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IFoA Mentoring Programme

Lewis McAlpine, Communities Engagement Executive

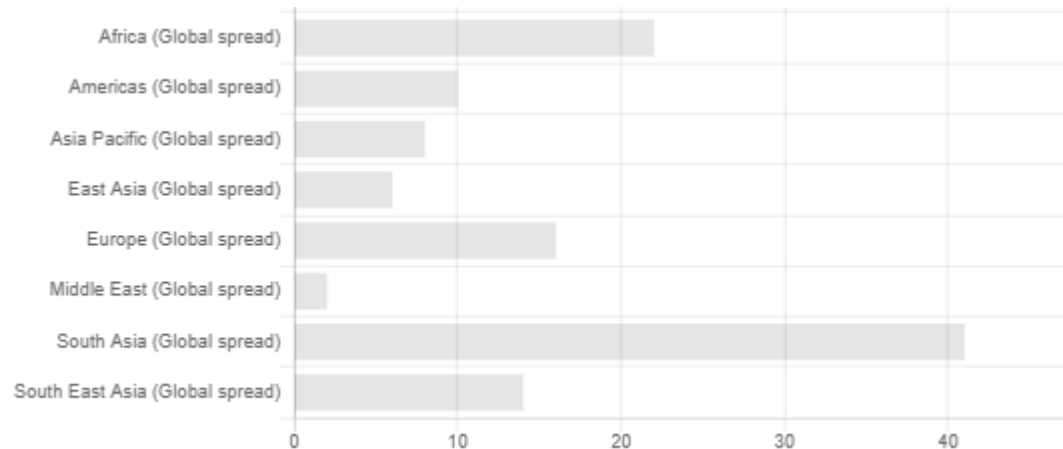


IFoA Mentoring Programme

- Launched to all members in May 2025
- A member benefit which is completely free
- Around 70 mentors and 200 mentees have registered to date
 - Members from all regions have registered

“I didn’t realise the IFoA had a mentoring programme, let alone one open to all members!” Feedback from a recent volunteer event

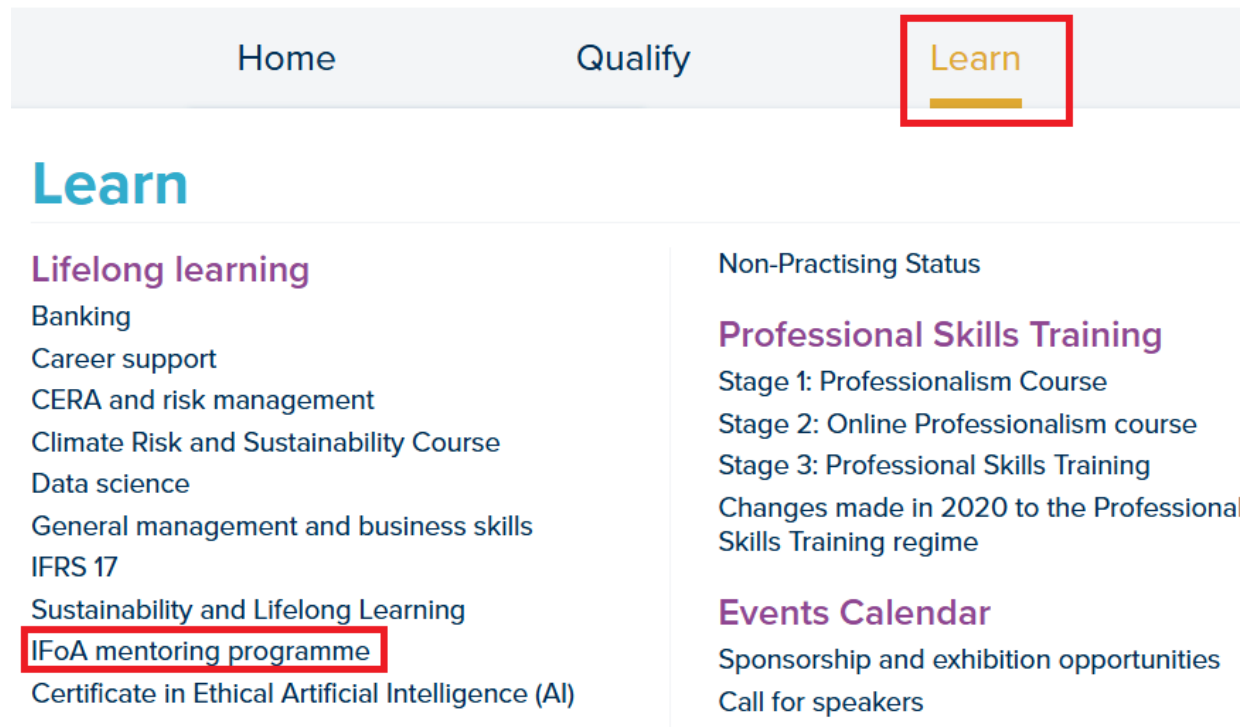
The below chart shows the mentees who have registered and are not in the UK



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Accessing the platform

- Feel free to contact the dedicated mailbox mentoring@actuaries.org.uk with any questions
- The direct link to the platform: <https://ifoa.onpld.com/>
- Alternatively access through the [IFoA website](#) under the 'Learn' tab



The screenshot shows the IFoA website's navigation bar with three tabs: 'Home', 'Qualify', and 'Learn'. The 'Learn' tab is highlighted with a red box. Below the navigation bar, the 'Learn' section is displayed, featuring a list of resources under the heading 'Lifelong learning'. The 'IFoA mentoring programme' is highlighted with a red box. To the right, there are sections for 'Non-Practising Status', 'Professional Skills Training', and 'Events Calendar'.

Home Qualify **Learn**

Learn

Lifelong learning

- Banking
- Career support
- CERA and risk management
- Climate Risk and Sustainability Course
- Data science
- General management and business skills
- IFRS 17
- Sustainability and Lifelong Learning
- IFoA mentoring programme**
- Certificate in Ethical Artificial Intelligence (AI)

Non-Practising Status

Professional Skills Training

- Stage 1: Professionalism Course
- Stage 2: Online Professionalism course
- Stage 3: Professional Skills Training
- Changes made in 2020 to the Professional Skills Training regime

Events Calendar


- Sponsorship and exhibition opportunities
- Call for speakers



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The IFoA mentoring platform

Homepage



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Create Account | Login

[Learn More](#) [Need Help?](#)



Welcome to the IFoA Mentoring Programme

Sharing knowledge, experience and expertise across the actuarial profession.

Welcome to the IFoA Mentoring Programme

Welcome to the IFoA Mentoring Programme, where you can connect with colleagues around the world to support career growth and development.

This is where those who need some additional support can find more experienced colleagues who are willing to share their knowledge and expertise to help further your career.

It's also where, as a mentor, you'll have the opportunity for both professional and personal development as you learn new skills and help a colleague achieve their goals.

You'll enhance your career by improving skills, including:

- Leadership
- Team work
- Influencing
- Negotiating
- Self awareness
- Communication
- Decision making
- Adapting to change

Not got an account yet?

[Create account now](#)

Account Login

Email

Password

☐ Keep me signed in

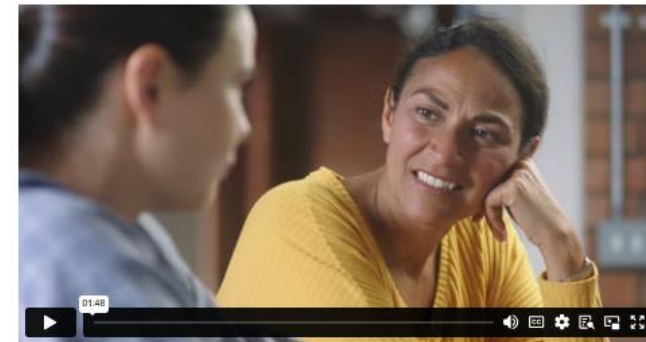
Login

[Forgotten password?](#)

Learn more resources

Learn More

Below are a series of short videos to help you understand the mentoring process and whether it is right for you. We would recommend that you work through these short guides before you decide whether or not you wish to create an account. The videos are short and shouldn't take you too long to view.



What is mentoring?

[Is mentoring right for you?](#)

[How it works](#)

[What is mentoring and how can it be of benefit?](#)

[Are you ready to be a mentor?](#)

[Are you ready to benefit from having a mentor?](#)

[Key skills of a mentee and what a mentee can expect](#)

[Key skills of a mentor and mentor expectations](#)

[How does the mentoring process work?](#)

[Mentoring journey overview](#)



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Creating an account

- Access the [homepage](#) and click 'Create Account' at the top of the page
- Complete the short registration form
 - You can select both mentor and mentee
 - The platform does not link to the member portal
 - Please use an email address that you would like to receive notifications, you can change this at any point

Register

All fields are required, unless marked as optional

☐ I want to be a **Mentee**

☐ I want to be a **Mentor**

First name

Surname

IFoA ARN (membership number)

Email

Password

Confirm Password


Confidentiality Statement

I understand that the mentor/mentee relationship requires openness and trust, and that there might be confidential matters discussed between mentor and mentee. I agree to respect the confidentiality of these discussions, and not to share any details of these discussions with any other party unless I am given the appropriate permission to do so; or I believe there to be a serious wellbeing concern; or there are regulatory/legal reasons for disclosure. As an IFoA member, I am also aware of the obligations of confidentiality that apply to me under the Actuaries' Code.

☐ I agree to the confidentiality statement

Creating a profile

The next step is to 'Create a profile' to do this click on the button on right side of the page or alternatively have a look through the resources.




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Switch to Mentee | Edit Account | Need Help? | Log Out

[Resources](#)

Getting the most from mentoring

Before you create your profile please spend some time watching the videos below. This will help you get the most from the mentoring process.



Getting the most from mentoring

- [Your first conversation](#)
- [Progression](#)
- [Journey completion](#)

Create a profile

[Create Profile](#)



Creating a profile and next steps

Mentors

- We ask that all mentors read and agree to the [Volunteer Information Pack \(VIP\)](#)
- Mentors must confirm that they are 3 or more years post qualified
- The relationship is initiated by the mentee
- Mentors can make themselves unavailable to new requests at any time

Mentees

- Mentees can view all available mentors on the platform, after completing their profile
- There is a messaging function in the platform to contact mentors or alternatively request a relationship
- Feedback is that the platform is easy to use

The dedicated mentoring mailbox is mentoring@actuaries.org.uk



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How mentees can get most of the platform - 1

Have conversations with more than one mentor before beginning a relationship.

- Mentees can select up to three skills and expertise that they would like help with
 - The top three skills requests are:
 - Confidence building for a professional environment
 - Influencing and negotiating
 - Decision making
 - The three expertise requests are:
 - Career development – next steps
 - Practical experience requirements
 - Work/life balance



How mentees can get most of the platform - 2

Set goals and consider using the goalsetting tools on the platform.

- There are three goal setting tools built into the platform
 - Information is securely stored on the platform and not accessed or processed by IFoA

G-STAR

This is a particularly useful technique in mentoring. Use it to explore a particular issue with your mentor - it can often be a fast track to the real answers you are looking for.

These tools should be used with [Your first conversation](#)

[Export \(PDF\)](#)

[What are your GOALS?](#)

[What SITUATION are you facing?](#)

[What is your THINKING at this time?](#)

[What ACTIONS are you considering?](#)

[What RESULTS do you expect?](#)

SWOT

A good place to start your mentoring journey is to understand your strengths and weaknesses and identify opportunities and threats.

These tools should be used with [Your first conversation](#)

[Export \(PDF\)](#)

[Strengths](#)

[Weaknesses](#)

[Opportunities](#)

[Threats](#)

Specific

What needs to be achieved. Be specific, think about how you could clearly demonstrate you have achieved the goal (e.g. Respond to 100% of IT support enquiries within 24 hours of receipt - not Respond to IT support calls).

Measurable

How will you measure if it has been achieved? (e.g. Respond to 100% of IT support calls - not Respond to IT support calls).

Achievable

Whilst your goal needs to stretch and challenge you, it must be something that is within your control and ability to be able to achieve.

Realistic

It is reasonable to expect you to set goals only in areas in which you have some influence and not ones that can be derailed completely by factors beyond your control.

Timebound

A goal should always include a time frame so that you can track progress and ensure it is completed within a realistic timeframe.

How mentees can get most of the platform - 3

Have a look at the resources on the platform and let us know if you have any questions.

- There are guides and videos to assist at all stages of the journey
 - Getting the most from mentoring
 - Your first conversation
 - Progression
 - Journey completion
- Contact the dedicated mailbox if you have any questions, we are here to help.



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How mentors can get most of the platform - 1

Communication with mentees.

- Hold an initial conversation with mentees before accepting a relationship
 - We will help the mentee find an alternative mentor if it is not appropriate to proceed
- Ask for feedback and give feedback during the relationship



How mentors can get most of the platform - 2

Join the private mentoring space on IFoA communities.

- We have created a space on IFoA communities where mentors can collaborate
- All mentors will automatically be invited to join the private space on IFoA communities



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How mentors can get most of the platform - 3

Mentors can make themselves unavailable to new requests and can turn off automatic reminders.

- Mentors can have up to 6 active relationships
- Mentees can have up to 3 active relationships

The active relationships limit is **6** (not yet completed or withdrawn).

If you mark yourself as unavailable this won't affect existing relationships, and you can change this back any time.

Make me unavailable to new requests



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Volunteering at the IFoA

Terri Myers, Communities Engagement Manager



Overview of IFoA volunteering

- There are currently c 2,378 IFoA volunteers engaged in 3,119 volunteer roles
- There are c 190 active volunteer groups
- All volunteers must read and agree to the Volunteer Information Pack (VIP) before being appointed
- For clarity, no role that has remuneration attached is considered a volunteer role e.g., examiners, editors of publications etc
- Volunteer roles range from the 400 club, ad hoc groups e.g., Women's Actuarial Network to Working Parties, Committees and Practice Boards.
- There is a robust volunteer recruitment process which all vacancy "owners" are required to follow

"I would very much encourage anyone considering volunteering to do so. It is very fulfilling and at times challenging in the right way." – Volunteer Board member

What are the drivers for volunteering

- Making an impact
- Building your professional networks
- Giving something back

“I would very much encourage anyone considering volunteering to do so. It is very fulfilling and at times challenging in the right way.” – Volunteer Board member

“Volunteering gives me an opportunity to learn about subjects I would not necessarily come across in my day-to-day work, broadening my experiences and knowledge base.” – Working party member

Benefits of volunteering

Volunteering can:

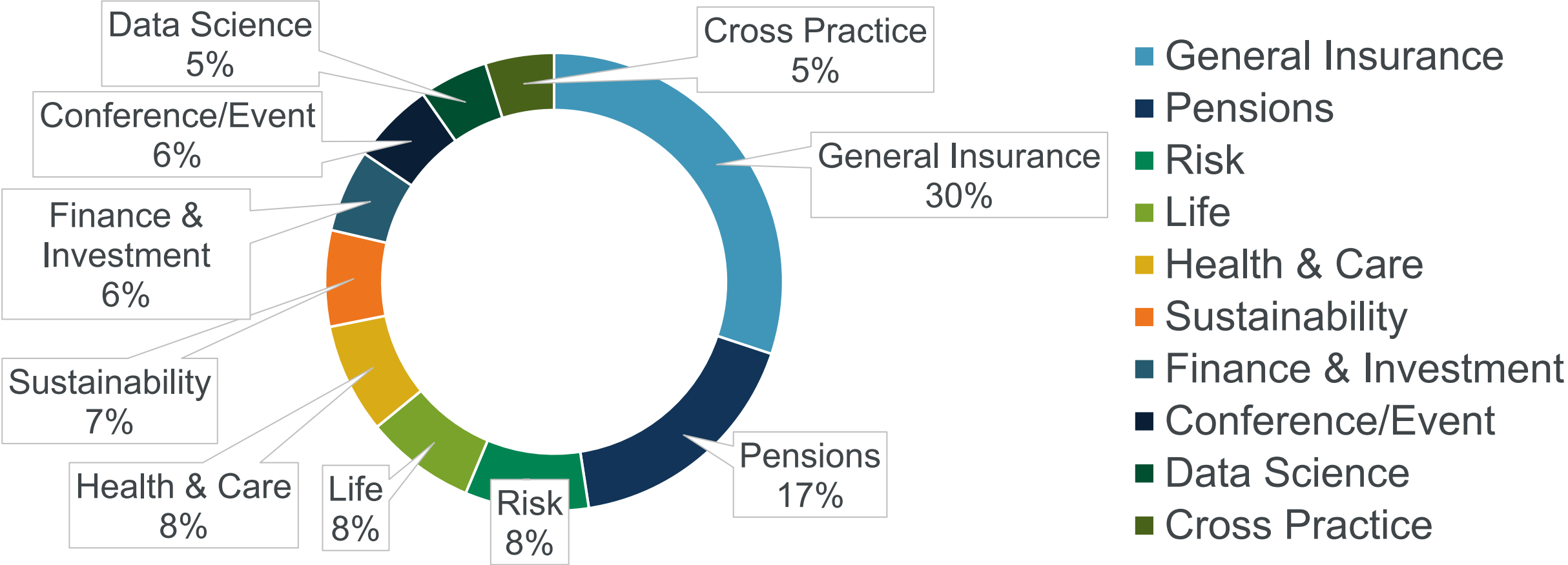
- Stretch and develop your personal and professional skills and gain a wider perspective
- Offer you a chance to work alongside industry experts
- Raise your own profile and the profile of your organisation
- Give access to experience outside your own specialist area
- Offer opportunities to test and share your ideas
- Open opportunities to be involved in cutting edge change and thought leadership

Lay members

- From January 2025 to the current date 150 vacancies have been advertised
- 358 volunteers have been appointed of which 49 are Lay Members
- Lay members are usually invited to apply to fulfil a particular expertise for example lawyers, data scientists or academics
- It is worth mentioning that in some cases lay members were previously IFoA members however they decided not to continue their membership

Opportunities

The volunteering page is updated regularly; the team have posted around 150 vacancies this calendar year



IFoA Volunteers stats - Country

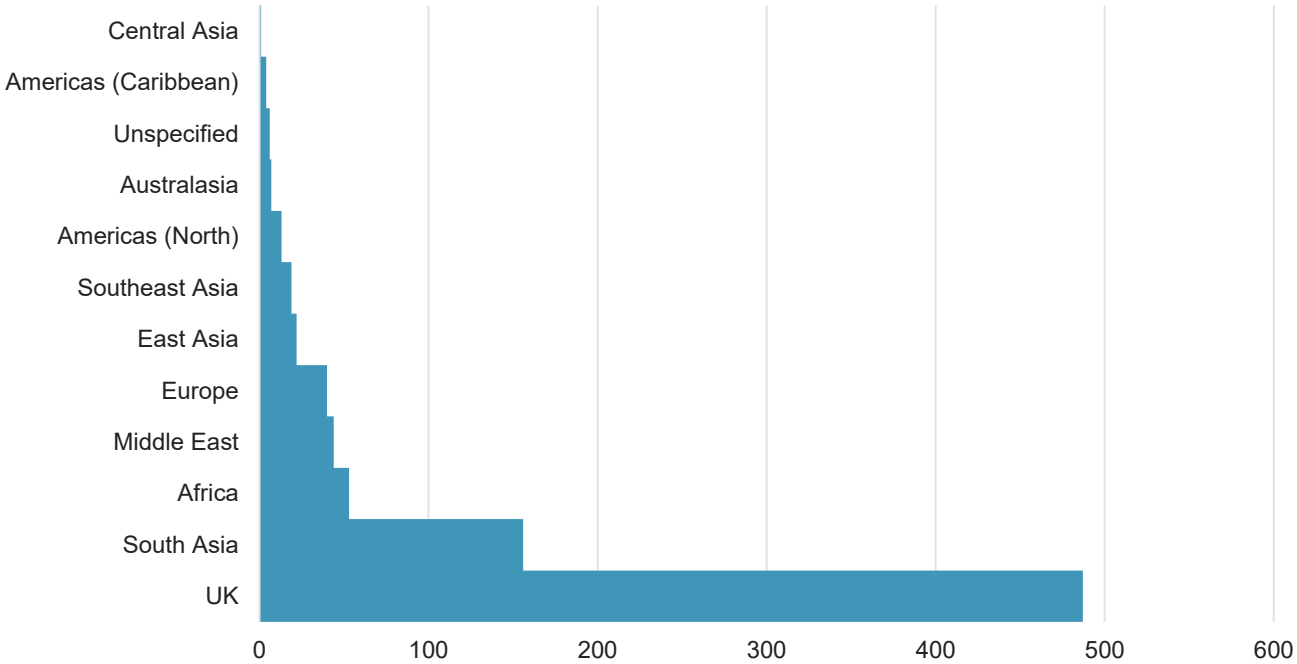
The below table shows the 10 countries where we have received the most applicants.

Country	Total
UK	487
India	149
UAE	24
Kenya	15
Hong Kong	12
South Africa	10
Malaysia	10
Saudi Arabia	9
Singapore	9
China	8

IFoA Volunteers stats - Region

The below table and graphic shows applicants by geographical region.

Country/Region Total	
UK	487
South Asia	156
Africa	53
Middle East	44
Europe	40
East Asia	22
Southeast Asia	19
Americas (North)	13
Australasia	7
Unspecified	6
Americas (Caribbean)	4
Central Asia	1
Grand Total	852



Volunteering

Volunteering is a great way for members to help develop the wider actuarial community.

- All volunteering opportunities are listed on the Volunteer Vacancies webpage:
<https://actuaries.org.uk/volunteer-vacancies/>
- Here are just three current opportunities
 - [Practice Board - AI, Data Science and Emerging Technology – Members](#)
 - [Health & Care - Critical Illness Incidence Rates Working Party – Members](#)
 - [Life – Future of Risk Pooling Working Party – Chair](#)
- Location is not a barrier

Your application

If you are interested in this role and would like an informal conversation before applying, please email us at engagement.team@actuaries.org.uk.

If you have read all the above and would like to apply, please send us:

- brief details of your relevant experience
- your reasons for wishing to get involved
- your ARN (if you are a member)
- a brief copy of your CV and full contact details (if you are a non-member)
- confirmation that you have read, understood, and agree to the information and requirements laid out in our [volunteer information pack](#) (**please be aware that until we have received this confirmation, we will not be able to appoint you as a volunteer**)



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What are Working Parties?

Mairi Russell, IFoA Communities Research Manager



What are working parties?

- Practice Boards set annual plans and priorities, including new and continuing topics for research
- Research Sub-committees support working parties to undertake research on key topics.
- Working Parties are member-led research groups.
- Working parties have an approved Terms of Reference and Outputs
- Groups have a chair, deputy chair and members, appointed via a volunteer vacancy
- Most working party members are actuaries and IFoA members, with expertise relevant to the topic.
- Many working parties are also open to other professionals e.g.:
 - Pensions on Divorce WP has legal professionals and pensions specialists,
 - Critical Illness WP has a Chief Medical Officer, and
 - GI groups often include underwriters and Chief Risk Officers.

The current working party landscape

- 81 working parties as at 23 October 2025
- Ranging from 23 for GI Board to 3 for Risk Management Board
- Also 10 cross practice
- [List of current working parties](#)



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Active member-led research working parties

Updated: 23 October 2025

Finance and Investment (6)

- Impact Investing (New)
- Long Term Asset Funds/Productive Assets (Planned)
- Practical Applications of AI for Investment Actuaries (Planned)
- Private Credit Part 2
- UK Productive Finance (Planned)

Health and Care (8)

- AI in H&C (Planned)
- Critical Illness Incidence Rates
- Economics of Healthy Diet and the Food System
- Healthy Workforce
- Insurtech in Chronic Disease Management
- Population Health Management
- Social Care
- Techniques in Data Science in Health and Care
- Wellness and Prevention

Data Science Community (8)

- Actuarial Data Science
- Bayesian Methods
- Data Visualisation
- Federated Learning
- Generative AI
- Membership, including Education
- Sustainability and Climate Change
- XAI (Explainable Artificial Intelligence)

Cross-practice (10)

- Infrastructure (F&I/Risk)
- The Pensions Gap (F&I/Pensions)
- Climate Change (H&C/Sus)
- Mental Health (H&C/Life)
- Equity Release Mortgages (Life/F&I)
- Extreme Events (Life/F&I)
- LGBTQ+ Life Insurance Implications (Life/Pensions)
- Modelling Pre/Post Retirement Products (Life/F&I/Pensions)
- Climate Change Scenario Testing (RM/Sus)
- Pensions Governance (Sus/Pensions) (Planned)

General Insurance (23)

- Actuarial Applications of Vine Copulas
- Actuarial Strategy and Development
- AI/Machine Learning for GI Pricing (Planned)
- Asia International
- Black Swan
- Claims Inflation
- Climate Change
- Electric Vehicles
- Fairness and Inclusion (Planned)
- Blockchain and Fintech
- Flood
- Insurtech Innovation and Efficiency
- Liability Exposure Management
- Machine Learning in Reserving
- Managing the Cycle
- Risk Drivers for GI Capital Modelling
- Sensing and Responding to Change and Nonsense
- Solvency UK
- The Role of Actuaries in Delegated Underwriting
- Third Party
- Towards the Optimal Reserving Process
- UK Asbestos
- UK Bodily Injuries Motor (New)

Life (11)

- AI and Automation within Life Insurance (New)
- Climate Change
- Consumer Duty
- Credit Risk
- Financial Education
- Future of Risk Pooling
- Liquidity
- Matching Adjustment
- Reinsurance
- Systemic risks of insurance (Planned)
- UK Funded Reinsurance

Sustainability (7)

- Biodiversity and Natural Capital
- Climate Sensitivity
- Demographics – Mortality and Morbidity
- Effect of Climate Change on Long-Term Interest Rates
- Future of Insurance (Planned)
- Reporting & Disclosure
- Stewardship - Geopolitics in Sustainability (Planned)

Risk Management (3)

- AI Ethics
- Environmental, Social, and Governance (ESG) Framework T&FG
- Solvent Exit Planning T&FG (Planned)

Pensions (5)

- Ageing Populations
- Collective Defined Contribution and Collective Benefit Schemes
- Dynamic Discount Rates Part 2
- Pensions on Divorce
- Personal Financial Planning

How to get involved

- All volunteers are appointed via a [volunteer vacancy](#), and agreed to The [Volunteer information pack](#)
- The volunteers have an induction session with the IFoA. This covers the Research Toolkit, governance, how a working party normally runs, support provided by IFoA Executive, funding requests, surveys/data handling, and types of research outputs.
- Working party research governance information can be found on the [Research Hub](#).
- The IFoA also supports research by providing members access to [Library Services](#), including the [Actuarial Knowledge Hub](#).
- Working party research and outputs may include: technical journal papers, short papers for blogs or social media, case studies, models or apps, articles for The Actuary or other trade press, industry or consumer surveys, Round Tables, consultation responses to regulators or government, sessional meetings, webinars or conference presentations, drafting or review support for IFoA Education, Regulation or Policy Teams.

What to expect - time commitment

- Every working party is different. For those considering volunteering, there is normally guidance of expected time in the vacancies.
- Working parties typically run for 2-3 years and meet monthly via Teams for one hour.
- Members are expected to undertake tasks between meetings to support the research objectives, such as reading articles, reviewing surveys or data, or writing articles.
- Tasks are agreed within the group.
- Most members probably spend at least 4 hours per month on tasks, which may increase at the end of the research when e.g. a paper or conference presentation is imminent.
- Some working parties are set up a short 9-12 month timeline. These typically meet fortnightly and require more time from members, but on a shorter timescale, e.g. possibly 6-10 hours pre month for 12 months, rather than 4 hours per month for 1-3 years.
- Chairs and Deputy Chairs typically spend more time than members supporting their working party, as they will also liaise with the Research Sub-committee and IFoA Executive, take responsibility for setting up meetings and ensuring actions are followed.

Ongoing research support for working parties

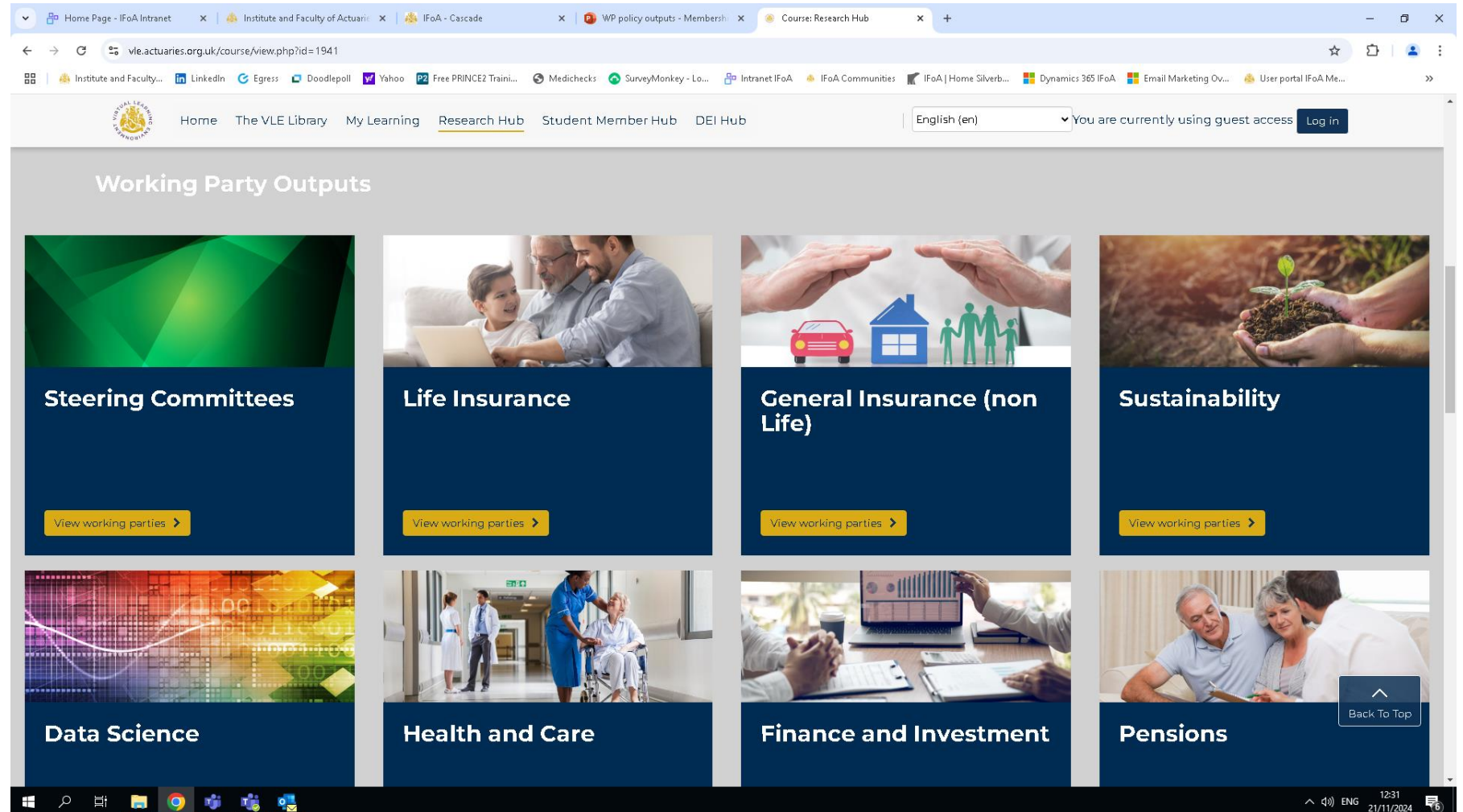
- Annual [Research Deep Dive](#) – research planning and collaboration across practice areas
- Learn and Share calls – practice area focussed support for working party chairs
- Topic focussed chair forums, on [Sustainability](#) and [AI](#) – to encourage cross practice collaboration and timely sharing of outputs
- (coming soon) [The big pitch \(H&C\)](#) - a new type of research event. Call for papers closes mid November
- [Practice Board Research Sub-committees](#) – approval, leadership and governance for working parties and research outputs
- IFoA Policy and Thought Leadership Teams also provide support to bring public interest issues to a wider audience

The importance and impact of IFoA research – accessing a wider audience

- Technical actuarial research for an industry audience e.g. [Annals of Actuarial Science](#), [Longevity Bulletin](#) or [British Actuarial Journal](#)
- Consultations
 - E.g. Solvency II Matching Adjustment – Jan 24 response to the PRA refers to contribution of several working parties.
- Stakeholder meetings
 - E.g. Cyber Risk WP meeting with HM Treasury
- Campaigns and thought leadership based on working party research
 - [Pensions Gap](#)
 - **[‘Who cares? Exploring attitudes toward social care in the UK’](#)**
 - [Climate risk – Climate scorpion report](#)
 - [Infrastructure – public private partnerships](#)

VLE Research Hub

- An open access area to share research outputs with members and stakeholders.
- [Research Hub on VLE](#)





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- **INFLUENCE/IMPACT** - We used report to engage with government, and work with industry partners on solutions – see quote from Pensions Minister Torsten Bell.



Read the report and watch the doc [here](#)

START HERE

- IFoA collaborated with IPSOS on documentary on 'stories behind pension gaps' to support report
- A phase 2 report + recommendations – follow up to 2024 report

- Using innovative collaborative process, working party analysed 'lived experience' content to rethink '*pension system fit for the 21st century*'
- Proposals designed around solutions for pension savers.



Pension gaps – impact

Torsten Bell MP
Minister for Pensions

This report makes an important contribution to debates about how we reform the pensions system to ensure more people can look forward to a secure retirement.

We have revived the Pensions Commission to put Britain back on track for a stronger and fairer pensions system.



IFoA calls for pension reforms to reflect modern working lives



Tom Browne

16 September 2025

INSTITUTE AND FACULTY OF ACTUARIES 30

IFoA makes series of recommendations to boost outcomes and create 'inclusive' pension system



Catherine Foot • 1st

Director, Standard Life Centre for the Future of...
47m • Edited •

When risk and responsibility in a system is individualised, blame becomes internalised.

Our pension system is not designed to suit most people in 21st century Britain, and yet the very people whom it fails blame themselves, and carry fear and shame with them when they face the prospect of their own futures.

This was, for me, one of the most arresting things to take away from the [Institute and Faculty of Actuaries'](#) fantastic new film, screened this morning.

The press coverage and social media impact has been sizable...

- Paul Sweeting launched the report and film screening in Westminster in Sept 2025.
- Event packed with the pensions sector, media, government, and academia/think tanks.



Damian Bowden • 2nd

Long-term Savings | Proposition...
2h •

The new report by the [Institute and Faculty of Actuaries](#) and [Ipsos](#) is an amazing report and the best thing is we are hearing from real people.



Bola Adesina, MBA • 2nd

Trusted Inclusion and Social Impact Board Adviso...

What an incredible event. A week on, and it's still very much on my mind!



Sara Benwell • 2nd

Director, freelance journalist, edi...
6h •

Great to be at the launch of the IFoA's latest report, looking at the human stories behind pensions gaps (a topic very close to my heart). My report to follow on Pensions Expert.

Advantages of joining a working party – both for the IFoA and the individual

- **Skills development:** in research, project management and communication
- **Personal Fulfilment:** giving back to your profession, personal growth
- **Evidence-based practice:** Helps ensure that research is grounded in real-world relevance.
- **Cross-sector connections:** Volunteers often work alongside academics, practitioners, and policymakers.
- **Professional visibility:** Active participation and volunteering can raise your profile within your field or organisation.
- **Mentorship opportunities:** You may gain access to experienced professionals who can offer guidance.