

## Advice from Youth Friendly Employer List

65 businesses from our Youth Friendly Employer List provided insight into what they look for in potential applicants and tips on gaining/maintaining employment.

Employer	Who They Hire	General Job Advice
Al's Formal Wear	Outgoing people.	When you interview, speak up, dress nicely, and make eye contact.
American Eagle Outfitters	We prefer people with retail experience.	Come to the interview looking presentable.
At the Beach	We need people who are personable and have some customer service experience.	No question is too stupid.
Best Buy	We prefer some customer service or sales experience, but it's not required.	Make sure you have a strong interview.
Big Al's Burgers	We want someone with an overall good character.	Have a sense of confidence in your interview.
Boys & Girls Club	We mostly hire people already involved with our club.	Demonstrate professionalism and be prepared for the interview.
Buffalo Wild Wings	Very energetic and hardworking people with open availability. The best way in with us is through open availability.	Show up with availability printed out. Be very clean and come looking professional. Even if you're applying for a restaurant job, it's always good to look your best. You won't get all the jobs you apply for, but you shouldn't give up.
Charlotte Russe	Friendly and outgoing people.	Make sure you're dressed appropriately for interviews.
Chuck E. Cheese	Fun people!	Act professional and be yourself!

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Cinemark	Anyone who is talkative and friendly!	In interviews, make eye contact, dress nicely, and show excitement about the position!
Claire's	Candidates who are fashion-forward, enthusiastic, outgoing, and dependable.	Do not fold your application or fill it out in pencil. Also, don't apply with friends. Come in by yourself.
Cold Stone	Outgoing personalities that can handle stress.	Have references and a good resume.
Columbine Health Systems	People who have a passion for the elderly and strong customer service skills.	Communicate. If you can't make it to an interview, communicate that. Be on time and reliable. Also, setup your voicemail. Employers don't text and need to be able to leave a voicemail.
Culver's	Hard working and energetic people.	Appreciate the opportunity to work and do your best to succeed. Understand the importance of a good ethic.
Dunkin' Donuts	We like customer service skills.	Show up on time!
Embassy Suites	Select positions must achieve an acceptable score on a pre-employment assessment.	Even if a workplace is casual, you should come dressed business casual or business professional. It is important to put your best foot forward as first impressions are lasting!
Fazoli's	Someone who is hard working and responsible.	Be honest in your interview.
Fort Collins Country Club	Someone who is trustworthy, motivated, engaging, and has general availability.	Look good! Come dressed professionally for any position you are interested in.

Larimer County Workforce Center

200 W. Oak Street, Suite 5000  
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(970) 498-6600

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Francesca's Collections	People who are outgoing and friendly. We prefer retail experience, but it's not required.	Come in and introduce yourself before filling out an application. It shows us that you're confident and outgoing!
Freddy's	Happy, happy, happy people!	Give something a chance before deciding you don't like it.
Gib's Bagels	We look for friendly, reliable, and hardworking people.	Be thorough and take your job seriously.
Good Times Burgers	We need to people with open availability.	Practice interviewing.
Gymboree	People who are comfortable talking with strangers. We also like cash handling experience.	If you'd like a job somewhere, apply in person. That's a way to make yourself stand out!
Harbor Freight Tools	We need hard workers who can see a task through to completion.	Don't be afraid to ask questions. It's better to know the correct method instead of trying to figure it out through trial and error.
Inta Juice	We look for a good worker with a great personality!	Make the most of an opportunity when you turn in an application. First impressions are key.
Jason's Deli	Someone friendly who loves working with people.	Think about why you want to work for a specific company and explain that in the interview. Don't say, you just want a job.
Jiffy Lube	We look for clean and neat appearances.	Figure out what you like and find work doing it.
Kmart	People who are able to work weekends.	Be as honest with availability as possible.

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LaMar's Donuts	We want someone who likes to have fun and has great communication skills.	Don't be afraid! Don't be afraid to go into businesses and talk to people.
Little Caesars	Friendly candidates.	Show up!
Loveland Athletic Club	Someone into fitness!	Be professional. When you drop off an application, dress nicely.
Lowe's	Someone with a customer service focus. Beyond that, we can train on everything else.	Have a very complete resume. Describe previous work experiences or personality traits that are focused towards the position you are applying for.
Macy's	We prefer sales or customer service experiences with our employees.	Be reliable!
Maurices	We want someone who has a lot of energy, is very outgoing, and fashionable.	Your first impression is very important. When you apply in person, do it alone. It shows independence!
McDonald's	We want team players.	It's all about presentation. Have a clean and professional appearance.
Menchie's	Someone that's responsible and wants to learn.	Be on time, dress appropriately, and be respectful!
Metrolux 14	Candidates who are people-friendly and have attention to detail.	Volunteer experience helps develop job skills. You can get customer service and cash handling experience through volunteering!

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Michael's Arts & Crafts	We want happy people!	Work hard.
Moot House Restaurant	We hire for personality! Restaurants wants upbeat personalities!	Even if you don't have job experience, be prepared to talk about responsibilities you've had (chores, team sports, ect). Get involved with clubs or sports- it shows that you can work on a team.
Noodles & Company	We hire high-energy, enthusiastic people who have great communication skills.	Persistence is important! After you apply online, check up on your application in store. Show initiative!
Old Chicago's	Honest, hardworking people.	It's always good to get face time with the place you're seeking employment. Stop by the business and introduce yourself after applying online!
Old Navy	We like to have open people who are comfortable interacting with customers.	Just because you get denied from one place, doesn't mean you should stop searching. It might lead to you finding a better fit than the first place you applied. Also, don't be afraid to follow up with a phone call if you don't hear anything back about an application.
PacSun	We look for candidates who are good with people.	Be energetic when you apply in person.
Palomino Restaurant	We like to see applicants bring in a resume and show involvement with extracurricular activities.	First impressions are everything! You could get an interview when you're dropping off an application, so dress up.
Panera Bread	Friendly people that have a sense of urgency.	Have open availability!

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Perkins Restaurant	We like positive attitudes and outgoing people.	Dress appropriately.
Plato's Closet	We look for friendly people with positive attitudes, organizational skills, and good multitasking skills.	Weekends are usually the busiest time for businesses, so that's not a good time to apply in person. Also, don't apply with friends!
Rainbow Restaurant	Someone who works hard and learns quickly.	Be flexible. Don't expect a certain job or certain hours.
Red Lobster	We look for outgoing and welcoming personalities.	Be aware of what time you're turning in your application. If you're applying with a restaurant, don't do it between 11 AM - 2 PM or 5 PM - 9 PM.
Red Robin	We look for experience, but it's not always required. If a person is a quick learner and hard worker, experience may not be necessary.	Be on time, dress nice, make good eye contact, and be honest.
Residence Inn By Marriott	We like someone with a hospitality personality. We can train on everything else!	Dress appropriately. First impressions are lasting impressions.
Rio Grande Mexican Restaurant	Experience isn't mandatory, but it's preferred. If someone exemplifies a good work ethic, enthusiasm, and reliability, we're willing to give them a chance without experience.	It's a numbers game. Don't give up if you don't get the first job you apply for!
Ross Dress For Less	We want someone who is dependable and hard working.	Show up to work!

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Sonic Drive-In	We look for someone who is quick to learn, fast, friendly, outgoing, and a team player.	Smile!
Splash	Outgoing and genuine personalities.	Be persistent and independent! Follow up on applications.
Spooner's Frozen Yogurt	We're a great place for your first job!	Businesses like it when you ask if they're hiring in person. It shows a little extra effort and is more personable.
Spoons Soup & Salad	Someone with a positive attitude and a desire to serve people. The nuts and bolts of working in a restaurant we can train anybody on, but it is the desire to serve people that is challenging to train.	Be honest, both in an interview and with yourself. If you don't enjoy serving people, don't apply for those sorts of jobs. Also, be prepared to follow through with all of the great things you say you can do in an interview.
Sprouts	Enthusiastic people with good work ethics.	Have open availability and be willing to work most shifts!
Sunglass Hut	Lots of personality!	When you get an application, do it alone and dressed nicely.
Taco John's	We like people who go above and beyond. This can be shown with having good grades, volunteering, participating in a club, etc.	Don't apply with a group. Do it alone and then follow up with a phone call a few days later.
Target	We're really service-focused, so we like people who love to interact with others. Be flexible. Have a positive, upbeat attitude.	Practice interviewing. Think of great examples (with or without work experience) that can showcase what kind of employee you would be.

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TCBY	Outgoing.	Be confident!
Village Inn	We look for people with integrity and initiative.	Show your employer that you have the patience and initiative to learn.
Walmart	Someone with a willingness to work.	Dress appropriately for the interview. Be open to suggestions.
Zumiez	People who are very outgoing and not afraid to make a fool out of themselves.	Just be yourself!

**If you are a business that hires youth and would like your information featured, contact the Larimer County Workforce Center - CareerRise Team at (970) 498-6608 or [CareerRise@larimer.org](mailto:CareerRise@larimer.org)**

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