



*Leveraging The Value of People*

## **Employing & Engaging Young Professionals Workshop**

This workshop is aimed at Business Owners, Operational Managers and HR Managers, who need to recruit staff, and would like to employ young professionals, but have concerns about them and/or the effectiveness of current young employees.

### **When & Where**

Tuesday, 15<sup>th</sup> July 2014 from 9.30am – 12.30pm followed by a networking lunch at Abbey Hill Golf Centre, Monks Way, Two Mile Ash, Milton Keynes MK8 8AA

### **Context**

The economic recovery provides organisations with the confidence and opportunity to develop and grow. This often requires the employment of additional staff. This should be easy with the levels of unemployment, which are still quite high even with the falling levels of unemployment in recent months.

However, employers constantly express concerns about finding people with the right skills. Specifically expressing concerns about young people not being work ready/having employability skills or the right attitude to work.

### **Employers NEED to Employ, Engage and Work with Young People.**

- There is an ageing population and an increasing number of older workers rapidly edging towards retirement
- Young people already represent a significant proportion of the workforce
- Young people will increasingly represent our customer base
- Young people are both our children and represent our future
- Young people bring highly valuable, unique skill sets to the workplace
- We have a Corporate Social Responsibility (CSR) to engage with them
- If we don't employ them, we will pay for them through our taxes
- Immigration policy places some limitation on importing skills

Though young people may not come as perfect packages – they have a lot to offer. **The key question is how do employers employ, engage and work with them.**

## **What you will gain from the Workshop:**

- An understanding of the importance of Organisation Purpose & Values
- An understanding of how to Attract and Recruit the right people
- An understanding of how to effectively manage young people
- An understanding of how to effectively engage young people
- An understanding of how to effectively use Social Media and adopt Social HR within this context.
- An opportunity to network with like minded participants over a buffet lunch
- A report providing feedback from young people on their experiences and views of the workplace.

While the focus is on imparting knowledge and strategy to help you, the workshop will be a small group to ensure full discussion and contribution of participants in a confidential environment run under the Chatham House rule\*.

Price - £90 plus VAT

Limited places available so do book early

**Alternatively get in touch to discuss a comprehensive review with full recommendations or a tailor made programme to help your organisation**

### **The Organiser**

Conning Towers Ltd is a Human Resources organisation specialising in HR Transformation and Talent Management. Conning Towers works like the Conning Tower of a submarine - identifying strategic solutions to the people related areas of business that managers caught up in the day to day running of business may not readily see or have the tools or time to resolve.

Conning Towers Ltd is run by Susan Popoola, a professional Human Resources Consultant with close to 20 years HR experience working on numerous HR related projects across the Private, Public & Voluntary sectors. In addition to her HR experience, Susan also has over 15 years involvement with young people in areas such as Youth Worker, School Governance and youth employability programmes.

*\* **The Chatham House Rule.** When a meeting, or a part thereof, is held under the Chatham House Rule, participants are free to use the information received, but neither the identity nor the affiliation of the speaker(s), nor that of any other participants may be revealed.*

## BOOKING DETAILS

### Employing & Engaging Young Professionals Workshop

Please provide the following details

Name: \_\_\_\_\_

Company: \_\_\_\_\_

Position: \_\_\_\_\_

Address: \_\_\_\_\_

\_\_\_\_\_

Post Code: \_\_\_\_\_

Email address \_\_\_\_\_

Website address: \_\_\_\_\_

Daytime Telephone no: \_\_\_\_\_

Mobile no: \_\_\_\_\_

Please specify any Special Dietary Requirements below

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Please make payments by BACS to  
Conning Towers Ltd The Co-operative Bank  
Account No. 70293465 Sort Code: 08-92-50

**Please note that your place will not be secured until full payment is received**

#### TERMS & CONDITIONS

##### 1. Payment Terms

Our standard payment terms are that payment should be made along with the booking.

##### 2. Course Bookings

By proceeding with a booking, you are committing to a place on the workshop. Bookings can be submitted via e-mail to [events@conningtowers.org](mailto:events@conningtowers.org) alternatively, bookings can be sent by post to: Conning Towers Ltd, Wood View House, 2 Darwin Close, Medbourne Park, Milton Keynes MK5 6FF. Telephone bookings can also be taken, but must be followed up in writing.

##### 3. Cancellations

Should circumstances mean that you have to cancel your place; then the following charges will apply: More than four weeks prior to the course date – no charge. Two to four weeks prior to the course date – 50% of the course fee. Less than two weeks prior to the course date – full fee *NB – cancellations must be made in writing and received by Conning Towers Ltd by the due date.*

##### 4. Non-attendance

If you do not attend a course and you have not previously informed us, the full course fee remains payable.

##### 5. Unforeseen Circumstances

On occasion, unforeseen circumstances may require us to cancel a course. In such cases, you will be given as much notice as possible and either a free transfer to another course date or a full refund of fees paid. We will not be liable for any other costs incurred even if we were advised of these costs.

Wherever possible, we will aim to give 10-days notice of any cancellations and we recommend that you do not make travel arrangements before this time. Any travel or other costs incurred are entirely the delegate's responsibility.