

Finding Young Staff

Young people have a lot to contribute and can play a role in helping you grow and develop your business. The government offers help to employers to hire, train and progress young people in employment.



Employing young people is good for business

Here's why:

①

It's an investment in your future workforce and in your industry.

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You'll be tapping into talent from your community or region.

③

They're technologically savvy and can bring fresh ideas.

④

Coaching and training develops your skills and keeps you up-to-date with your industry.



Understand how skills and qualifications relate to business

Knowing about the education system will help you to understand the knowledge and skills new staff can bring to your business.

Some key points you should know:

- > There are lots of different ways for young people to gain [skills and qualifications](#).
- > The National Certificate of Educational Achievement, [NCEA](#), provides a foundation for employment and further education. It can tell you a lot about what a young person knows and what they can do.
- > Schools and tertiary organisations are developing more ways of working with employers and industry, so young people develop the skills that local businesses need.
- > [Vocational Pathways](#) map learning and achievement to the skills needed in six broad industry sectors. You can see how a young person's skills and achievements relate to your business.
- > Being able to drive is a vital skill. The [Drive](#) website has resources to help young people navigate the driver licence system and prepare for tests.

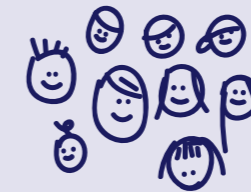


Connect through work experience

Providing work experience introduces young people to careers in your industry. You can connect with potential new staff too.

Ways to offer work experience:

- > [Gateway](#) is a scheme for school students to get NCEA credits and gain workplace skills.
- > [Work Inspiration](#) is an employer-led work exploration programme showcasing industry pathways to 13 to 18 year olds.
- > Talk to your [Industry Training Organisations](#) about school to work programmes.
- > [Work and Income](#) can organise work placements for their job seekers for up to four weeks.
- > If you carry out research and development, [Callaghan Innovation](#) can subsidise placements for tertiary students over the summer break.



Look for young people interested in your industry

Tap into some great young talent who are getting a head-start on developing skills that businesses need.

Connect with young people in these programmes:

- > The Government's Youth Guarantee helps young people to transition from school to work or training, by providing a range of opportunities to encourage them to keep learning. Find [Youth Guarantee](#) providers.
- > Young people are learning trades and technology skills while studying towards NCEA at [Trades Academies](#), a partnership between schools and tertiary education.
- > There are lots of young people in tertiary education preparing for work. Contact your local tertiary providers.



Find the right person

Consider looking in a range of places to find the right person for your business.

Here are some ideas:

- > Job fairs or expos connect employers with job seekers. Find out [what is happening in your area](#).
- > Connect with young job seekers through industry associations and local organisations working with young people.
- > Local [economic development agencies](#) and [Industry Training Organisations](#) may be able to put you in touch with job seekers.
- > [Work and Income](#) has a range of recruitment services and can help find the person for your business, at no charge.
- > Consider employing a [Limited Service Volunteer](#) graduate. The six week course for young people aged 17 to 25 years blends physical challenges, life skills and getting ready for work.