

Helping your young professionals succeed in the workplace

SAVVY UP

WHAT'S THE PROBLEM?



of business leaders and HR Directors believe that entry-level graduates aren't prepared for the working world



of graduates say that emotional and social skills "get in the way of getting the job done"



of graduates have considered leaving their job because they say they "don't fit in"



of graduates find it difficult to deal with stress

WHAT'S THE IMPACT?

Today's graduates are tomorrow's leaders.

If the generation coming through lacks social and emotional skills, how are they to lead their organisations to future success? We need to address this now.

Our new professionals are the future

By 2020 Gen Y (born 1980 – 1994) will form around 35% of the New Zealand workforce. Gen Z (born 1995 – 2009) will form 12% of the workforce. We can't afford to ignore the new ways of working which these young professionals bring.

Gen Y employee retention is tough

Around 60% of Gen Y leave their company in less than three years – this is a very expensive revolving door.

They're expensive to replace

A 2013 study found that 87% of companies reported it costs between \$15,000 and \$25,000 to replace each Gen Y employee they lose. Voluntary staff turnover of competent staff has a substantial lost productivity cost of between 50% and 300% of the staff member's salary (depending on the role).

Getting training right is crucial to retaining your Gen Y talent. We can help.

We'll teach your young professionals what they need to know to be successful in the workplace, using a blended learning approach of face-to-face workshops and online learning.

As an HR professional or manager, what will your organisation get from the Savvy Up programme?

- Your young professionals will be better equipped to be successful in their roles and work more effectively in the workplace.
- You'll help build a brand as a great employer - offering Savvy Up and other accelerated development opportunities to your young professionals will build employer loyalty. Meaning you'll likely keep them for longer, avoiding the hard costs of turnover and the invisible - but much larger - costs of disengaged employees and lost productivity.

To manage this pipeline of new talent as it comes through, and build tomorrow's leaders, we need to develop and engage them now. Accelerated learning programmes are one way to do that.

Why should you choose us?

- **Our expertise in this area** - we know our stuff, both online and offline. We have extensive professional and leadership development experience; regularly support graduate programmes; and have content and e-learning expertise.
- **We know it works** - we've tested the content with graduates entering the workplace, and incorporated their learnings and experiences as well.

The workplace expectations for young professionals programme

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Our Workplace Expectations programme helps young professionals through the first 90 days of their new job. It covers everything needed to succeed and get up to speed in a new office-based environment.

How is the programme run?

Our online course includes video, quizzes and interactive content. The modules are structured to give 'just in time' learning across the first 90 days, so they are divided by time period: before you start, first week, first month, and first three months.

The programme can be run as a blended approach with face-to-face workshops included, or as a series of stand-alone online modules. For best results, we recommend blended learning.

We can support large graduate/internship programmes, through to the needs of one or two young professionals in your organisation.

What are the technical requirements?

Depending on your needs, our online modules are available in two different formats: on-demand web modules (so you can scale up or down, whether you have five or fifty users), or as SCORM-compliant content modules which can be purchased and uploaded into your own Learning Management System for as many users as you like.

If you have specific content needs, talk to us about custom content creation.

Key content which learners will take away:

By the end of the Workplace Expectations For Young Professionals course, learners will:

- Understand more about working within their office culture
- Know how to talk to their manager
- Be more organised
- Gather feedback and work through a personal development plan.

We've also made the course engaging and fun - e.g. via our video content:



TALK TO US TODAY ABOUT GETTING SAVVY UP FOR YOUR ORGANISATION!

ABOUT US

We help young professionals learn the soft skills needed to be effective in the workplace, and help their managers learn how to lead and develop these young professionals. We also work with education providers to prepare their students for the world of work.

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