

Strategies for Employing Youth

Hiring students that your company trains can help you with directly tailored skill-development focused on your specific needs. In addition, engaging with local educational institutions can help your company develop a pathway from that school directly to your workforce. Partnering with local educational institutions can streamline recruitment.

Five elements of successful youth employment programs:

1. Link your youth employment strategy to your business strategy and find champions within your company
 - i) Start with top leadership in the search for a champion
 - ii) Identify a go to person who the intern supervisors can go to for information and assistance
 - iii) Youth employment champions within the company have the job to promote the competitive advantage of youth employment and identify suitable roles for youth employment
2. Continue to expand partnerships in the local area that provide your company with a broader student talent pool
3. Identify business policies that inhibit or restrict hiring of youth and recommend changes
4. Prioritize soft-skill development of youth
5. Measure results and make improvements
 - i) Identify metrics to measure the value of youth employment
 - ii) Develop, track, and communicate progress or key performance indicators