



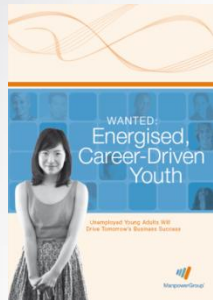
# Tomorrow's Talent

**Nick Heckscher:** Sector Director, Public Sector  
PPMA Joint Regional Event, 27<sup>th</sup> June 2014



ManpowerGroup<sup>™</sup>  
Solutions

# Journey So Far



Manpower launches global whitepaper: Apr '12

% of Manpower workforce under 25

**25%**

2012

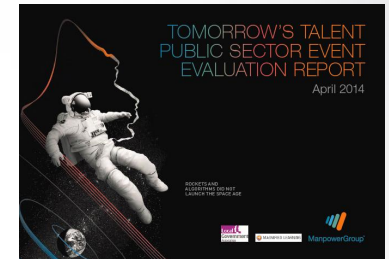
Manpower secures ATA status,  
Apprenticeships

# of Manpower Apprentices

**4,521**

2013

Launch Tomorrow's Talent series with LGA Apr'14



2014

Rising Stars Competition: Tackling youth employment Feb '13

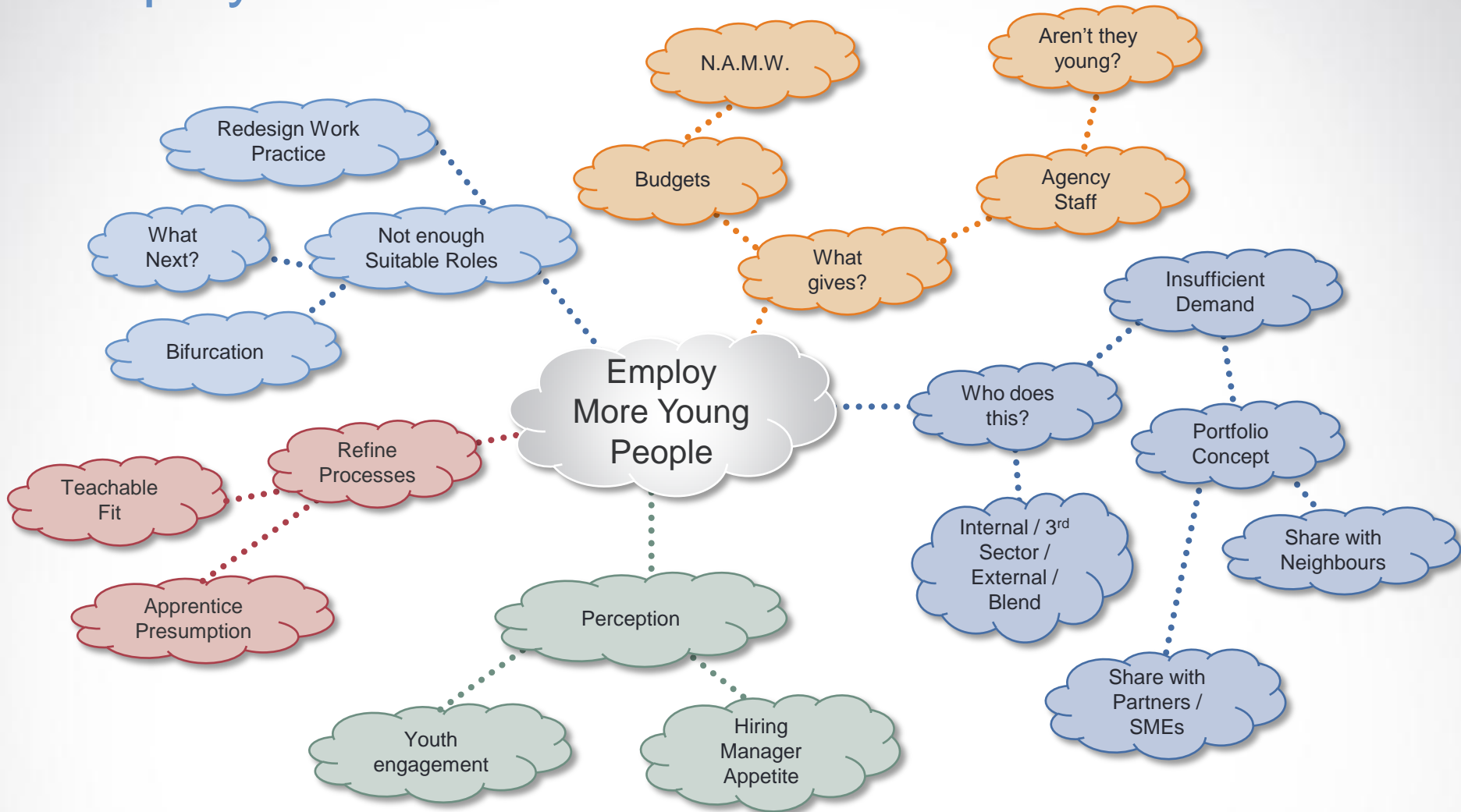


Workshop at PPMA Conference Apr '13

PPMA Apprentice of year competition, Mar'14




# Employer Barriers



# TOMORROW'S TALENT PUBLIC SECTOR EVENT EVALUATION REPORT

April 2014



ROCKETS AND  
ALGORITHMS DID NOT  
LAUNCH THE SPACE AGE



# Tomorrow's Talent Insights

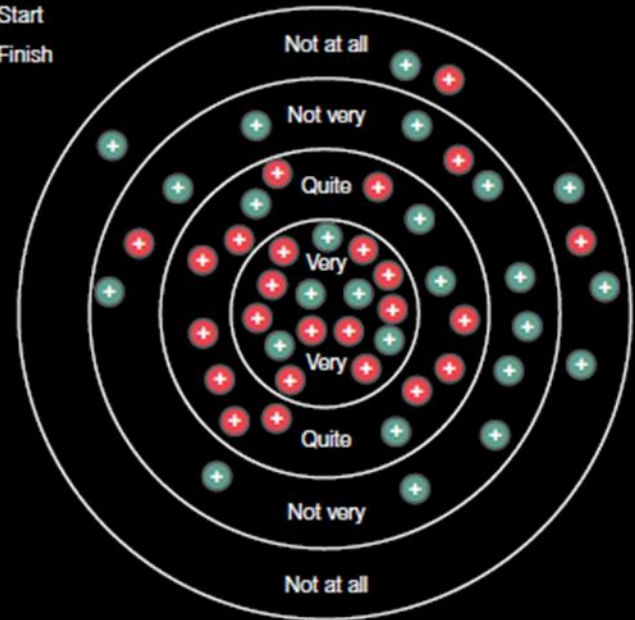
THE YOUNG PEOPLE WERE ASKED AT THE EVENT:

"What inspired you to pursue a career in public service?"

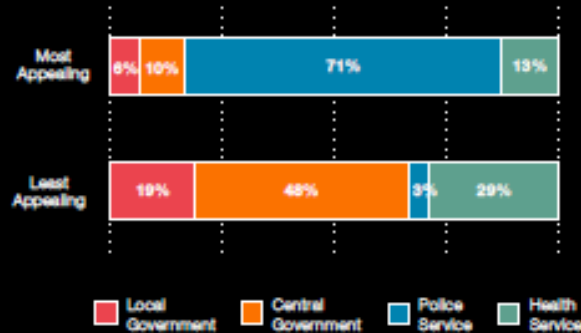


"How likely are you to consider a career in Local Government?"

- + Learners at Start
- + Learners at Finish



"Right now, which part of public service do you want to work in?"



# Tomorrow's Talent Feedback

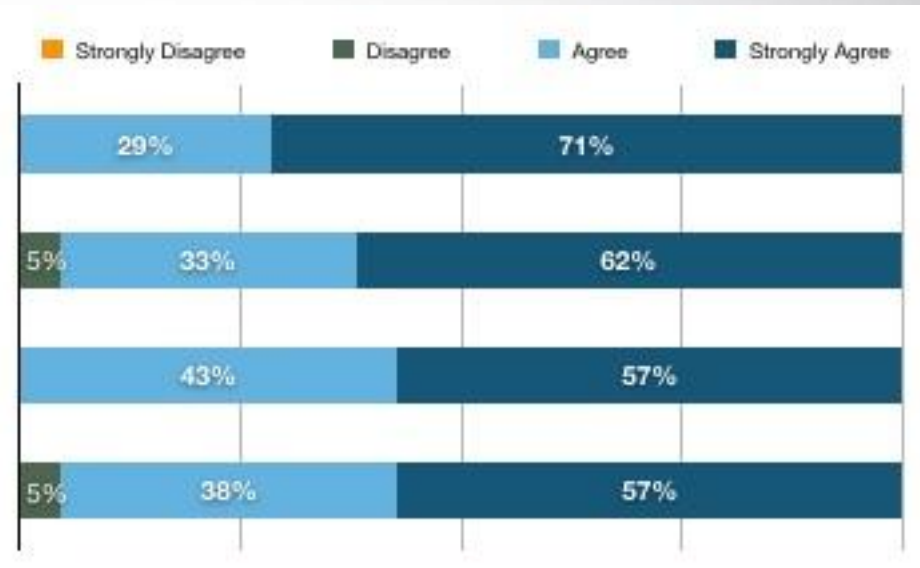
## Young people feedback

Today's experience has been effective in giving me an insight into the interviewing process

Today's experience has been effective in enabling me to practise and develop my interview skills

Today's experience has been effective in enabling me to practise and develop my networking skills

I would recommend this experience to my peers



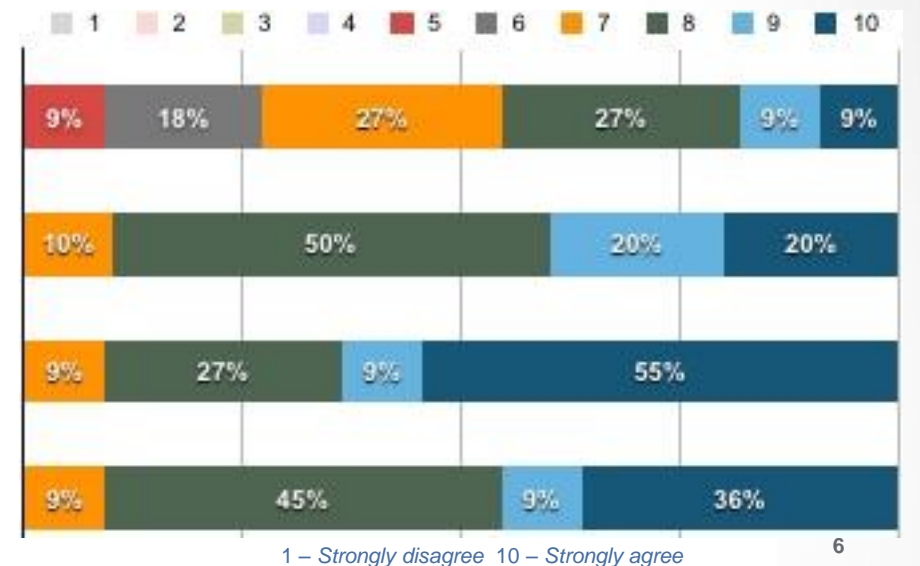
## Employer feedback

Today's experience has been effective in providing insights around young people's perceptions of the key employability issues they face

Today's experience provided me with good opportunities to practise interviewing and providing feedback to young people

I would recommend the experience to my colleagues

The experience was well managed by Magnified Learning



# Tomorrow's Talent: What Next

## Lessons Learned

- Proof of concept
- Well received by all who attend
- Young people don't understand the opportunities in the sector
- Coaching opportunity / need?
- Question re follow through
- Localism will help employer profile
- Benefit of college relationship

## Future Considerations

- Relationship beyond the event
- Expectations asked of attendees
- Future event programme
  - More regional / targeted
- Importance of co-design to support the business case
- Other opportunities
  - Board game?
  - <http://www.youtube.com/watch?v=7sJmQOVIG0>

# About ManpowerGroup and Contact Details

ManpowerGroup, the world leader in innovative workforce solutions, creates and delivers high-impact solutions that enable our clients to achieve their business goals and enhance their competitiveness. With over 60 years of experience, our \$20 billion company creates unique time to value through a comprehensive suite of innovative solutions that help clients win in the Human Age. These solutions cover an entire range of talent-driven needs from recruitment and assessment, training and development, and career management, to outsourcing and workforce consulting.

ManpowerGroup maintains the world's largest and industry-leading network of nearly 3,900 offices in over 80 countries and territories, generating a dynamic mix of an unmatched global footprint with valuable insight and local expertise to meet the needs of its 400,000 clients per year, across all industry sectors, small and medium-sized enterprises, local, multinational and global companies. The ManpowerGroup suite of solutions is offered through ManpowerGroup Solutions, Experis, Manpower, and Right Management.

Read more at [ManpowerGroup.co.uk](http://ManpowerGroup.co.uk)



@nickhatmp



<http://uk.linkedin.com/in/nickheckscher/>

**Nick.Heckscher@manpowergroup.co.uk**

**Sector Director Public Sector for ManpowerGroup in the UK**

Capital Court, Uxbridge UB8 1AB Tel: +44(0)1895 205 200