

EMPOWERING THE FUTURE:

A GUIDE TO FINDING, HIRING, AND TRAINING YOUNG EMPLOYEES IN AUSTRALIA

Introduction

ACTION4YOUTH IS A PURPOSE-DRIVEN, BESPOKE PROGRAM DEVELOPED BY ACTION4AGRICULTURE TO SUPPORT YOUNG PEOPLE FROM ALL BACKGROUNDS AND EXPERIENCES TO THRIVE IN A CAREER IN AGRICULTURE.

Few areas are more critical to the security and well-being of young people than meaningful and purposeful work. It impacts every aspect of their lives: independence; mental health and well-being; and social interaction. Action4Youth aims to offer young people an enriching experience of work that sets them on the path to independence and future security.

Program outcomes include:

- Increased employer engagement in work-based learning pathways.
- Improved learning and skills development experienced by young people.
- Increased entry-level jobs offered to young people.
- Improved understanding of, and access to, meaningful work.

How can this eBook help you?

This eBook will share with you 5 key steps to helping you find, hire and train young people. The 5 steps are based on the best research from around Australia and internationally, collated by our industry experts at Campus Consultancy.

By learning, applying and following through on what you learn here, you are setting your organization up to thrive with the many benefits that young people bring. We will share research and strategies throughout this eBook show you how to convert learning to action and see these benefits yourself.

You are 60% complete!



Retaining and Engaging Young Employees

Did you know that employees who receive regular feedback are 3.6 times more likely to be highly engaged and motivated?

Source: Australian Bureau of Statistics, 2020

CASE STUDY: Kalyx focus on onboarding...

A case study of the power of reviewing the onboarding process was shared by *peopleculture.com* highlighting how a new approach could be helpful for their ~150 staff across 16 offices.

Working together, Kalyx realized the importance of creating 'key performance indicators' (KPIs) to measure success, as well as defining "what good looks like".

As a result, they achieved increased engagement and retention.

WE ARE HIRING!



CASUAL FIELD STAFF WANTED!

  

kalyx Accurate. Honest. Research.

We are a dynamic, independent research company looking for enthusiastic candidates to join our team from mid November

Our Casuals will be based in Toowoomba and be required to travel around South East QLD

Offering award wages and overnight allowances, if you are interested in Agriculture & looking to gain valuable experience in the industry then please submit your **resume and cover letter** to kalyx@kalyx.com.au

Applications close **20th November 2020**
Successful applicants will be contacted for an interview

FOR MORE INFORMATION
Contact Matt Rogan on **0437 559 355**

Source:

<https://www.peopleculture.com.au/through-the-looking-glass-a-case-study-on-kalyxs-transformation-of-the-people-process/>

Image Source:

https://www.facebook.com/kalyxaustralia/photos/a.605216556174266/3960782673950954/?type=3&locale=en_GB

Retaining and Engaging Young Employees

#1 Establishing clear career pathways



To create clear career pathways for young employees, companies can map out potential progression routes within the organization. **Start by defining job roles, responsibilities, and required skills at each level.** Then, speak with young employees about their ambitions and offer training/shadowing to help employees acquire new skills that they will need to progress. A great way to showcase these opportunities is to capture and share stories of current employees, sharing where they started, where they went next and where they are now.

Key Question for Leaders, Managers & Hiring Staff

Who in our organization 'started at the bottom' and has worked their way up to a position that we could share as an inspirational and practical story for young employees?

Retaining and Engaging Young Employees

#2 Offering competitive remuneration



Before reviewing your pay, ensure to check up-to-date information on the Fair Work Ombudsman website. If you ask most people why they are working in a job, eventually they will share that one of the top reasons is to make money, and fair enough! Consider how Atlassian does it: Competitive salary and benefits: Atlassian offers competitive salaries, well above the minimum wage, even for entry-level roles. This attracts young talent and contributes to employee satisfaction and retention. The company also offers additional benefits, such as equity grants and wellness programs. Atlassian also offers a **pay-for-results incentive** as well as training/development and access to events.

Key Question for Leaders, Managers & Hiring Staff

What can you offer to new employees to make the role more appealing? This could include pay, or bonuses, training and mentoring or access to events as part of the role.

Retaining and Engaging Young Employees

#3 Encouraging open communication and feedback



A great way to keep employees engaged is to conduct regular performance reviews and provide a space for two-way constructive feedback. If young people feel their voice is being heard, and that they are being supported to grow, they will feel seen, heard, understood and welcome. Remember, not all conversations with a manager need to be work focussed. Don't be afraid to ask what's going on in their life outside of work, while being conscious of not 'prying'.

Key Question for Leaders, Managers & Hiring Staff

How can I create an opportunity to get to know a young employee in a way that is unique, honest, authentic, non-threatening, personal and professional? (*HINT: Think outside the walls of the office*)

SUMMARY OF STEP 4:

Retaining and Engaging Young Employees



Who in our organization has worked their way up to a position that we could share as an inspirational story for young employees?



What do you already have in place that you can highlight in your marketing to new employees to make the role seem more appealing?



What could a simple weekly or monthly training program look like where new employees get 1 hour of regular professional development?



What can I proactively ask a new employee for feedback on to benefit from their fresh set of eyes and unique perspectives?



How can I create an opportunity to get to know a young employee in unique way that deepens our bond and trust?



Complete! Ready for Step 5?

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Thank you for all that you do.

Would you like to know more?

Contact us here:

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