



The Big Conversation

Enabling Early Talent to Perform in a Modern Workplace

26th November 2020



Our Agenda for the session

- Introductions
- Who we are – OTI and MKF
- Key Note Speaker – Simon Reichwald, Hon. Vice-President, Institute for Student Employers ([ISE](#))
- Breakout Groups – Big Conversations
- Consolidate Our Thoughts
- Close



Matt McIntyre,
Senior Consultant,
OnTrack International



Simon Reichwald,
Strategic Lead for
Emerging Talent,
MyKindaFuture

Event context

How can employers prepare and empower their graduate and apprentice talent to thrive in the modern, virtual workplace?

What is now needed during the pre- and on-boarding phases, through the wider Learning & Development journey so that we can:

- Nurture incoming early talent
- Reduce renegees
- Minimise failed probation periods
- Set new talent up for success, all to deliver increased speed to value.

KEYNOTE SPEAKER: SIMON REICHWALD



Hon. Vice-
President at the
Institute of
Student
Employers (ISE)

About the ISE

- What we do
- The Apprentice Virtual Conference: 8 & 9th December 2020

Snapshot of the latest Annual Recruitment Survey (November 2020)

- **79%** of graduate employers also employ apprentices
- On average, employers are only spending **33%** of their Levy (national average approximately 18%)
- Graduate hires are down **12%** for 2020 intake, but apprentice hires are up **7%**
- **14%** of graduates and **7%** of apprentices decline or renege their offered role
- Successfully addressing Diversity & Inclusion continues to be the biggest challenge for employers over the last 3 years

'Preparing' talent before they join

- **Work Experience**
 - Interns and Industrial Placements as talent feeder – 40%+ convert to grads
 - Growing in schools work experience too
 - Kickstart – 6 months work experience placement - to develop talent and feed apprenticeships
- **Rise of pre-boarding to build engagement & belonging, especially in the virtual world (as much of 9 months)**
 - Learning content
 - Digital buddies /mentors
 - Virtual events
 - Forums / chatrooms
- **Skills most in demand for future (November 2020 survey):**
 - Resilience – 75%
 - Emotional Intelligence – 51%
 - Remote working – 50%
 - IT and Tech – 50%
 - Data handling / data analysis – 47%



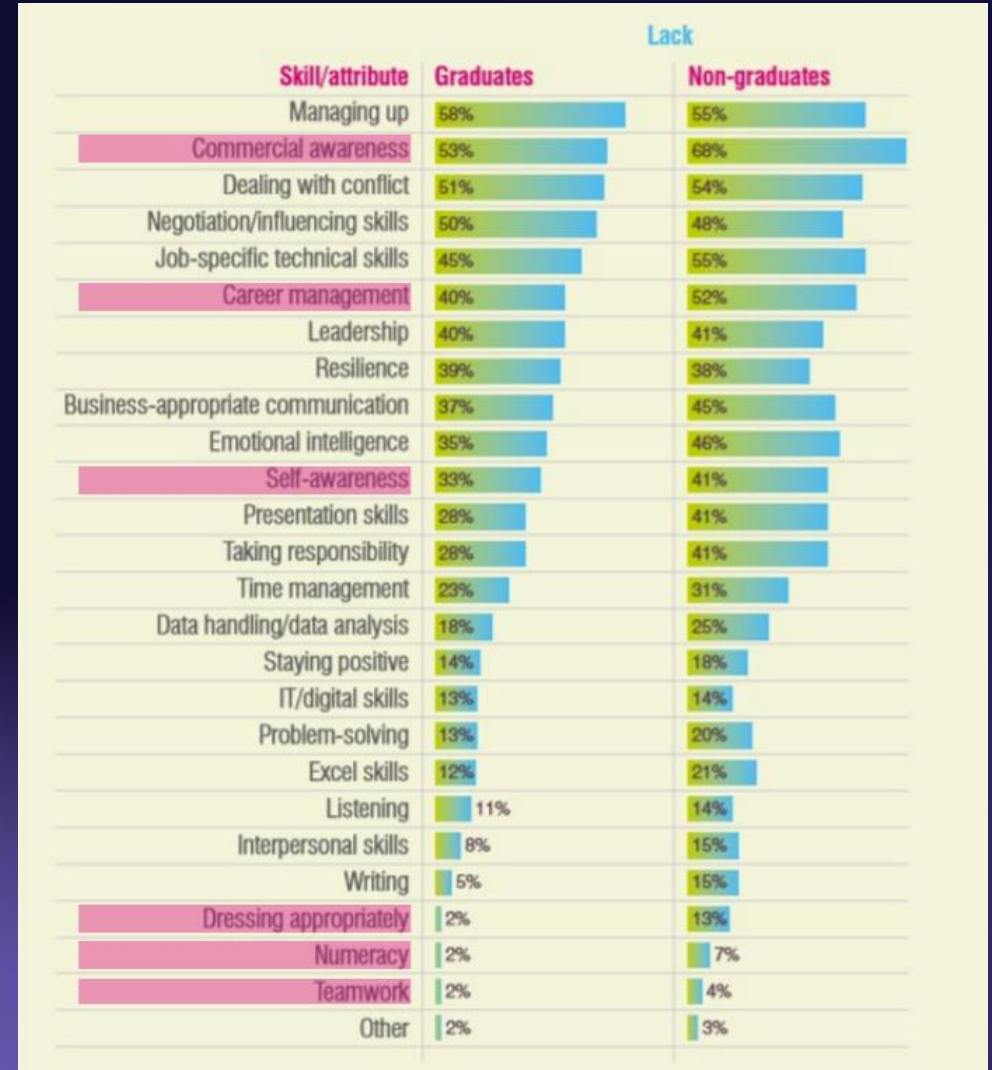
WHAT SKILLS AND ATTRIBUTES DO EMPLOYERS SAY THEY NEED?

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Skill/attribute	Graduates	Non-graduates
Teamwork	91%	84%
Interpersonal skills	89%	78%
Listening	78%	78%
Problem-solving	77%	60%
Taking responsibility	73%	53%
Time management	73%	64%
Self-awareness	72%	49%
Business-appropriate communication	67%	49%
Resilience	66%	52%
Dressing appropriately	61%	69%
Numeracy	60%	54%
Staying positive	58%	56%
Emotional intelligence	56%	36%
Writing	56%	54%
Commercial awareness	48%	16%
IT/digital skills	41%	43%
Presentation skills	41%	26%
Job-specific technical skills	36%	20%
Data handling/data analysis	35%	23%
Excel skills	30%	17%
Negotiation/influencing skills	30%	5%
Leadership	24%	5%
Dealing with conflict	21%	11%
Managing up	12%	5%

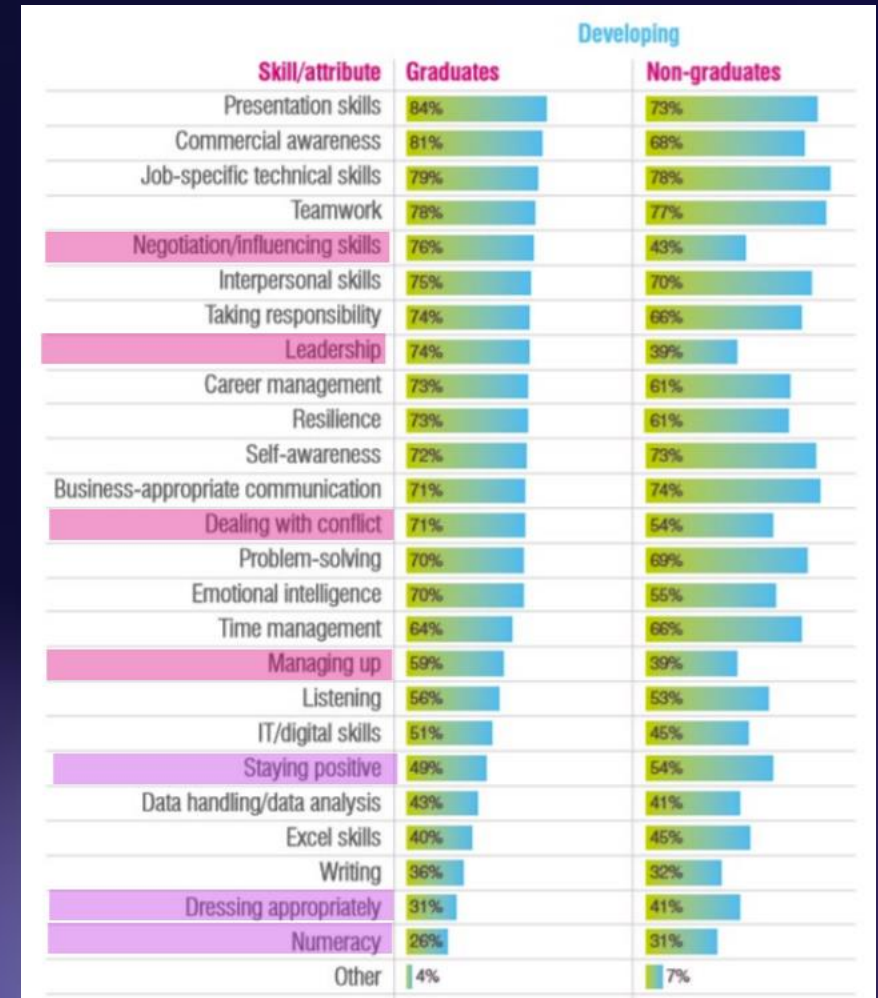
WHERE ARE THE SKILLS LACKING?

- 88% of employers agree that student with work experience arrive with better skills.
- 15% agree that student with postgraduate degrees arrive with better skills.



WHAT SKILLS ARE EMPLOYERS DEVELOPING?

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THE IMMEDIATE IMPACT OF COVID

Induction and Development:

- 31% anticipate delaying start dates
- 55% of firms report that they will induct their new hires remotely
- 73% of firms report that they will increase the amount of learning and development delivered online



The Big Conversation: Breakout discussions 1, How do we prepare & engage our talent in a remote world?

- Multiple touch points are key to keeping talent engaged, including buddying up with peers
- A key challenge is how do you track and measure engagement across your early talent? Technology can play a powerful role in both building, tracking and measuring engagement. Platforms such as MyKindaFuture's candidate and employee engagement platform, Connectr, are being implemented even more now by employers in the modern, virtual workplace to deliver real, evidenced impact
- The building of confidence within early talent to enable them to transition from education to work is crucial, and when real life 'experience' is hard to provide employers are evolving fast to deliver this in a virtual world, a lot more work is needed
- Actively introducing early talent to other areas of the business through networking opportunities, or for example, the virtual coffee machine chat
- Communication and support are- key – there is a real need to do more and to have regular check ins (helping with building networks, 'opening doors' for them and empowering them to support their wellbeing). Involving senior leadership in this process is also key

The Big Conversation: Breakout discussions 1, How do we prepare & engage our talent in a remote world?

- Preparing & Training the leaders and managers to ensure they have the tools to support their new talent and communication between manager and new starter is regular and consistent. This generation are 'feedback junkies'
- Having internal conversations – start these earlier to get them used to this key skill they will need throughout their careers
- The importance and power of Peer to Peer support – getting this set up as early as possible after an offer is made
- The ISE Survey presented powerful data to show the need and importance of developing Emotional Intelligence and Resilience

In summary: “whatever we do and create for our early talent it must be: ‘Immersive’, ‘collaborative’, and make them ‘feel valued’”

The Big Conversation: Breakout discussions 2, How do we prepare our talent for the business skills they need to survive and thrive in the workplace?

- The journey starts in education – the more we do ahead of early careers programmes the more prepared young people will feel (especially underrepresented groups) and the faster their speed to value will be when they join you
- Setting expectations, so that everyone is on the same page
- Feedback is key, listen to what they need. Ask them and ask them often!
- Give them real life examples / projects to support their training
- Soft skills training framework – experts deliver soft skills training, effective communication, public awareness, presentation skills, etc.
- The power of Reverse mentoring – getting the Board to have mentors – leads to more engagement and enlightened senior leaders!

The Big Conversation: Breakout discussions 2, How do we prepare our talent for the business skills they need to survive and thrive in the workplace?

- Cross functional sponsorship – key stakeholders from different functions giving insights into the business to identify development needs
- Wellbeing involvement during pre-boarding to support mental health & resilience
- Where virtual training is not a viable option, for example manufacturing or heavy goods vehicle training, provide on-site training subject to social distancing guidelines
- Building on pre-boarding communication, assign a mentor to provide additional support and guidance
- Virtual onboarding and use of technology to deliver this pre day 1 and beyond – the use of gamification

To view to the session in full please follow the link, [The Big Conversation 26th November 2020](#)

We're ready to chat when you are



If you want to find out about how to use our tech platform, Connectr, to build engagement and belonging Connectr, drop Simon an email!

simon@mykindafuture.com or for more insight into the ISE data!

To find out more about how we are working in partnership with our clients to support their emerging and existing talent please get in touch,

matt.mcintyre@ontrackinternational.com or rob.alp@ontrackinternational.com

