



## The New Brunswick Small Business HR CONNEXION

**2** **Finding the Right Workers**

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# TIPS FOR ATTRACTING YOUNG WORKERS

- i** Pay fair, competitive wages and benefits but consider lifestyle factors, too.
- i** Offer opportunities. Young people value the opportunity to do creative, challenging work.
- i** Create a work environment that is highly organized around teamwork and collaboration.
- i** Ensure that your physical office space is attractive, has quality furniture and is up to date with technology. Young people judge a workplace by its “look.”
- i** Provide young people with the ability to personalize their space.
- i** Provide a safe workplace, free from security issues.
- i** Provide open-space office organization rather than cubicles, which can be confining. Ensure that there is adequate space between workers to ensure privacy.
- i** Provide combinations of work activity and social interaction.
- i** Offer flexibility in terms of relaxed dress codes and allowing music to be played.
- i** Offer flexible work schedules, telecommuting, full tuition reimbursement and on–line learning tools.
- i** Be open to the new perspectives younger people bring to the workplace.
- i** Be more concerned with skill and knowledge-based opportunities than long-term job security.
- i** Provide ongoing feedback – this is critical to youth.

 Provide opportunities for young people to use technology tools as part of their work – it is their lifestyle.

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SOURCE USED TO DEVELOP THIS TIPS SHEET:

The Newfoundland and Labrador HR MANAGER (<http://www.nlhrmanager.ca>)

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