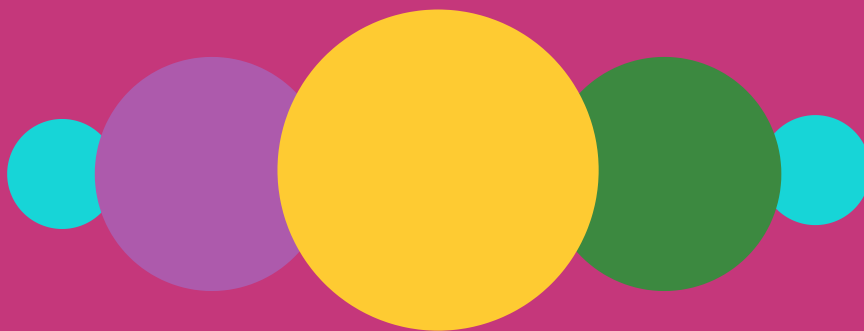


AUCKLAND BUSINESS
C H A M B E R



MINISTRY OF SOCIAL
DEVELOPMENT
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YOUTH READY EMPLOYERS

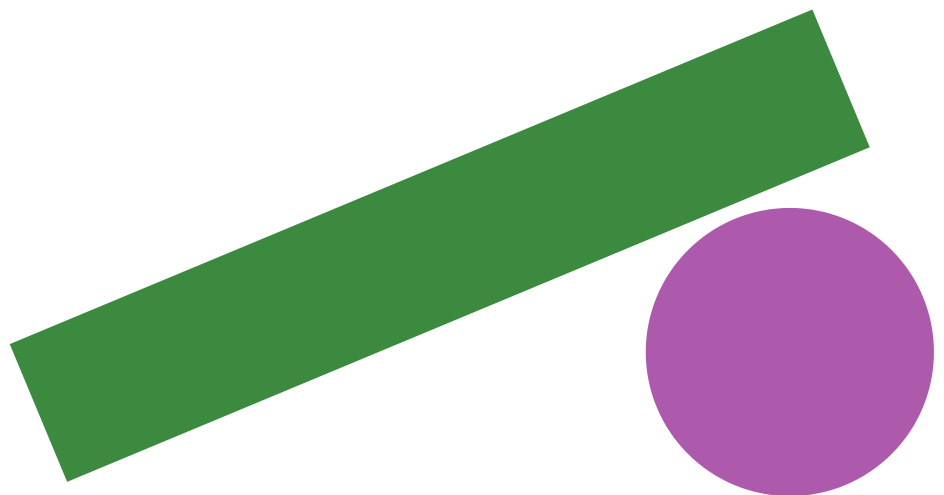


**7 RECOMMENDATIONS FOR
GETTING A DEVELOPMENT PLAN
FOR YOUNG PEOPLE**



IDENTIFY YOUR GOALS

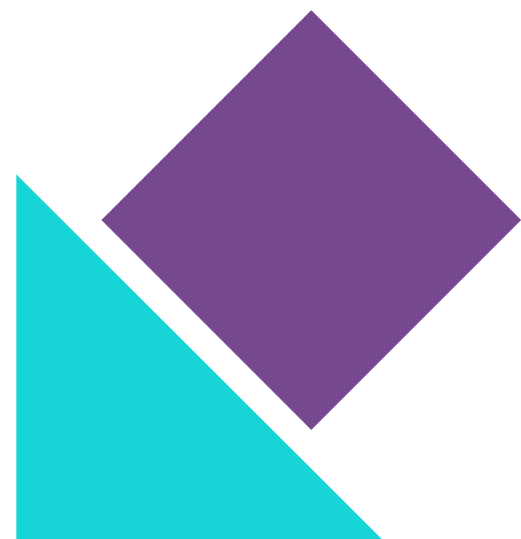
The first step in creating a development plan for young employees is to focus on what your goals are for your business as a whole. Where do you see your company in the future and what would you like to achieve.

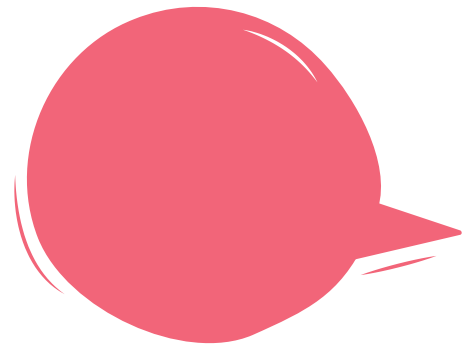




TALK TO THEM

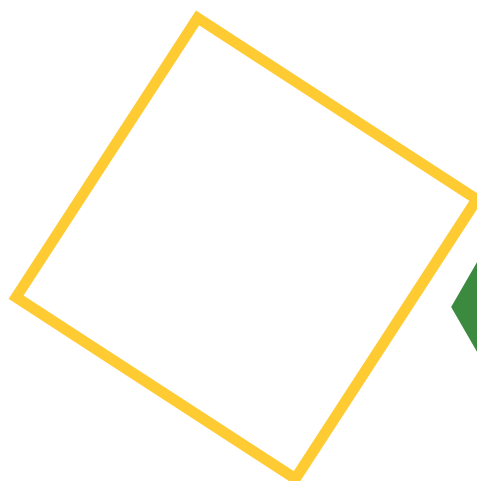
The next step is to talk to the employees themselves. Identify where they want their career to take them, how this matches up with your vision for the company and openly discuss what they feel their strengths and weaknesses in the job are at the present time.





TALK TO OTHERS

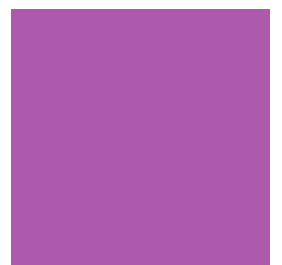
It's also important to discuss with other members of the team, such as managers, where they would like to see the young people in the team going, as well as their thoughts on strengths and weaknesses.





THINK ABOUT SOLUTIONS

Once you've identified where you want your young employees to be heading, it's time to come up with ways to get there. Think about how to combat current weaknesses and amplify current strengths, as well as what you can teach them to add to the work they are already doing.





TEAMWORK

When coming up with a development plan it's important to come up with solutions for the whole team to work on as well as just individual young employees, this way everyone has a part to play in the companies development.

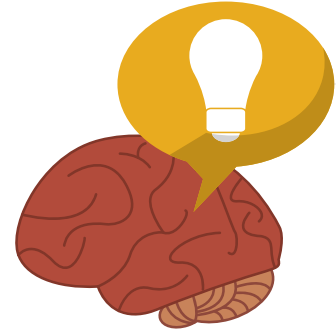




SET TIMES

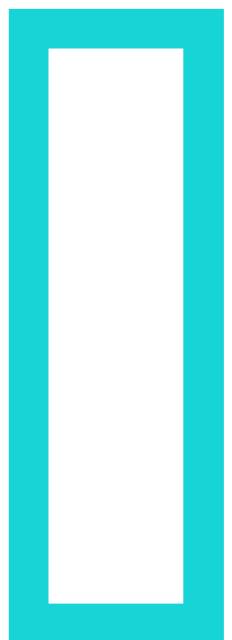
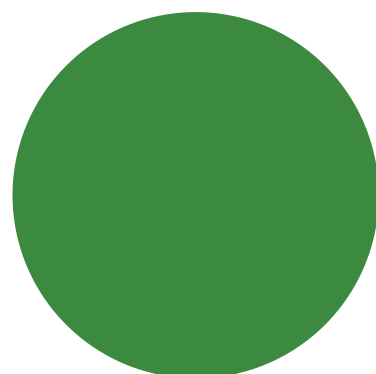
When arriving at solutions it can be helpful to set deadlines so that everyone knows when a certain goal should be reached and so that you can prioritise developments that can be achieved easier.



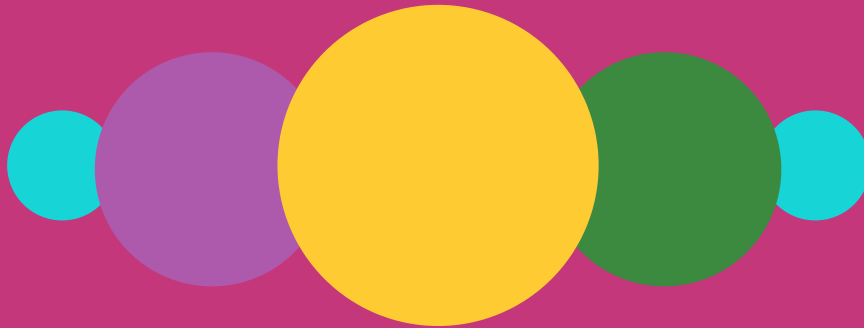


THINK REALISTICALLY

Finally, when creating a development plan it is important to not think too ambitiously. Set goals that you know your team and your young employees can realistically achieve in the near future.



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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