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Divisional Head, Life Sciences



**MediWales**

Life Sciences Academy Placement Exchange  
19th May 2016

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# AGENDA

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- Introduction to Yolk Recruitment
- Introduction to Yolk Life Sciences
- Generational Insights – Recruiting, Engaging and Retaining Millennials

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# WHAT WE DO

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**SALES**



**IT**



**LEGAL**



**ACCOUNTANCY  
& FINANCE**



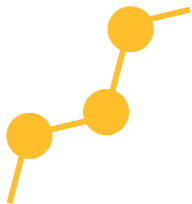
**HEALTHCARE**



**MARKETING**



**ENGINEERING**



**LIFE  
SCIENCES**



**HR**



**BUSINESS  
SUPPORT**

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# WELCOME AND INTRODUCTION TO YOLK RECRUITMENT

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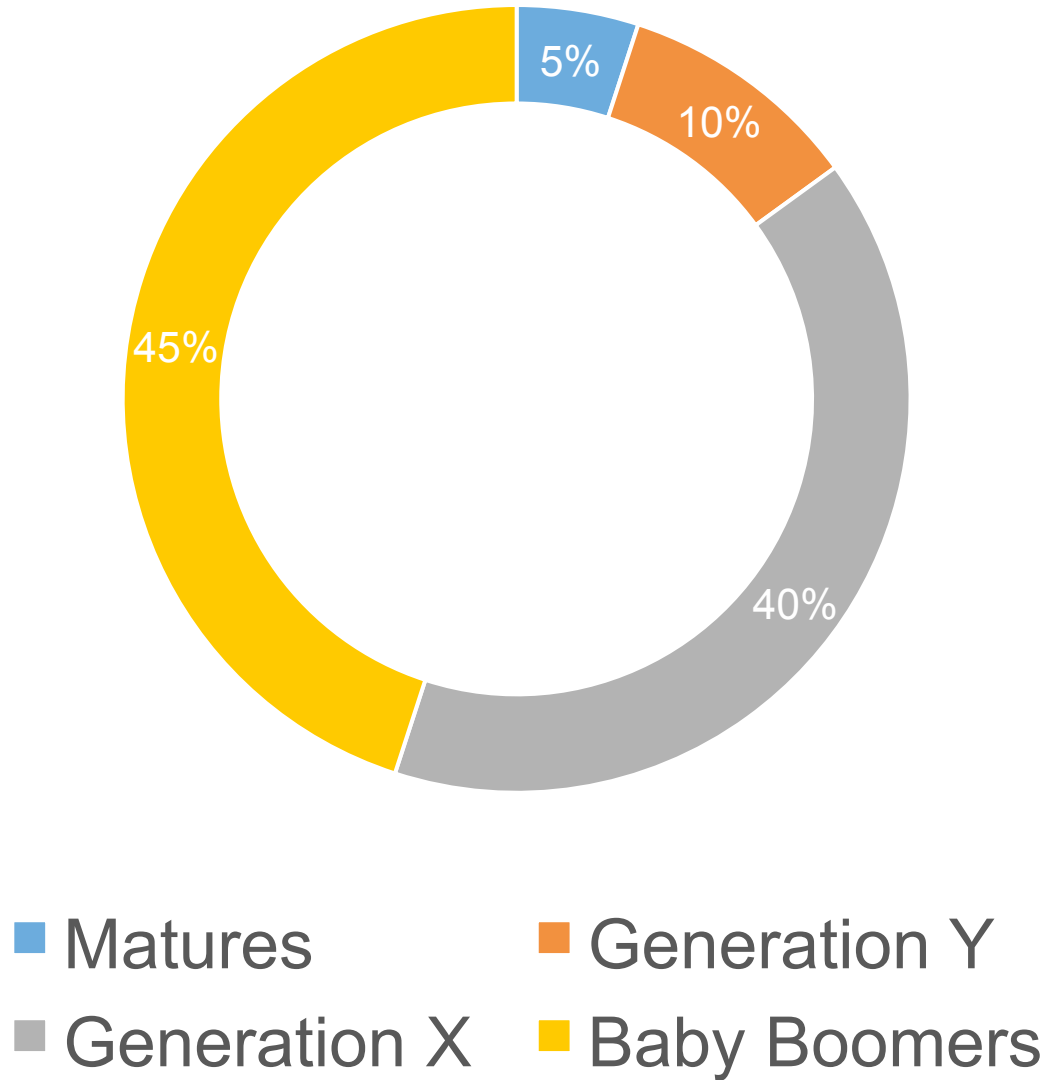
# INTRODUCTION TO YOLK LIFE SCIENCES

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- Quality and Regulatory Affairs
- Scientific
- Engineering - Medical Devices
- Business Development
- CRO – Physician, Research, Biostatistics



# GENERATIONS IN THE WORKPLACE



# MILLENIALS – WHO ARE THEY?

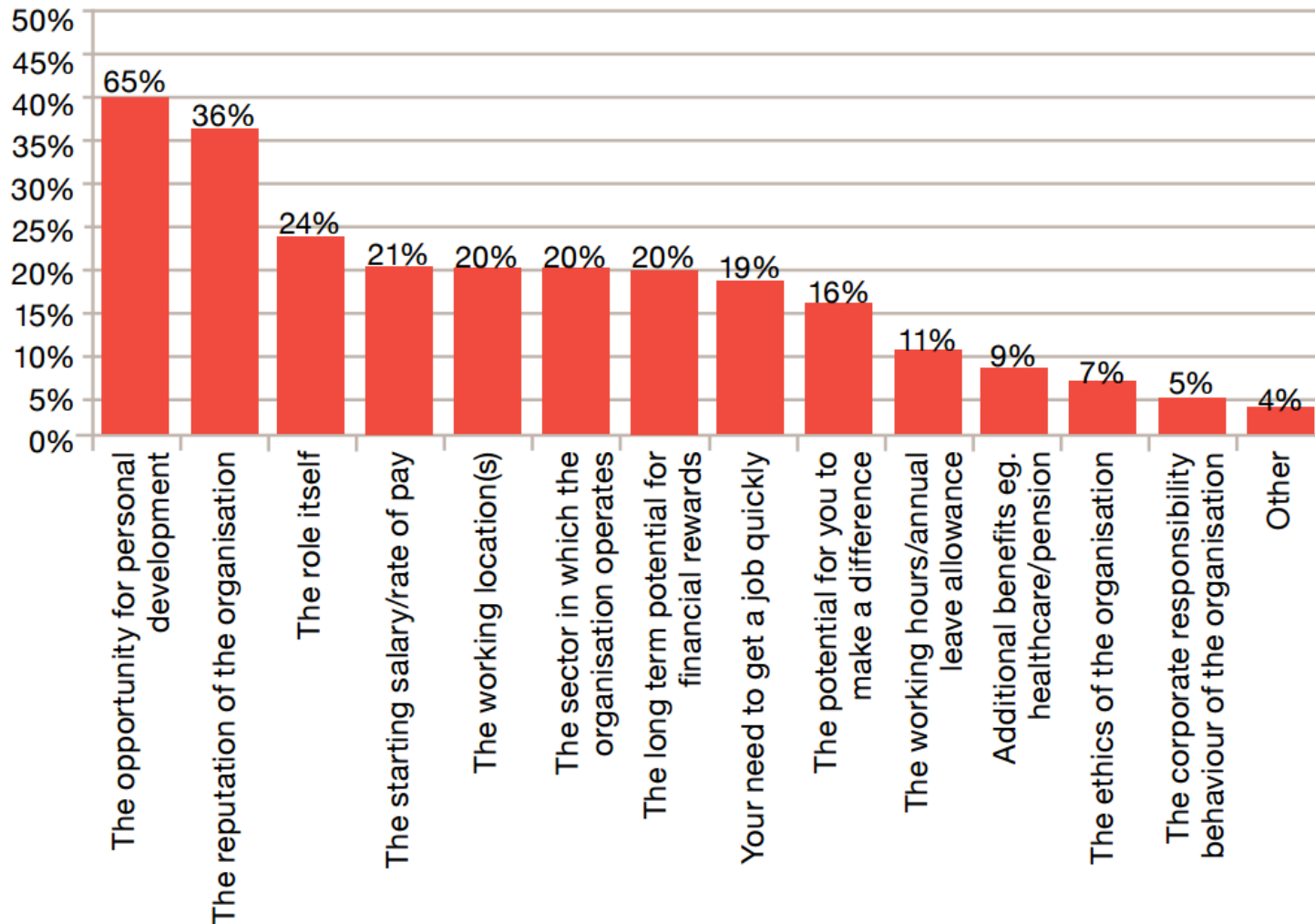
- Born Between 1980 and 2000
- Digital natives
- Ambition and desire to keep learning and move upwards in an organisation
- Willing to move on if their expectations are not being met
- Want constant feedback
- Want to feel their work is worthwhile
- Want their efforts to be recognised
- Many compromised to get into work – recession
- Economic crisis has led them to put more emphasis on personal needs than that of an organisation.
- Want work/life balance
- By 2025 it is projected they will make up three quarters of the workforce. <sup>(1)</sup>

# WHAT MILLENNIALS WANT

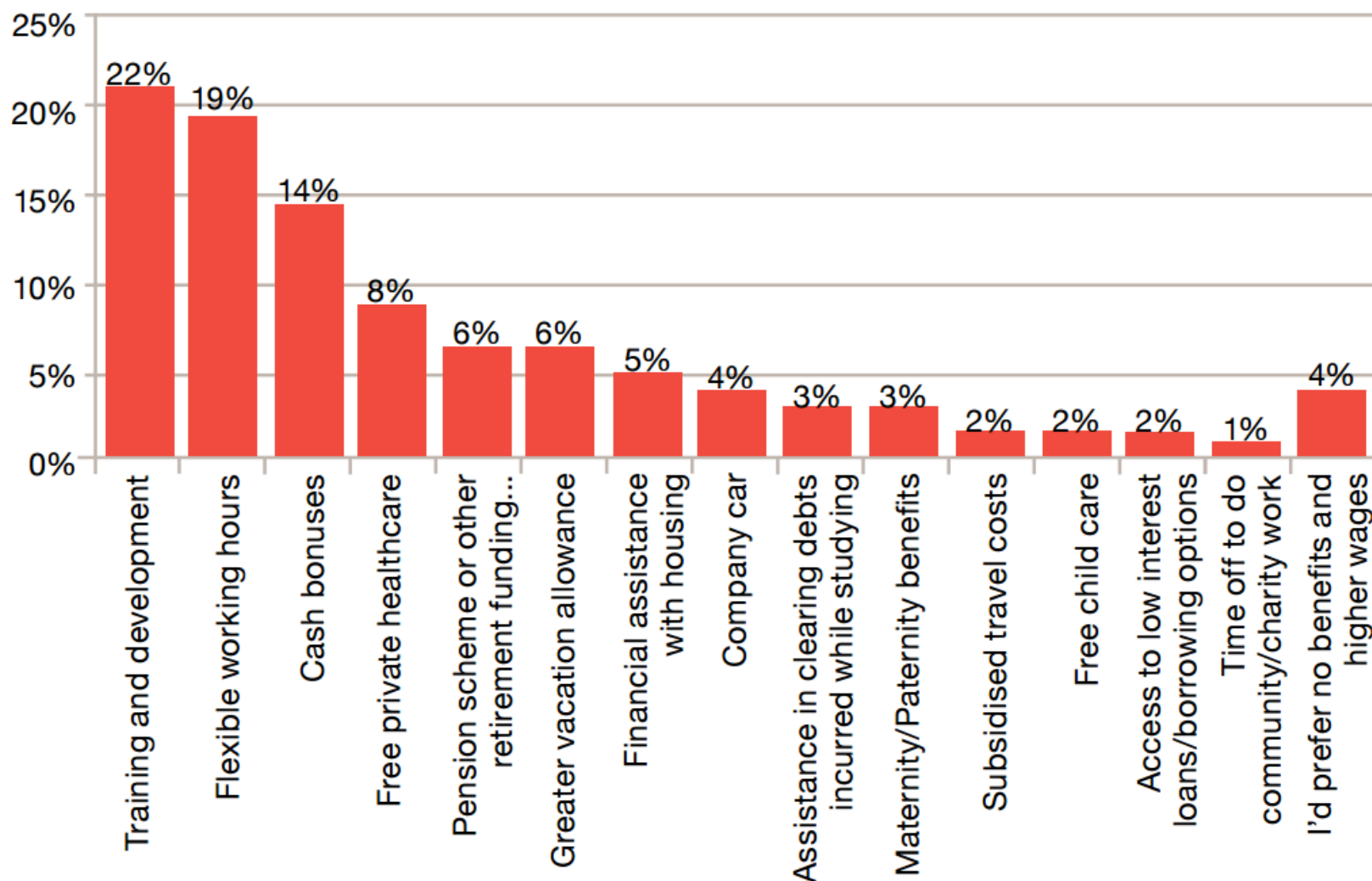
***Which of the following things do you believe make an organisation an attractive employer?***



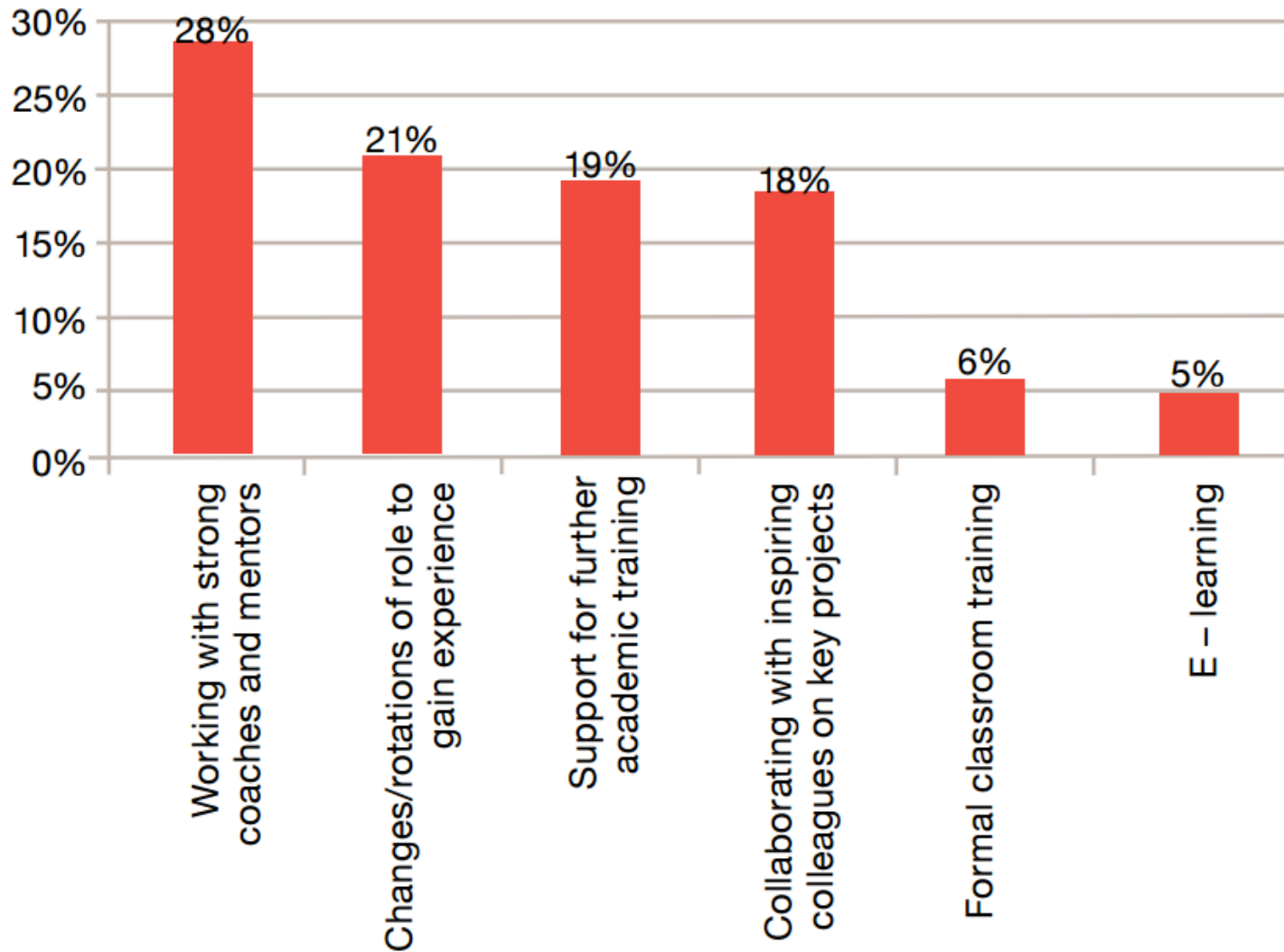
## *Which of the following factors most influenced your decision to accept your current job?*



## Which three benefits would you most value from an employer? – % ranking each 1st place



***Which of the following training/development opportunities would you most value from an employer***



The themes are career progression, personal development, training and development, coach/mentor relationships.

# MANAGING MILLENNIALS

- Not just £££
- Individuality
- Learning
- Personal Development
- Culture

**THANK YOU.**

**QUESTIONS?**