



HOME / IDEAS TO CULTIVATE EARLY CAREER PROFESSIONALS

★ ★ ★ IDEAS TO ★ ★ ★ CULTIVATE EARLY-CAREER professionals

For professionals just starting on a career journey, their experience at your organization may shape their whole work future and passion for the industry. How can you help nurture employees in the early years of their careers, so they become lifelong assets to your industry?

Encourage work-life balance
Today, more people are changing careers in pursuit of better work-life balance, rather than chasing a higher position or more pay. Expecting early-career professionals to burn the candle at both ends leads to burnout – for the job and possibly the whole profession.

Help them make connections
Provide information on professional associations and invite early-career employees to join you for networking events. Within your organization, consider starting a group just for early-career professionals to meet and support one another. Have remote employees? Seek out or create virtual events.

Mentor (or find someone who can)
Mentoring can improve employee engagement, retention and productivity. Mentor relationships don't always have to be formal, and often managers are already de-facto mentors. Just keeping your door open and being accessible to answer questions or hear concerns can be what these employees need most.

Be clear
When you're starting out in a career, you don't know what you don't know. Reduce stress and frustration by providing extra clarity around tasks and expectations.

Mingle experience levels
Mix up the experience levels of participants in working groups and meetings. Early-career professionals can learn from those more senior while experienced employees benefit from fresh perspectives. Working closely on a project can even spark a mentor relationship.

Offer more than one way to advance
Early-career employees may initially see themselves on a management path but, with experience, career goals can change. Consider offering parallel paths in your organization that let employees continue growing in skills and expertise without moving into a traditional management promotion.

Make work meaningful
Many workers are looking to change careers in search of more fulfilling work. Help your early-career professionals see the greater context of their work and how it helps others or serves an important purpose in society. Promote any pro bono work the organization does and offer volunteer and service opportunities during work hours.

Invest in their career development
To be successful, early-career professionals need, and want, skill development. Offering training classes, experiences, and resources (like reading material or software) helps employees upskill and discover more to love about their profession.

Does your talent management strategy need an upgrade?

We can help →