

Student Recruitment Showcase

Institute of
Student
Employers

ise.

16 January 2018 | London
Event guide



#ISEShowcase

Keynotes

09:30

Keynote session 1:

Graduate market
update 2018

13:15

Keynote session 2:

Economic outlook 2018
Vicky Pryce

16:00

Keynote session 3:

Making sure your graduate
job offers are accepted

Supporting Sponsors



Debut

We thank our supporting sponsors **a&dc – a PSI business** and **Debut** and **all our exhibitors** for helping make ISE Student Recruitment Showcase a must-attend gathering for all those involved in entry-level recruitment.

Supporting Sponsors



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Welcome



A competitive market, the pressures of resource constraints, changing student tastes, the apprentice levy and technological advances are making all our roles ever more challenging. The UK student recruitment market is one the most innovative in the world yet many employers struggle to fill all their vacancies.

We have designed this event to help you transform your student talent strategy. With a mix of speakers, supplier showcase sessions, and careers advisors sessions we will showcase the latest strategies, technologies and products to help you attract, recruit and develop the best talent for your organisation.

For 50 years the ISE has been representing this industry and our vision is to ensure that every employer's success is maximised by full access to student talent. By the end of today our hope is that you will be better equipped to meet your organisation's needs. Drop by our stand and we'll help you make the most of this event and your ISE membership.

A handwritten signature in black ink, appearing to read 'S. Isherwood'. The signature is stylized and fluid.

Stephen Isherwood
Chief Executive, ISE

Keynote sessions

Time: 09:30 – 10:10

Keynote session 1 **Graduate Market Update 2018**

Bob Gilworth, Director of Research AGCAS;
Stephen Isherwood, Chief Executive, ISE

The student recruitment market is fiercely competitive and is undergoing considerable change as the apprentice levy is changing the opportunities some employers offer. With high numbers of students and jobs, the challenge to match the right student with the right career is as challenging as ever. Bob Gilworth and Stephen Isherwood, will share their insights on the graduate market from both a university and employer perspective.

Time: 13:15 – 13:55

Keynote session 2 **Economic Outlook 2018**

Vicky Pryce, Chief Economic Advisor, Centre for Economics and Business Research (CEBR)

Hear from British economist Vicky Pryce as she shares her outlook for the UK and Global economy. A former government economist, Vicky Pryce is a leading voice on UK, global and Eurozone economic issues. She will offer a key insight into the main challenges for the UK economy beyond Brexit and the potential impact on higher education and workforce planning.

Time: 16:00 – 16:40

Keynote session 3 **Making sure your graduate job offers are accepted: key factors to consider**

Samuel Gordon, ISE Research Analyst;
Dr Charlie Ball, Deputy Director of Research, HECSU

Join ISE Research Analyst Samuel Gordon and graduate labour market expert Dr Charlie Ball as they explore the latest trends. Sam will explore findings from the ISE Annual Survey and Charlie will flag key insights from the HECSU What do graduates do? publication. Don't miss your chance to engage with the experts and learn how industry data can help you make great decisions in 2018.

The Annual General Meeting of the Institute of Student Employers will take place at 16:45.



Employer insight sessions for career advisors

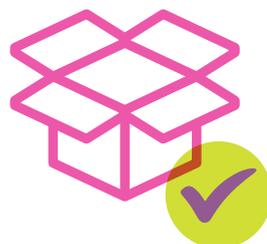
The following sector insight sessions give careers advisors the opportunity to hear sector-specific insights from employers on a range of challenges they face in graduate recruitment and development. Each session will last 35 minutes and include the opportunity for Q&A.



Time	Insight Sessions
10:15 - 10:50	Public Sector Featuring employer insights from Civil Service Fast Stream, Think Ahead, Police Now, Teach First, Frontline
10:55 – 11:30	Retail/FMCG Sector Featuring employer insights from Boots, Marks & Spencer, Sainsbury's
11:35 – 12:10	Legal Sector Featuring employer insights from Addleshaw Goddard LLP, Pinsent Masons, Womble Bond Dickinson
12:15 – 12:50	Digital Sector Featuring employer insights from Capgemini, Virgin Media, Vodafone
14:00 – 14:35	EEI Sector (Engineering, Energy & Industry) Featuring employer insights from Severn Trent, Thales
14:40 – 15:15	Built Environment Sector Featuring employer insights from Arcadis, Laing O'Rourke, Mace
15:20 - 15:55	Finance Sector Featuring employer insights from BNP Paribas, Deloitte, PwC

Supplier showcase sessions for employers

Get snapshots of the latest techniques and thinking from a range of commercial partners.



Time	Showcase Sessions
10:15	White Label What does it mean to be a disadvantaged student?
10:45	Capp & Co Ltd How can innovation in assessment support you in 2018?
11:15	Amberjack with Morrisons Morrisons makes it: being human in an automated world
11:45	MyKindaFuture Improving candidate experience through technology
12:15	Trendence Research Using research to get recruitment right - a case study featuring Severn Trent and Trendence
12:45	UCAS Media Need help identifying future talent for your apprenticeship programmes?
14:00	Magnet.me How to go from quantity to quality in graduate recruitment
14:30	PathMotion Using employee stories to convince top talent
15:00	pymetrics The future is here: a game-changing approach to selection
15:30	PSI Talent Measurement How to identify which emerging technologies are relevant for your graduate recruitment campaign

Time: 10:15



What does it mean to be a disadvantaged student?

Recognising that the majority of commentators on social mobility, including ourselves, are speaking from a place of privilege, we set out to give disadvantaged students a voice. We believe that by better understanding their stories, challenges and ambitions, employers can develop more informed strategies to recruit this diverse talent pool.

In this session, we will share some of the experiences that students told us about during our recently undertaken research.

Time: 10:45



How can innovation in assessment support you in 2018?

Whether you are looking to transform candidate experience, drive diversity and inclusion or improve efficiencies, innovation in assessment can support both your business and recruitment strategy.

In this presentation, Capp will share how traditional approaches to assessment are being replaced by new immersive solutions. Insight will be shared on the impact of these new solutions from both a business and candidate perspective and how they are transforming the way in which organisations recruit. In addition, Capp will reveal their predictions on the future of assessment.

Time: 11:15



Morrisons makes it: being human in an automated world

Join us to discover how Morrisons in partnership with Amberjack deliver outstanding recruitment results. We'll show you how Morrisons leverage the latest selection tools and technology without sacrificing the human touch. You'll understand the transformational Morrisons journey. The challenges, lessons and successes along with the innovations that deliver an immersive, and exceptional candidate-centric experience.

Supplier showcase sessions for employers

Time: 11:45



Improving candidate experience through technology

Differentiation through candidate experience is a powerful way to secure and retain talent. Getting this right can maximise the return on your attraction and recruitment spend. By 2019, Gen Z's will be applying to graduate schemes and are part of your apprenticeship programmes now - the challenge is to appeal to both audiences whilst leveraging emerging AI based tech for high quality candidate experience.

Takeaways: Expert insight into transitioning from Millennials to Gen Z / Practical tips and takeaways / Overview of HR tech innovations / Employer insights & examples / Q&A with guest panel.

Time: 12:15



Using research to get recruitment right - a case study featuring Severn Trent and Trendence

Trendence and Severn Trent have come together to demonstrate how research is being practically used to increase the profile of an employer, how a bespoke research project can shed light on what students think of a company, and how you can use a variety of data sources together to direct your day-to-day recruitment activity.

In this session Trendence and Severn Trent will demonstrate how they have been using the Trendence Graduate Study (62,000+ students) to plan their 17/18 campaign, and how they used a bespoke research project to answer some specific questions about the UK's water companies.

Time: 12:45



Need help identifying future talent for your apprenticeship programmes?

With an increasingly complex range of options available, there's a lot riding on the choices candidates make.

UCAS research indicates that most students start exploring their options at least a year before they take that next step.

Join us to gain insight into our understanding of the student decision-making cycle, and how we can help employers increase awareness early, and find quality candidates, through highly targeted audience segmentation.

Supplier showcase sessions for employers

Time: 14:00



How to go from quantity to quality in graduate recruitment

Everybody hates irrelevant applications. Wading through them takes up a lot of time and turning down sometimes thousands of applicants only results in damage to your employer brand.

This session explores how you can prevent them as much as possible and increase the quality of your applicants by applying the same tactics as for instance used by Airbnb and by using talent pools. We will run through Magnet.me case studies, survey results and trends that we are observing.

Time: 14:30



Using employee stories to convince top talent

In an increasingly competitive employer market, corporations now need to put in greater effort to attract top talent. Communicating employees' personal stories is the most efficient way of differentiating yourself and informing candidates of the compelling offer that your organisation has.

Attend this session to learn how to implement a highly effective ambassador programme, train your employees to share authentic stories which are convincing to candidates, and leverage data on candidate behaviour in order to find the most talented ones for you.

Time: 15:00



The future is here: a game-changing approach to selection

With an average number of 75 applications per vacancy, how can ISE members possibly hope to make a meaningful difference to their top challenge of improving diversity, in an environment of constrained budgets, and at the same time improve candidate experience? Come along to find out.

Time: 15:30



How to identify which emerging technologies are relevant for your graduate recruitment campaign

Which of the emerging technologies are the best and most relevant for your organisation's unique graduate assessment needs? Those graduating today are shaped by technology and therefore require an assessment process to match. Our session will take you through emerging trends that are most suitable for your graduate assessment process, helping you understand the risks, benefits and applications.

Exhibitor profiles



a&dc - a PSI business



a&dc – a PSI business provides a complete end-to-end talent measurement solution for the digital age, helping you to recruit, select and develop great talent and agile leaders. With 15 ready-to-use and customisable digital assessment solutions and over 260 ready-to-use exercises, we can help you deliver and develop the talent your business needs. We work with national and international private and public sector organisations across all industries, and have a network of partners across the globe.

01483 752 900 | www.adc.uk.com | [@adc_psi_talent](https://twitter.com/adc_psi_talent)

Amberjack



At Amberjack we've been long setting the standards in future talent and volume recruitment. From intelligent attraction to RPO and bespoke assessment and selection tools, we'll work as an extension of your team. We're a passionate strategic partner, focused on not only optimising ROI, but creating tools and processes that deliver results. Proud winners of the Institute of Student Employers Graduate Assessment and Selection Strategy and Best of the Best Award 2017. Come and visit us on our stand to find out more.

01635 584130 | www.weareamberjack.com | [@weareamberjack](https://twitter.com/weareamberjack)

Bright Network



Bright Network connects leading employers with the brightest student and graduate talent. Through our network of 150,000+ members from a variety of diverse backgrounds, we can help you compete for the talent you need to grow your business. Using our Data Insights Engine, we capture, analyse and map 10m+ pieces of data each year - allowing us to deliver highly-targeted, personalised and relevant campaigns for our clients, resulting in better engagement and increased quality applications. With 10,000+ traceable hires, Bright Network ensures the brightest students have access to the best careers.

0203 011 1612 | www.brightnetwork.co.uk/for-employers | [@brightnetwork](https://twitter.com/brightnetwork)

Capp & Co Ltd



At Capp we want to match the world to it's perfect job. So, since 2005 we have focused on designing new and better ways of assessing people. We support our clients to better understand what strengths they require for organisational success, and at the same time help candidates and employees identify their own individual strengths. The implementation of our innovative and award-winning assessment products, combined with the unique strengths approach, has been proven to increase engagement and motivation, leading to better performance, productivity and retention.

0121 726 5900 | www.capp.co | [@capp_co](https://twitter.com/capp_co)

Debut



Debut is an early career recruitment app like no other. We work with a range of top employers, including EY, L'Oreal and Microsoft, providing them with highly targeted access to a userbase of over 75,000. Our Talent Spot feature targets candidates based on specific criteria, inviting them to apply for roles or be fast-tracked through the recruitment process with a push notification straight to their phone. Debut's users can apply for positions with a couple of taps, and use features like our live streaming channel and games to access exclusive career opportunities.

07803608777 | www.debut.careers | [@DebutCareers](https://twitter.com/DebutCareers)

Futureboard Consulting



A specialist talent acquisition consultancy for early careers and digital talent, working with organisations to source high potential entry-level talent and outstanding digital talent for junior, mid-level and senior positions. Not only do we provide exceptional talent that is the right fit for you, but we are passionate about our impact. We leave a lasting impression on your business and with your candidates.

07538 217 794 | www.futureboardconsulting.com | [@Futureboard](https://twitter.com/Futureboard)

GTI



For almost 30 years GTI has been developing products and services designed to meet the needs of, and bridge the gap between, school and university students seeking early careers advice and employers and universities offering early career path options. As such, we meet your recruitment needs by helping you engage with more motivated and better prepared applicants. We pride ourselves on offering a comprehensive list of services for our clients, which can be adapted and tailored to your needs.

01491828925 | www.groupgti.com | [@Group_GTI](https://twitter.com/Group_GTI)

Exhibitor profiles



Headstart

Headstart uses Machine Learning to help employers inclusively and effectively identify the best-suited candidates for their opportunities in minutes, rather than weeks.

07718896045 | www.headstartapp.com | [@headstart_app](https://twitter.com/headstart_app)



Institute of Student Employers

ISE is an employer-led organisation whose goal is to ensure that our members can recruit and develop the best student talent for their needs and the needs of the UK economy.

We do this by bringing together employers, the education sector, supplier partners and policy makers to

- Campaign for better development of emerging talent employment and careers skills.
- Articulate the needs of employers who recruit and develop emerging talent.
- Disseminate and promote excellence and innovation in the resourcing and development of emerging talent.

020 7033 2460 | www.ise.org.uk | [@loSEorg](https://twitter.com/loSEorg)



Magnet.me

Magnet.me, is an innovative graduate careers network that has grown to become the biggest student careers website in the UK in terms of internships, placements and graduate jobs. Together with us, graduate employers are cutting time and cost per hire, while at the same time increasing the quality and engagement of their candidates.

+44 (0) 20 3695 9461 | www.Magnet.me | [@magnetdotme](https://twitter.com/magnetdotme)



Milkround

Milkround aims to inspire career confidence in all our candidates, meaning we have a bank of over 800,000 incredibly talented school leavers, students and graduates eager to hear about your opportunities. We pride ourselves on tailor-made campaigns, whether that's job adverts, targeted emailing, social media engagement or specialised candidate-facing events.

0333 0145 111 | recruiters.milkround.com | [@milkroundrec](https://twitter.com/milkroundrec)



MyKindaFuture

MyKindaFuture is an award winning mission-led business serving two key groups: young people, by raising aspirations, with a focus on helping them both develop critical employability skills and showcase the breadth of careers and paths open to them post-education. The second group are employers, from all sectors, enabling them to target, engage with and attract young people to their varying opportunities ranging from work experience, apprenticeship & graduate roles. With a focus on candidate experience, pre-boarding and recruiting the best and most diverse.

020 7620 4463 | www.mykindafuture.com/Employer/WhoWeAre | [@mykindafuture](https://twitter.com/mykindafuture)



PathMotion

PathMotion offers an employee-to-candidate discussion platform allowing companies to engage with the talent they want to attract. Candidates ask questions to employees on the platform who respond and share their personal career stories. All discussions remain published on the company's platform, creating authentic content that showcases the company's employer brand. The discussions can be shared easily on social media, and the platform is data driven and optimised for SEO for real conversion results. Clients in Europe and the US, including Citi, Deloitte, Nestle USA, Clifford Chance and M&S.

+44 20 7993 6731 | www.pathmotion.com | [@pathmotion](https://twitter.com/pathmotion)



Prospects

We are the experts in graduate careers. Our insight and research ensures we understand the journey to career success better than anyone. We use our unrivalled labour market intelligence to inspire graduate career choices providing recruiters with more relevant candidates. From annual campaigns to quick and targeted exposure for an immediate vacancy, we deliver exceptional products both online and on campus to meet your recruitment needs.

0161 277 5200 | www.prospects.ac.uk | [@Prospects](https://twitter.com/Prospects)



pymetrics

Co-founded by two female Harvard PhD neuroscientists and recently featured in both the Financial Times and the New York Times, Pymetrics uses the latest advances in machine learning and big data to make radical improvements to hiring efficiency and remove bias from your selection process.

Whether you're focused on improving diversity, taking a more robust approach to assessing quality, improving your return on investment or improving candidate experience, visit us on our stand to find out more.

info@pymetrics.com | www.pymetrics.com | [@pymetrics](https://twitter.com/pymetrics)

Exhibitor profiles

Sanctuary Graduates



Sanctuary Graduates are the graduate recruitment experts. Many of our 100+ employer clients, including RB, JDE (Kenco) and BlueBay Asset Management, have outsourced their graduate recruitment, attraction & screening, to us. Others use us to beef up their campus attraction or fix issues with harder-to-fill schemes (e.g. tech & engineering), as we can fill any role at any time. We help all our clients raise awareness of their brand, improve diversity and hire the best talent from across the UK & Europe through our unique peer network of 1000+ on-campus student headhunters (students themselves).

020 3602 0001 | www.sanctuarygraduates.co.uk | [@SanctuaryGrads](https://twitter.com/SanctuaryGrads)

Smart Resourcing Solutions



Our award-recognised business is built upon the experience and expertise of our team who have fantastic knowledge of the recruitment industry, as well as relevant qualifications. We offer a range of services for employers including assessment materials design and outsourcing support. We support universities with employability activities to ensure their students effectively showcase their talent to employers. We are particularly proud to be known for our large-scale assessment simulations which can be run by the Careers Service or embedded into curriculum.

0191 229 9547 | www.smart-resourcing-solutions.com | [@smart_res](https://twitter.com/smart_res)

STEM Women



STEM Women introduces inspirational employers to our female STEM community. The STEM Women Community Events provide employers, students and recent graduates with an opportunity to meet in person. We will be hosting events in London, Manchester, Glasgow and Birmingham in early 2018 and you can visit www.stemwomen.co.uk for further details. Our job board site, www.stemgraduates.co.uk, displays employer profiles, live positions and social feeds. We also offer a recruitment service and can headhunt candidates for specific roles on a fee per placement basis.

0151 236 8000 | www.stemwomen.co.uk | [@stemwomenuk](https://twitter.com/stemwomenuk)



The Smarty Train

We understand that your most important asset is your people and we are experts in unlocking early careers talent. From employability and strategy formulation through to training programme design and delivery, we have been the engine behind award-winning high-impact training and recruitment initiatives across all sectors. The key to our success is simple: we love what we do. We're really good at it. We're fearless. We love challenges. We know how to use data and science to cut-through the noise and have the bed-side manner to bring people with us.

020 7089 5630 | www.thesmartytrain.com | [@thesmartytrain](https://twitter.com/thesmartytrain)



University of Hertfordshire

The University of Hertfordshire's (UH) Careers & Employment Service, are dedicated to providing innovative and effective assistance to employers looking to tap into our student talent for internships, placements, work shadowing, part-time jobs or graduate roles. With 31,400 students, UH has a diverse population of 49.6% BME and 42% first generation graduates, enabling employers with social mobility and diversity needs to reach targeted audiences. Our free services include tailored on campus activities, new work shadow schemes and opportunities to talent spot and network with our students.

01707 284791 | www.herts.ac.uk/business-services/recruit-our-students



WCN

WCN is a pioneer in the field of innovative talent acquisition technology with over 20 years of experience that is considered best-in-class by experts. We have decades of award-winning recruitment software expertise and an obsession with driving real change in organisations. We accelerate and improve the entire process of finding, attracting, engaging, assessing and hiring the best young talent. Discover more of our emerging talent expertise & new research at our stand where we will also be giving away 5 bottles of champagne - draws will be held and tweeted throughout the day. Don't miss out!

+44 (0)20 8296 5908 | www.wcn.co.uk | [@WCN_eRec](https://twitter.com/WCN_eRec)



White Label

We're a talent attraction and employee communications agency that takes pride in doing things properly, while keeping things simple. We believe that with a diverse, dedicated team of experts, response times are faster, ideas are more innovative, campaigns are successful and true partnerships are created. We are ruthlessly committed to doing a great job, dedicated to asking the right questions and not afraid to challenge the status quo to ensure our path to success is the right one.

01992 536272 | www.whitelabelrm.com | [@whitelabelrm](https://twitter.com/whitelabelrm)

Save the date
Student Recruitment
Conference 2018
9-10 July 2018
Celtic Manor Resort
Come and help
celebrate our 50th
anniversary