners at **no extra cost**.

Principles that Guide Our Approach

AI is a Tool, Not the Strategy

We use AI to support our product strategy – AI is not the strategy itself. By leveraging new technology, we can personalize and expand our capabilities, delivering greater value to every customer and participant.

Data Security and Privacy First

Data security and privacy are paramount. Just like all our other features and processes, our data usage and storage is governed by strict policies and is FERPA compliant. Mentor Collective leverages private AI models; data is never exposed to public training sets.

Enhancing Human Connection, Not Replacing It

We will never replace human connection with AI. Our goal is to leverage AI only where it makes sense: to help users connect, engage, and benefit from mentorship at scale. It's about using technology to amplify the invaluable power of human connection, making it more meaningful and accessible to everyone.

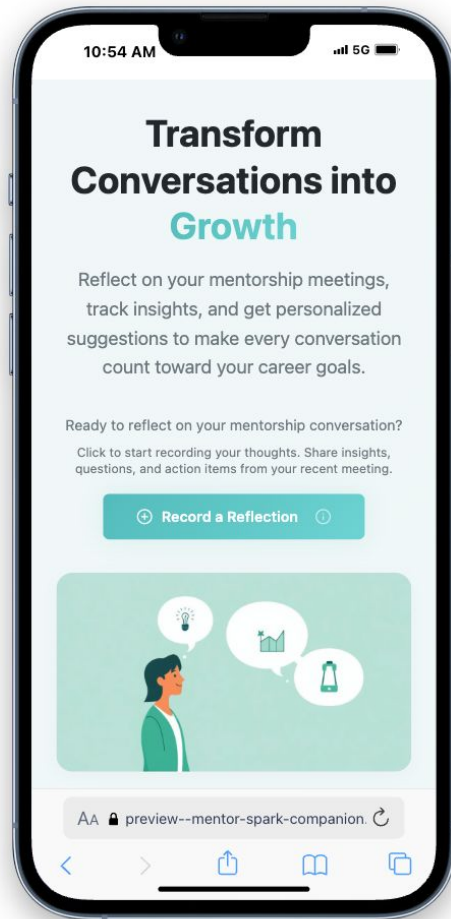
Mentor Collective is committed to responsibility, transparency, and security.

What's Next





From Conversation Data to Actionable Intelligence



Today: We spark better conversations.

Tomorrow: We help you understand them.

Our vision is to build a new intelligence layer that turns thousands of conversations into clear insights on skill gaps, belonging, and ROI.

Powered by people. Guided by AI.

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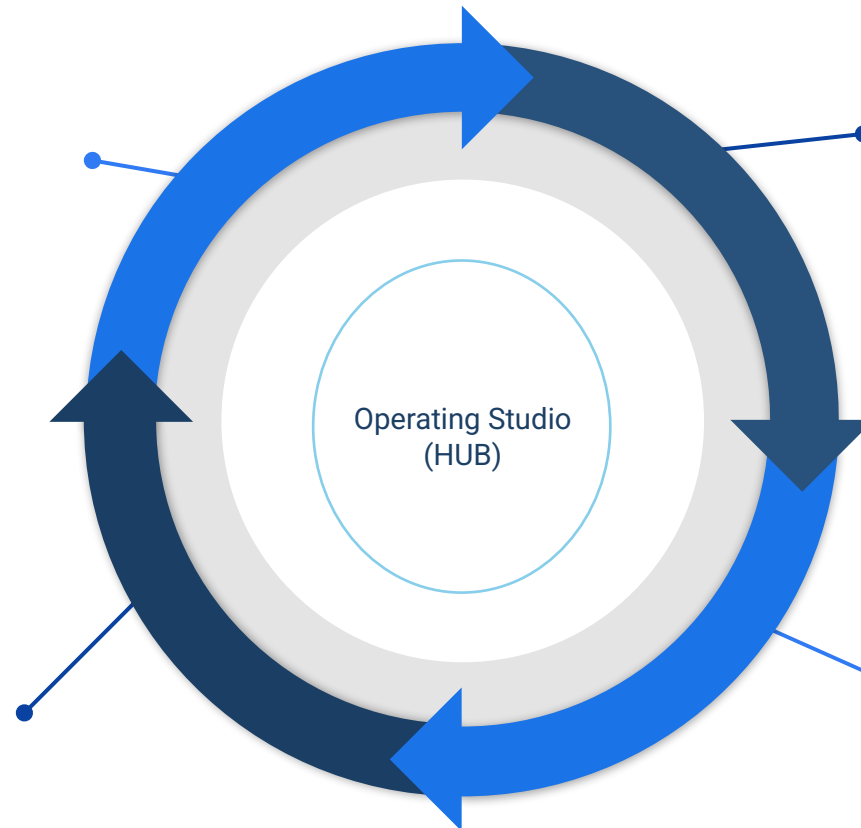
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Upcoming Webinars



Upcoming Webinars

No Tricks, Just Treats: CSM Tips & Hidden Value Unmasked

Wednesday, October 29, 2025 | 2:00 PM - 2:45 PM ET

This October, join us for a spook-tacular session where one of our Customer Success Managers will unmask Mentor Collective's hidden features and share fang-tastic tips to help your program shine.

Register [HERE!](#)

Thank you!

