

# LET US DO THE HEAVY LIFTING



## CLIENT CASE STUDY

# Traineeships Provide Scaffolding for Succession

### CLIENT

Jaybro

### INDUSTRY

Warehousing & Logistics

### CHALLENGE

Source and retain talent in a competitive industry

### SOLUTION

Embedding traineeships as a talent pipeline

### RESULT

A reliable succession framework investing in talent trained from the ground up





## THE CLIENT

Jaybro Group is Australia and New Zealand's leading supplier to the civil construction and infrastructure sector.

## THE BUSINESS NEED

Led by Jaybro Group's HR directorate, the brief to MIGAS was to develop a continuous, efficient pool of talent to undertake traineeships across various operational business units. Trainees are provided expert supervision by Jaybro staff to develop on-the-job skills and make a genuine contribution to business outcomes.

## THE SOLUTION

MIGAS delivers multi-channel recruitment drives to source new trainees on demand for Jaybro. Trainee candidates are comprehensively assessed on skills, aptitude and behavioural fit across disciplines from IT, digital marketing and warehousing. MIGAS employs, pays and manages the trainee workforce under an Australian Apprenticeship model to identify wage subsidies for Jaybro, provide holistic support to the individual trainees, and manage the complex regulatory framework for Australian Apprenticeships.

**For over 15 years, MIGAS Apprentices & Trainees has partnered with Jaybro Group to source, select, recruit and manage a continuous pipeline of traineeship talent under the Australian Apprenticeship model.**

Jaybro is a leading warehousing, transport and logistics supplier to the Australian infrastructure sector, specialising in a broad range of industry categories serviced by 10 brands within the Group.

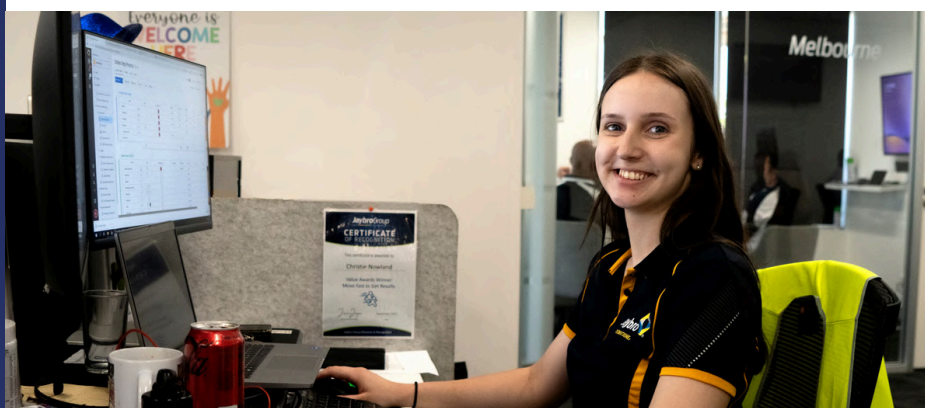
Given the depth and breadth of the business, Jaybro requires a ready pool of talent to sustain service levels and business operations across multiple sites. MIGAS and Jaybro have worked in partnership to on-board and retain people who are a fit for the organisation's values, with many MIGAS placed trainees securing ongoing employment in leadership roles.

In short, the MIGAS trainee program has provided a depth of talent that has become an invaluable succession planning strategy for the Jaybro Group.

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## KEY HIGHLIGHTS

- > 16-year partnership between MIGAS Apprentices & Trainees and Jaybro Group
- > 25 successful trainee completions, with 18 graduates now employed around the Group in operational and leadership roles
- > 17 current MIGAS trainees placed with Jaybro nationally across supply chain, information technology, and marketing
- > Sourced both part-time, school-based trainees and full-time, mature age trainees
- > Several trainees are recipients of the Jaybro Group Trainee of the Year Award and have been nominated for external industry awards
- > Trainees thrive in a values-led workplace culture of ownership, transparency, and learning and development







**MIGAS Apprentices & Trainees has operated for 35 years as a registered Group Training Organisation (GTO) with a national footprint.**

Known widely for quality and service innovation, our core business is partnering with organisations to source, employ and coach Australian Apprentices through to completion.

Our service model ensures that we provide holistic support and guidance for all apprentices and trainees, promoting productive and safe behaviours with a strong work ethic.

This enables us to successfully build competent, capable, safe and skilled apprentices and trainees together with our national network of host organisations.

## MIGAS SERVICES AND SUPPORT PROVIDED TO JAYBRO GROUP

- > Full service recruitment – candidate attraction, pre-employment screening, reference checking, employment contract negotiation
- > Induction and work, health and safety site assessments
- > Online payroll and timesheet management including wages, on-costs and allowances
- > Performance management and coaching
- > Sourcing and administering of Government wage subsidies and financial support
- > Mental health and wellbeing counselling
- > Physical site visits by MIGAS apprentice adviser in the field

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*MIGAS has invested the time in understanding our culture and what we're looking for in the people we welcome into our business. When we take on anyone, we do it with the express goal of retaining and developing that person for the long term.*

**AMANDA BRAZIER**

HR Advisor, Jaybro Group



[WWW.JAS-ANZ.ORG/REGISTER](http://WWW.JAS-ANZ.ORG/REGISTER)

**MIGAS is an industry leader in the provision of quality Australian Apprenticeship services.**

**We hold Group Training Organisation registration and are certified in the international standards for Quality, Safety and Environment.**

Scan to discover  
how MIGAS can  
support your business



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