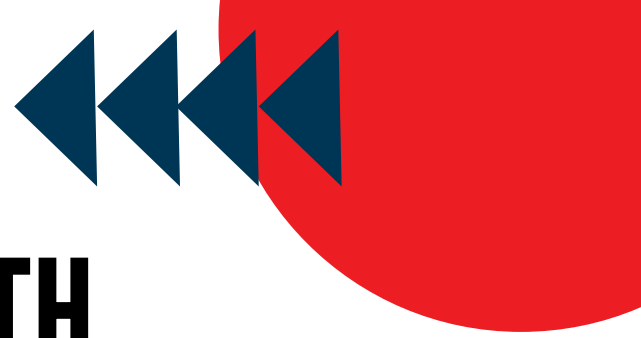


TIPS AND TRICKS FOR ENGAGING YOUTH



TIPS FOR YOUTH INTERVIEWS

- Make first-time jobseekers feel welcome
 - Begin with small talk, ask about favourite restaurants or foods, share amusing TikTok or YouTube videos or memes relevant to the restaurant environment, etc.
- Offer scenario-based questions
 - “Have you ever been in _____ situation / Have you ever had to _____?”
 - If yes, ask them to describe the situation, how they felt, what they did, how it was resolved, etc.
 - If no, tell them it’s no problem, describe a hypothetical scenario for them, and ask how they would feel and respond
 - In either case, follow up by asking what kind of support they would want from their employer



Tip!

Use clear, straightforward, conversational questions that reflect real job tasks

- Normalize nerves: Remind them this is a learning opportunity; they don't have to be perfect

TIPS FOR YOUTH ONBOARDING

- Assign a buddy or mentor
- Break onboarding into short, digestible chunks
- Use checklists and visuals
 - Through apps or digital media as much as possible
- Celebrate small wins
 - Gamify onboarding with small rewards for milestone completion

TIPS FOR YOUTH ORIENTATION

- Give a tour that is interactive, not just informational
- Let them meet key team members
- Provide micro-learning instead of long training blocks
- Ask for feedback — they enjoy being involved