

YOUTH TALENT RECRUITMENT

REALITY:

- Students hear about careers but lack connection to local careers.
- Students will not develop workplace skills in complete isolation from actual workplaces.
- Building relationships for talent recruitment takes time and should involve students in middle school and high school.

Talent recruitment strategies must adapt to our current reality to: remain competitive, discover talent and prepare the next generation of our workforce.

EXPAND RECRUITMENT:

1. Evaluate recruitment efforts your business is successfully completing.
2. Develop a plan for addressing areas needing support.
3. Incorporate training or strategic approaches to advance youth talent recruitment.

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AWARENESS OF CAREERS

Engaging in career awareness experiences results in students considering and pursuing careers at your business.

Identify career experiences your staff participates in.

- | | |
|---|--------------------------------------|
| <input type="checkbox"/> Classroom speakers | <input type="checkbox"/> Mentoring |
| <input type="checkbox"/> Informational interviews | <input type="checkbox"/> Tours |
| <input type="checkbox"/> Hands-on career fairs | <input type="checkbox"/> Projects |
| <input type="checkbox"/> Job shadows | <input type="checkbox"/> Other _____ |

Identify education levels your staff share career insights with.

- ☐ Elementary students
- ☐ Middle school students
- ☐ High school students
- ☐ College students



COLLABORATION WITH EDUCATION

Bridging learning between classrooms and businesses results in a prepared workforce, directly benefitting your business.

Staff participation and collaboration on local career and technical education (CTE) advisory councils leads to direct:

- ☐ Customization of programs to align classroom preparation to local careers.
- ☐ Consultation on essential skill development for a prepared workforce.
- ☐ Development of experiences to provide connections to careers at your business.

Collaboration is accomplished with CTE programs in:

- ☐ High schools
- ☐ Colleges



TRAINING

Providing onsite training for students under and over age 18 maximizes talent recruitment for your business.

Create valuable student internship or apprenticeship experiences.

- ☐ High school students
- ☐ College students

Create experiences that elicit valuable business feedback.

Develop unique experiences to maximize ROI and a diverse talent pool.

- ☐ Build experiences to provide skill growth and contributions for business efficiency.
- ☐ Individualize intern/apprentice goals for inclusion that expands your talent pool.

Gain a fresh perspective on organizational culture from interns/apprentices.

- ☐ Gather feedback on aspects students appreciate that encourage future employment.
- ☐ Gather feedback to address areas that discourage interest in future employment.

Gather feedback on the value of experiences from student participants.

- ☐ Elements that propelled skill growth, career development and employment interest.
- ☐ Opportunities to improve experiences to increase skills, career and employment interest.

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