



How one of Tauranga's largest employers is supporting the next generation of employees

James Upjohn is a talented 18 year old who has recently landed an exciting job opportunity with Trustpower. He is born and bred in Tauranga and attended Tauranga Boys' College. He finished school in 2019 and was ready to get into the world of work. This is his story.

James knew he wanted to be a software developer since he was 8 years old. He talks about playing with computers and getting countless amounts of books out from the library on computer software. This fuelled a passion that he is now pursuing ten years later for one of Tauranga's largest employers. Through Priority One's Instep programme Trustpower heard James was looking for an opportunity and they took a leap of faith and invited him in for a relaxed chat in November, which James says really helped him feel at ease as he was new to the interview process.

He was offered a 3 month internship starting mid December in the Customer Operations Delivery team which sits within the Business, Solutions & Technology division. He jumped at the chance and proudly states he has recently signed a permanent contract as an Intern Developer. James is in an environment where he is supported in his wellbeing along with his career. His team have welcomed him and given him the ability to 'just get on with it' and learn alongside experienced team members. His manager is now talking through options of further education which can be accommodated in his full time role.

James speaks fondly of his team and the support they have given him, "My career opportunities are now evolving. The development team have been a valuable resource and they are really helpful to chat with getting their opinions on different types of work". He is currently working on building mobile systems and infrastructure within the Delivery team. This opportunity has given him more direction in what he wants to do. He says it is a great learning environment and people are open to teaching him and offering advice whenever he needs it.

When asked if he sees a bright career for himself here in Tauranga

Moana his answer is, "Definitely!". James is proud to work for a company that cares for their people and are committed to creating a positive working environment.

When asked, "What do you think other employers could do to help support more young people into successful careers in their company?" James responds, "to embrace technology and the new way of working. Employers should know that we don't just want to be at a desk with piles of paper. Trustpower completely trust their staff. I am continually learning here and it's a place I want to stay."

Is your business doing something great to create a positive workplace culture or focussing on future proofing your workforce? Get in touch with alex@priorityone.co.nz to share your story.