



# Knowledge Seekers UK

## *Early Careers Recruitment & Manpower Planning Conference*



**27<sup>th</sup> - 29<sup>th</sup> February 2024**

**London**

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## Conference Description

Times are changing for Manpower Planning & Early Careers Recruitment. Academic success doesn't guarantee expertise in the workplace and with the rising cost of higher education, young people are considering alternative routes to their careers. Early engagement and planned manpower are key, as well as an attraction campaign that is catered to the needs and interests of the younger generation. Our conference returns to London. Join us and our amazing speaker line up, at One Moorgate Place to hear innovative insight to help shape a successful manpower planning & early careers programme. In this ultimate learning & development conference, In-house Recruiters will be able to witness complete unique case-study presentations, as well as benefit from our intimate roundtable discussions with industry peers.

### Why Attend?

Join us and be part of senior-level, tactical conversations to learn the very latest on hot topics including; Winning the Hearts of Gen Z, How to plan modern manpower for good future for your organization, Communicating Your Company Persona, Improving Recruitment Efficiencies through AI, Using the Apprenticeship Levy to Benefit Everyone, How to Engage STEM Talent, Attracting a Young Audience, Shaping your Brand & Reputation plus so much more!

### Other Benefit

<b>Network with 100+ Attendees</b>	Connect, communicate & collaborate with industry peers all with a common interest in learning and developing their recruitment skills, knowledge and strategies
<b>Unrivalled Speaker Content</b>	Be inspired by success stories and topics including; Communicating Company Persona, Winning Gen Z on Social, Improving Recruitment Efficiencies through AI, Using the Apprenticeship Levy, Engaging & Attracting STEM Talent, Maximising Social Mobility and much more...
<b>Strategic Roundtable Sessions</b>	Take part in intimate, high value round table discussions with like-minded peers
<b>World-class Speakers</b>	Hear live case studies and inspirational stories from our world-class speaker line up
<b>Whitepapers</b>	priority access to professionally curated digital whitepaper & additional bonus content

### Who is Right for this Conference?

This conference is ideal for Manpower planners & researchers, HR Leaders, Internal Communications Leaders, Heads of Learning & Development, Contact Centre Managers, and CEOs.

It is designed for senior HR managers and managers' assistants that aspire to become more effective in their management and to take on greater management challenges. You can expect a diverse group of peers with whom you will share personal reflections on HR leadership, exchange ideas, and extend your personal and professional network. Typical guests titles include:

- Chief operating officer & HR Executives
- Chief administrative assistants
- Senior vice president & team leaders
- HR Directors, HR Managers, and HR Specialists
- Talent Management Staff and Line Managers who are in charge of planning and organising
- HR Business Partners, Team leaders and specialists, Planners, Strategic Planners
- Change Agents & HR controllers with responsibility of formulating concepts and strategies
- All HR Staff and HR Practitioners who are applying expertise and technology.
- Human resources officers
- Divisional director or leader
- Supervisors, Line/People Managers



## Agenda

A perfectly balanced agenda carefully designed to maximise knowledge intake, peer-to-peer networking and tool showcasing. Speaker sessions will be followed by roundtable discussions, where you will learn how to overcome the challenges you face in in-house recruitment and designing manpower path in your organization. Forget scribbling notes down and trying to remember the golden nuggets of information. Sit back and let us send you full HD videos of all the presentations. Receive all whitepapers. Professionally curated whitepapers from roundtable discussions and speaker presentations of all categories. Whitepapers will be presented to you in electronic and hard copy formats.

### 27 February 2024

(09:00 - 10:00) registration & welcoming intro

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(10:00 - 11:00) Topic: **Maximising Social Mobility at Early Career Level**

Speaker: Mr. Chris Rea, Higher Education Services Manager (Prospect)

Chris Rea has a range of expertise from marketing and editorial work to sales and project management; through his expansive range of work, he has ascertained what it takes to drive success. With an in-depth understanding of how important maximising social mobility is at the early career stage, Chris will offer valuable insights based on his own experience and will explain the benefits of social mobility, and how to approach it.

- Ensuring equal opportunities at all levels
  - Boosting inclusivity to remove unconscious bias
  - How education systems can establish strong relationships with recruiters
  - The top tools and tech to optimise the success of your team
  - Practical case studies designed to inspire
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(11:00 - 11:30) networking break

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(11:30 - 12:30) Topic: **How to retain and plan your STEM Talent manpower: Looking Ahead to the Future**

Speaker: Ms. Amy Smith, Head of Talent, Framestore

As Head of Talent at Framestore, Amy Smith works with the Joint Heads of Production, Head of Production Operations & Head of Resourcing as a part of the Film management team. She ensures recruitment best practice across Framestore, implements Manpower Vs. Career initiatives & maintains that training is of the highest value.

- ✓ Why focus should be diverted to a range of candidates and not just graduates
  - ✓ What happens if you need STEM skills?
  - ✓ Knowing how to look for both creativity and STEM-related skills
  - ✓ How putting aside competitive advantage and working together as an industry really works
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(12:30 - 13:30) Lunch break

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(13:30 - 14:30) **Roundtable Discussion**

What are the main manpower planning challenges you are experiencing? What are your short- and long-term corporate objectives and how are you looking to achieve them?

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(14:30 - 16:00) Topic: **Communicating Your Company Persona – Authenticity Over Ping Pong Tables**

Speaker: Mr. Zac Williams, Co-founder and Group Director, GradTouch

Zac Williams is on a mission to help businesses honestly articulate their brand. At GradTouch, he is part of a team of 20 individuals who are intent on making a real improvement to how businesses attract graduate talent and set future/alternative careers for new comers in accordance with corporate manpower plans.

- How company persona influences the hiring process
- The impact company persona has on potential candidates
- Understanding and identifying your own employer brand
- Displaying genuine passion through your company persona

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## 28 February 2024

(09:00 – 09:30) announcements by organisers

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(09:30 – 10:45) TOPIC: **Improving Recruitment Efficiencies through AI-driven Talent Assessment**

Speaker: Ms. Abbie Lopez, Emerging Talent Specialist, Ocado

Abbie Lopez manages Emerging Talent programmes to ensure Ocado is recruiting, retaining and training top talent in the best way. She created a winning formula to spot emerging talent by implementing talent assessments to find future-focused behaviours and introducing artificial intelligence in recruitment to make better decisions, enhance the quality of hire and for efficiency savings.

- How AI has sped up hiring processes and decision making at Ocado Group
- The ways in which AI can help to remove unconscious bias from the hiring process
- Ensuring a candidate-friendly experience using AI for forecasting needed manpower
- How automation has changed the role of the recruiter forever

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(10:45 – 11:15) Coffee break

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(11:15 – 12:30) Topic: **Learn from awarding-winning brands to encourage staff to take new opportunities**

Speaker: Ms. Amber Harris, Senior Relationship, AON (Empower Results)

Amber Harris provides innovative, proven & candidate-friendly solutions as a Senior Relationship Manager.

- Completely unique live case studies and explanation presented live by the award-winning corporate companies
- Discuss, share and collaborate on the key
- Burning topics with industry peers from world-class brands.

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(12:30 – 13:30) Lunch break

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(13:30 – 14:30) Topic: **Roundtable Discussion**

Discuss which tools, technologies or systems you currently use & the benefits (or challenges!) they bring while designing career path for your manpower

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(14:30 – 15:00) networking break



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(15:00 – 16:00) TOPIC: **Attracting a Young Audience – Insight to Help You Hire Early Career Candidates**  
speaker: Mark Rhodes, Group Marketing Director, [reed.co.uk](https://reed.co.uk)

Mark Rhodes is the Group Marketing Director at Reed.co.uk, the full online service for any individuals seeking employment. As they are not a recruitment agency, but a job site, this means they advertise vacancies on behalf of employers and recruitment agencies who are looking for staff.

- Routes to work: the demographic split between further education, apprenticeships and those that go straight to work
- How to attract candidates that fall into these differing categories
- How recruiters can understand the challenges faced by young people in work
- What 18-24 year olds tend to prioritise in their ideal organisation as modern manpower.

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**29 February 2024**

(09:00 – 09:30) announcement by organiser

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(09:30 – 10:30) TOPIC: **Shaping your Brand & Reputation: Attracting Young Talent in all the Right Places**  
Speaker: Mr. Emmet O’Grady, Corporate Business Developer EMEA. JOB TEASER

Emmet is an experienced sales professional who prides himself on his strong work ethic and ambition. Currently focusing on developing the Emerging Markets at Jobteaser, he has a range of experience working in global multinational companies as well as start-ups.

- Insights from the JobTeaser European survey in partnership with WISE for manpower skills
- The importance of visibility to students earlier in their career journey
- New strategies for attracting and engaging young talent from a wider talent pool

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(10:30 – 10:45) Coffee break

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(10:45 – 11:30) **Roundtable Discussion**

What’s working really well for you right now and what tips can you offer your peers?

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(11:30 – 12:30) TOPIC: **Winning the Hearts of Gen Z on Social**

Speaker: Milimo Banji, Founder & CEO, Tap In

Milimo (Mils) Banji is the 22-year old CEO of Tap In, a media company that’s on a mission to prepare 100m young people for the world of work. Tap In (Formerly Student Inspire Network) has built an active social community of over 100,000 students & influencers who engage with their social video content every month.

- ✓ How to successfully tell your organisation’s story to a new generation of influencers
- ✓ Relating to Gen Z through insights into the latest social trends for planning effective manpower
- ✓ Common mistakes employers make and things to avoid in your messaging
- ✓ Practical takeaways, tools, tips, and tech to effectively attract and engage with Gen Z

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(12:30 – 13:30) Lunch break

**(13:30 - 14:30) Roundtable Discussion**

Which of your questions remain unanswered or do you wish to better understand?  
 What have you learned from this event and what are your next steps?  
 How would you convince your top management with your manpower plans?

**(14:30 - 15:30) TOPIC: Deliveroo's Chef Academy – Using the Apprenticeship Levy to Benefit Everyone**

Speaker: James Allen, Recruitment Operations & Early Careers Lead, Deliveroo

James Allen's expertise includes assessment approaches, interviewing, apprenticeships, work experience, school engagement, graduate recruitment and leadership.

- How they are combining new chefs alongside existing chef's currently employed
- The process of giving away a portion of your apprenticeship levy
- How to align performance and reward into your apprenticeship programme
- Future evolutions of the Deliveroo Chef Academy

(15:30 - 15:45) networking break

(15:45 - 16:15) Q&A with guest speakers. Closing Remarks & Complimentary Networking Drinks

(16:15 - 16:30) conference closing

<b>Conference Title</b>	<b>“ Early Careers Recruitment &amp; Manpower Planning Conference “</b>
<b>Pre- Schedule:</b>	27-28-29 February 2024
<b>Fees per participant</b>	£ 2,450 GBP
<b>Venue:</b>	One Moorgate Place 1 Moorgate Pl - London EC2R 6EA
<b>Conference fees Include:</b>	<ul style="list-style-type: none"> <li>■ Documentation &amp; handout+ USB Memory + Full conference kit bag</li> <li>■ 2 Pick up arrangements from and to London airports</li> <li>■ Registration fees</li> <li>■ Access to discounted accommodation if needed</li> <li>■ Refreshments &amp; coffee breaks</li> </ul>

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