FREE CHECKLIST · FOR HR AND L&D TEAMS

lucha lunako
the youth have it

Ready for your 2027 young hires? A 10-question check for HR.

Answer yes or no. Be honest: every "no" is something you can still fix before your intake starts.

1

BEFORE DAY 1

Have we agreed the three behaviours that matter most in these roles?

And written down what "good" looks like for each one.

☐ Yes
☐ No

2

BEFORE DAY 1

Do we know what happened with our last intake of young hires?

What worked, what didn't, and why the ones who left chose to go.

☐ Yes
☐ No

3

BEFORE DAY 1

Are the first two weeks fully planned before day 1?

Induction, introductions, workstation and logins, and a first small task they can finish.

☐ Yes
☐ No

4

BEFORE DAY 1

Does every new hire have a named workplace buddy?

And does that buddy know what's expected of them?

☐ Yes
☐ No

5

DAY 1

Will someone spell out our unwritten rules on day 1?

What "on time" means here, how we dress, how we communicate, and who to ask for what.

☐ Yes
☐ No

6

WEEKS 1 TO 13

Has every line manager set aside 30 minutes a week for check-ins, for the full 90 days?

Not just during induction week.

☐ Yes
☐ No

1,000+ YES PLACEMENTS SINCE 2020

7

MONEY

Will someone walk each new hire through their payslip before the first payday?

Every deduction, and why the law requires it.

☐ Yes ☐ No

8

MONEY

Do we know how our young hires will get to work, and whether they can afford to until their first salary arrives?

Including any help with transport or the timing of pay that we could offer.

☐ Yes ☐ No

9

WEEKS 1 TO 13

Will we spot the early warning signs and act on them the same week?

Late-coming, missed days, requests for advances, or a new hire who goes quiet.

☐ Yes ☐ No

10

DAY 90

At day 90, will we be able to show what changed?

A starting point on day 1, ratings from the manager along the way, and a check on who's still with us at 6 months.

☐ Yes ☐ No

Count your yeses

8–10

You have a strong foundation. Tighten what's left before your intake starts.

5–7

Your managers will be carrying the gaps. Close them before day 1.

0–4

Your young hires will be working it out on their own. Start planning now.

Not sure how to close the gaps?

Lucha Lunako works alongside HR teams to plan a young hire's first 90 days, from the first conversation to the day-90 review. We're inviting a small group of HR teams to shape this with us as founding pilot partners for 2027.

luchalunako.com/partner-with-us · **hello@luchalunako.com** · +27 (0) 10 500 0112

Book a free 30-minute session

to plan your 2027 intake

© 2026 Lucha Lunako. Free to use and share with your HR team and line managers.