

PERFORMANCE MANAGEMENT TIPS

Sometimes challenges come up during a young person's work experience. The position may not be the right fit or inappropriate behavior may be an issue. Employers and partners must be prepared to address problems as they arise. As is true of all employees, interns should be aware that there are consequences to their actions. Clearly communicating expectations regarding professional conduct at the start of an internship, and being available to discuss issues when they surface, can help address potential concerns.

If your intern is not producing the results that you need:

- Performance Management Conversation

It is best to intervene early and have a conversation with them. When working with youth, it is best to first understand if there is anything you can do to support them. Some youth participants' home circumstances may pose challenges, youth may also be struggling with post pandemic stress or anxiety. Showing compassion in such situations will build rapport and lead to greater output.

- Reach out to your Provider Organization for Support

In cases where deeper support is needed, we ask that you do not fire your youth participant but instead reach out to your provider for support. Just like youth need support and guidance throughout the internship, your provider is here to brainstorm and support you throughout the internship experience.

Youth participants are eager and willing to learn and adapt along with you. Your provider is a great resource and you should contact them if you notice any trends that need to be addressed.