

AUCKLAND BUSINESS

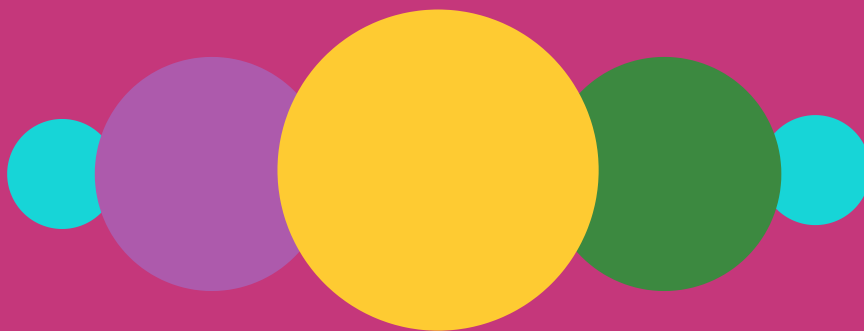
C H A M B E R



**MINISTRY OF SOCIAL
DEVELOPMENT**

TE MANATŪ WHAKAHIATO ORA

YOUTH READY EMPLOYERS



**SETTING A STANDARD OF GOOD
WORK FOR YOUNG PEOPLE.**

EMPLOYER OF CHOICE

Where organizations commit to such standards, they increase levels of engagement, motivation, and productivity, reduce absenteeism and sick leave, while boosting their employment brand which makes them more likely to be an employer of choice.

It's obvious that safeguarding the health and safety of young employees and ensuring they are fairly treated and rewarded is crucial to a well-run organization.

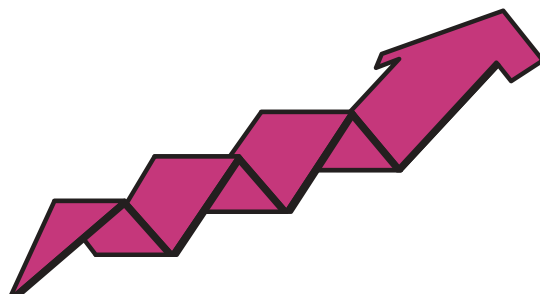


PATHWAYS FOR PROGRESSION

An aspect of the standard that particularly resonates with us is the commitment to developing progression pathways for young people.

We recommend regular, meaningful career conversations with young employees as an integral part of a succession program and that requires robust, fair and consistent personnel management policies to support career paths.

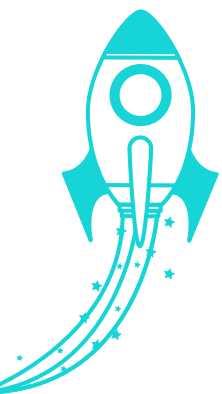
Regular feedback ensures managers and team members understand the values and motivators that drive young people career goals and enables them to structure career progression so that young employees feel comfortable discussing their goals and aspirations.



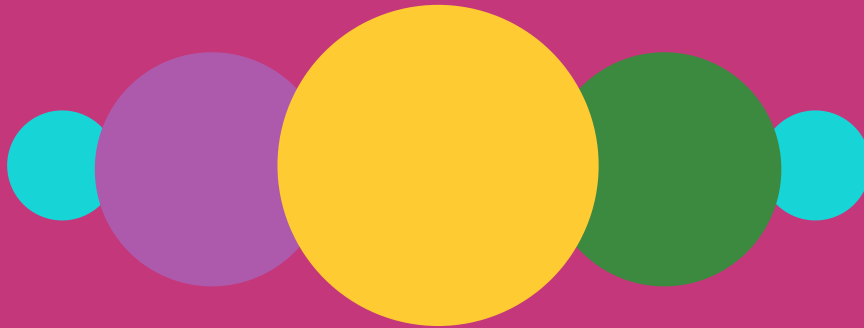
BUILD FOR THE FUTURE

The recruitment team ensures the organization hires employees with the skills to meet corporate long-term goals. On an ongoing basis, career development is a crucial part of an organization's attraction and retention strategy. Many candidates won't take up employment unless career development opportunities are part of the offer.

Organizations that offer routes for employees to build skills and experience that will enhance their careers will be more attractive. As well as on the job learning, HR should think along the line of more of a diverse range of learning interventions that might include coaching and mentoring.



YOUTH READY EMPLOYERS



The Ministry of Social Development and Auckland Business Chamber have launched this initiative which this document is part of called the Youth Ready Employer Programme which has been designed by The Youth Group to help companies better understand, connect, recruit, develop and retain young people for their businesses.

The programme comprises a range of online resources, including manuals, templates for job descriptions and guidelines on how to ensure your organisation is doing enough to attract young talent.



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POWERED BY THE YOUTH GROUP.