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14 February 2019

The Montcalm Marble Arch, London

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#CIPDTA



EARLY CAREERS AND APPRENTICESHIPS AT THE TALENT ACQUISITION CONFERENCES

Overcome skills shortages through effective recruitment and apprenticeships

Early Careers and Apprenticeships at the CIPD Talent Acquisition Conferences will look at the best ways to leverage and enhance your apprenticeship schemes and make the most of the levy to develop your own talent. You will learn the most effective methods to improve your early career strategies – including graduate, trainee and work experience to build a strong future talent pipeline.



Book your one day or discounted two day ticket at cipd.co.uk/talent-acquisition

Discounted rates for CIPD Members

Why should you attend?

- ✓ Hear from industry leaders who have implemented effective strategies
- ✓ Understand the latest development of the apprenticeship levy
- ✓ Maximise the outcome of apprenticeship schemes and graduate programmes
- ✓ Support early career talent to boost their development and increase retention

Speakers include



Cathy Strachan
HR Manager L&D, MBDA UK



Mike Thompson
Director of Early Careers, Barclays



Julie Broad
Company Graduate Development Manager, Rolls-Royce



Nick White
Head of Junior Talent EMEIA, Fujitsu

Who should attend?

- Campus, College, Graduate, Student and Apprenticeship Recruiters
- Talent, Sourcing and Staffing Specialists
- HR Directors, People Directors, Heads of HR, HR Officers and Business Partners
- L&D Advisors, Consultants, Leadership Development Manager and Business Partners

13 February 2019

RECRUITMENT AT TALENT ACQUISITION CONFERENCES

Join us for both conferences and save on the ticket price!

Learn how to best leverage your employer brand, revise your sourcing strategy and boost the effectiveness of your recruitment teams.



EARLY CAREERS AND APPRENTICESHIPS AT THE TALENT ACQUISITION CONFERENCES

CONFERENCE SCHEDULE | 14 FEBRUARY 2019

09:00	Registration and morning coffee
09:30	Chair's opening remarks Lizzie Crowley, Skills Policy Advisor, CIPD
09:40	Opening keynote: The importance of a robust early careers strategy for long-term business success The opening keynote will focus on: <ul style="list-style-type: none">▪ the key elements of an effective early career strategy to attract new talent▪ articulating and measuring the value of bringing early talent into your organisation Jamala Osman, Ex-Apprentice/TedTalks Speaker Mike Thompson, Member of Government Apprenticeship Delivery Board
10:10	Case study: Integrating apprenticeships in your business strategy to build your talent pipeline Learning points include: <ul style="list-style-type: none">▪ creating a holistic apprenticeship strategy that develops your talent pipeline at all levels▪ attracting and selecting the best fit apprentices for your own organisational culture Sarah Bohn, Early Careers Manager, Pret-A-Manger
10:40	Coffee and networking
11:00	Developing the skills and capabilities of award-winning apprenticeship teams This session will show you how to: <ul style="list-style-type: none">▪ build a dedicated apprenticeship team following the introduction of the levy▪ develop the right skills and capabilities in existing employees Mark Corden, Head of Apprenticeships, Specsavers

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CONFERENCE SCHEDULE | 14 FEBRUARY 2019

- 12:10** **Panel discussion: Working with education and training providers to reduce the risk of skills mismatch**
- This joint panel of employers and training providers will discuss:
- working together to ensure a match between education and the needs of organisations
 - the role of school governors and opportunities to get involved to shape future talent
 - best practices in education-employer partnerships to ensure best outcomes
- Nick White, Head of Junior Talent EMEA, Fujitsu
Sarah Bohn, Early Careers Manager, Pret-A-Manger
Sarah Leijten, Head of Bradfield Horizons (Careers & HE), Bradfield College
Cathy Strachan, HR Manager, L&D, MBDA UK
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- 12:50** **Networking lunch**
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- 13:40** **Case study: using blended learning to deliver high-quality, flexible apprenticeships**
- This session will examine:
- how using high-quality media and learner analytics can re-imagine the delivery of apprenticeships from a learner, employer and provider perspective
 - how blended learning can meet the needs of different organisations and their talent as well as offering a singular and coherent approach to managing the learning and development journey
- Mark McKenna, Managing Director, Mindful Education
-
- 14:10** **Case study: Making the best of the levy to create high-quality apprenticeship schemes**
- Focus on how to make the most of the levy and create high-quality apprenticeships, including:
- maximising funding to address current skills shortages in your organisations
 - using internal to reskill your existing workforce and tackle skills shortages
- Cathy Strachan, HR Manager, L&D, MBDA UK
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EARLY CAREERS AND APPRENTICESHIPS AT THE TALENT ACQUISITION CONFERENCES

CONFERENCE SCHEDULE | 14 FEBRUARY 2019

14:10	<p>Panel discussion: Getting under the skin of young employees to understand their real needs</p> <p>Hear from recent graduates and young apprentices and learn:</p> <ul style="list-style-type: none">▪ what young employees look for in employers and their expectations▪ what makes them tick and what will attract them to an entry role <p>Sue Lenkowski, HR and Talent Consultant, Plexus Ltd Lilley Deevey, Apprenticeship and Recruitment Co-ordinator, Crown Worldwide and Chair of the London Young Apprentice Ambassador Network Jordan Drakes, HR Apprentice, MBDA UK Julie Broad, Company Graduate Development Manager, Rolls-Royce</p>
14:50	<p>Coffee and networking</p>
15:20	<p>Case study: Using mentoring and coaching as tools to engage and develop early talent</p> <p>This case study will show you a practical example of:</p> <ul style="list-style-type: none">▪ implementing internal coaching and mentoring programmes for new talent▪ ensuring your early talent get the right support to reach their full potential <p>Julie Broad, Company Graduate Development Manager, Rolls- Royce</p>
15:50	<p>Case study: Developing an outstanding graduate programme to attract a diverse talent pool</p> <p>This session will focus on</p> <ul style="list-style-type: none">▪ aligning an attractive and inclusive graduate programme to your overall business strategy▪ working more collaboratively with universities to develop the skills your organisation needs <p>Nick White, Head of Junior Talent EMEIA, Fujitsu</p>
16:20	<p>Chair's closing remarks</p> <p>Lizzie Crowley, Skills Policy Advisor, CIPD</p>
16:30	<p>Conference close</p>

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