

AUCKLAND BUSINESS  
C H A M B E R



MINISTRY OF SOCIAL  
DEVELOPMENT  
TE MANATŪ WHAKAHIATO ORA

# YOUTH READY EMPLOYERS

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THE PLAYING CARD: SETTING 3, 6  
& 9 MONTHS GOALS WITH  
YOUTH IN YOUR BUSINESS

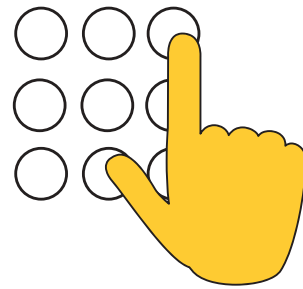
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## 3 MONTHS

The first 3 months for a young employee should be all about learning. You should begin by setting them goals to learn the ropes at your company, try some new skills or apply existing skills to your business. After 3 months they should be settled in and well equipped for their job.

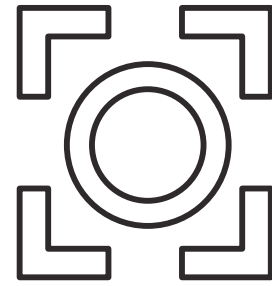
# 2



## 6 MONTHS

The next 3 months should be all about applying the skills and knowledge learned in the last phase to be able to carry out their job. This is where you can begin to challenge them, are there any particular task you want them to be able to carry out for you or projects you want to get them involved in. By the end of 6 months working for you, your young employee should have become an integral member of the team, consistently producing good work.

# 2

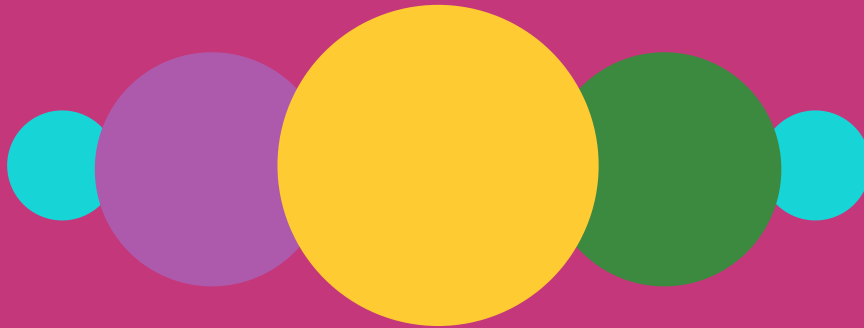


## 9 MONTHS

The final 3 months of the plan should be focused on goals of leadership and independence. Now that they have all the skills and they are used to the company the goal should be to give them more responsibility. Challenge them to begin leading a team or a specific project, see if they can develop and work on a project independently without being asked. After 9 months at the company, they should have the confidence to run projects, teach others and share with you their ideas and plans. This may be the time to think about offering a promotion.

# YOUTH READY EMPLOYERS

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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.**