

# **Why Hire Teenage Employees**

Sheila Oranch

Coppertoppe Inn & Retreat Center

# WHY HIRE TEENAGE EMPLOYEES

Teenagers can be a wonderful asset to your business and can be very effective employees. By taking the time to teach them how to be professional and by playing to their strengths, you will train valuable employees for yourself and help the teenagers to be successful in their future ventures. They may even go on to become your partners, vendors and customers.

# Why We Hire Teenagers

- We have been hiring teens for 7 years and only had one problem.
- We like not having to re-train employees with bad work habits.
- Young employees from good families are prompt and respectful.
- If saving for a car and/or college, they are very motivated.
- Young, part-time employees accept lower wages and few benefits.
- Students appreciate a good job with a flexible schedule.
- Average employment is 3 years and they help train replacements.
- We can influence their attitudes and establish good work habits.
- We are able to educate them and influence sustainable values.
- Employees are our internal customers and ambassadors.
- Many come back to visit, work vacations, or as customers.
- Employing teens is an investment in our business and our world.

# How to Manage Teenage Employees

## Set Expectations and Teach Professionalism

It is essential to set clear expectations for every aspect of the job. Discuss punctuality, what to do if they are sick, and how to treat customers in various scenarios. Talk about what they should not do on the job and be explicit about consequences of inappropriate behavior.

# **How to Manage Teenage Employees**

## **Explain Your Reasoning for Policy Decisions**

In addition to setting expectations, it is important to explain your reasoning for decisions and policies. This helps teens to learn about decision-making and gets their buy-in for policies and procedures.

# **How to Manage Teenage Employees**

## **Be Flexible With Scheduling**

We find that we have very loyal employees in teenagers by allowing flexibility in schedules, especially around school functions and school work. We also have allies in parents and families because we accommodate their holidays and special occasions.

# **How to Manage Teenage Employees**

## **Ask Their Opinions and Ideas**

While there are many skills teenagers are learning, each person has special strengths and good ideas. By tapping into their positives, we help them develop their talents and confidence while growing our business.

# **How to Manage Teenage Employees**

## **Help Them Grow and Learn**

While our primary role as employers is to help train teenagers to be good employees, we can also help them learn life skills and to grow as people. Explaining how good work ethics and a diligent approach to every task transfers to all kinds of jobs and life situations helps them value their employment even more.

# Source material for why employers should hire young people

- <http://www.twinuk.com/News/Article/employers-should-hire-young-people-without-employment-experience-1000000055>
- <http://www.enternships.com/en/resource-zone/articles/68-5-reasons-why-every-small-business-should-hire-a-graduate>
- <http://www.openforum.com/articles/why-you-have-to-hire-young-workers-and-how-to-do-it>
- <http://www.nolo.com/legal-encyclopedia/hiring-young-workers-29501.html>
- <http://www.nfib.com/business-resources/business-resources-item?cmsid=34050>
- <http://www.city-data.com/forum/work-employment/598733-why-would-companies-hire-young-workers.html#ixzz1tejzersZ>
- <http://money.usnews.com/money/retirement/articles/2011/05/31/companies-with-the-most-older-workers>
- <http://blog.birddogjobs.com/benefits-to-hiring-young-%E2%80%93-why-you-should-take-a-fresh-approach-to-hiring/>