

FLY2WORK - DEVELOPMENT OF ONBOARDING PLANS TO PROMOTE YOUTH RECRUITMENT



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Close-up on the piloting sessions

In recent weeks, Fly2Work partners (**Porto Business School** and **Aproximar**, both from **Portugal**) conducted piloting sessions. These sessions aimed to test the onboarding methodology outlined in the Fly2Work Handbook. Here's a summary of our findings:

The piloting session in Porto, Portugal by Porto Business School was conducted with 4 youngsters. Participants rated the effectiveness of the process positively, particularly noting its contribution to boosting **newcomers' confidence**, **facilitating workplace integration**, and **fostering team building and synergy creation**, with the Scavenger Office Hunt being highlighted as the most beneficial activity. Feedback suggested conducting activities after a few weeks of integration, organizing group activities, and incorporating games to familiarize newcomers with the company's structure. These insights offer valuable guidance for future enhancements to the onboarding process.



The piloting session in Lisbon, Portugal by Aproximar was conducted with 2 youngsters.

Based on participant feedback, the onboarding process at Aproximar was found to increase **newcomers' confidence**, though some felt it could be intense for introverted individuals. The "Ideal First Impression" and "Human Bingo" activities were particularly appreciated, with suggestions for clarifying rules and adapting questions. Challenges included limited company-wide adoption, colleague availability, and virtual adaptation. Positive aspects included thorough introductions and integration efforts.

UPCOMING NEWS

Stay tuned as we finalize our **MOOC** (Massive Open Online Course) dedicated to **onboarding**. This comprehensive resource will **soon be available**, providing **essential insights** for both companies and organizations.



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