

What does a good workplace look like to young people?

This is what we learned about good workplaces from the young people we consulted with to inform this work. We identified the following factors from what young people told us that contribute to a positive and supportive workplace:



Employers having an awareness and understanding that young people's employment experiences are different from adults.



Facilitated learning approach towards acquiring new skills.



Easily accessible workplace rights guides for young people.



A relational workplace culture where young people feel heard, understood, and connected to both managers and colleagues in the workplace.



Young people feel that they are valued employees contributing to a workplace.



A workplace that promotes a safe culture where employees feel comfortable notifying their employer if they are unable to work due to illness or to accept a shift.

What does a good workplace look like in the words of young people? What we heard through the Creating Great Jobs survey 2023:

My previous workplace promoted opportunities for young employees to have their say. We were guided by our managers, but not micro-managed nor treated as if we were inexperienced or ill informed. I loved having opportunities for training or to continue my university degree. The workplace applied a social justice framework to all aspects of our work which was great. I felt respected, valued and happy.

Friendly, welcoming and supportive workplace culture. Promotes wellbeing, work life balance and provides good pay.

Yes, my current job is wonderful! My boss took an hour or so to go through with me what I'll need to do for super and tax and stuff.

My manager would never yell though and if I did something wrong would wait for a good time to tell me (not in front of customers). She would explain her reasoning and let me explain my thinking and we would have a laugh about it.

[My workplace] had lovely, welcoming staff that were nice and inclusive even though I was just learning the job, which made it so much easier to come to work every weekend, and it eased my nerves that I had about beginning at a new workplace.

[My workplace] is a good place to work because the wages are very fair for young people and they provide lots of support.

[My company] built an environment with a sense of community within the work field everyone respected, there's a sense of community, friendship and team established help one another and socialisation.

When I worked [at my last job] it was good because there were clearly indicated roles, training before attending, requirements to be there, and a generally collaborative team.



My current job is a fantastic workplace. I am very satisfied in my role because I am well supported by my coworkers and supervisors. I feel free to ask for clarity, feedback or to suggest new ways of doing things. I know I am respected and valued because of this.