

THE YOUTH ENGAGEMENT CYCLE

1. BUILD YOUR ACTION TEAM

Identify supervisors, trainers, and senior staff who will support youth hiring and development.


2. DEFINE YOUR 'WHY'

Clarify what you want to achieve:

- ✓ Filling staffing gaps
- ✓ Reducing turnover
- ✓ Building future leaders
- ✓ Supporting community impact

3. REVIEW CURRENT PRACTICES


Assess job postings, interview process, onboarding, communication and training approach through a youth-friendly lens.

Tip!
 Resources in the **RC Toolkit** will provide you with a youth-friendly lens to reference.

4. CREATE YOUR ACTION PLAN

Establish clear steps to improve the youth experience, such as:

- Simplifying / gamifying onboarding
- Providing mentorship
- Offering growth pathways
- Adopting flexible scheduling practices where possible

Tip!
 Gamifying can include points for completing tasks, little rewards, a sticker passport to track progress, etc. (wherever possible, digitize it!).

5. INVOLVE YOUR STAFF

Advise your team on how to support young workers, especially first-time jobseekers who may need extra coaching.

6. IMPLEMENT YOUR PLAN

Roll out updated recruitment, training, and workplace practices designed to engage and retain young talent.

7. REVIEW & REFINE

Check what's working by tracking:

- Youth retention
 - Are more hires retained beyond probation?
- Team satisfaction
- Performance and readiness
- Training success
 - Do new hires approach tasks confidently?

Adjust and improve your approach as needed.



Tip!

Something not working? Refer to resources in the **RC Toolkit**: what hasn't been tried yet?

KEY TAKEAWAY



When youth feel supported, trained, and valued, they stay longer, perform better, and become your next generation of leaders.