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Banking on the future

IMB Banking & Financial Services

Illawarra & South East New South Wales region



IMB Banking and Financial Services has been employing Australian Apprentices for five years. In April this year, 15 of those who completed their training stayed on with IMB. Five new Australian Apprentices began in June.

‘The IMB Traineeship Program is part of our strategy for bringing people in at the entry level of our business and providing them with a qualification and some skills along the way,’ says Organisational Development Manager Kirsty Shee.

‘We’ve had incredible success in terms of completion rates and awards received, and we put that down to the support trainees receive during their traineeship. We bring them on as a group, instead of one by one, so they have a strong support network.’

‘They are all allocated buddies on the job. The program’s been running for five years now so a lot of people are buddied up with former trainees with IMB who are in a really good position to nurture and support the current trainees.’

Tara Turner from MEGT Australian Apprenticeships Centre says because of this high level of support, the program has maintained exceptional standards.

‘With expertise and ongoing support from MEGT, IMB has achieved a 100 per cent completion rate for their trainees since 2006,’ she says.

‘Of these completions, more than 75 per cent have remained with the company as valuable employees.’

But IMB hasn’t rested on its laurels. In fact, Kirsty didn’t realise a 100 per cent completion rate was so impressive.

‘For us, I thought that was the norm,’ she says.

‘It wasn’t until I spoke to the training manager from the RTO that I realised what a fabulous achievement this was for us.’

Kirsty says employing trainees is good for IMB’s business and enables it to provide career opportunities in the communities in which it operates.

‘It’s based on business demand. We look at areas experiencing staff turnover and use that as the basis for putting on our trainees. The last thing we want to do is put on a trainee if we know we’re not going to be able to employ them at the end of their traineeship.’

Trainees have more than seven hours a week to study towards their Certificate III in Business while at work. Many finish their qualification within three months into the one-year program, while the maximum amount of time taken is nine months.

Some trainees have found permanent positions with IMB within three months of their Australian Apprenticeship.

‘The benefit of taking on a traineeship with IMB is that it’s an opportunity to get an additional qualification, and it leads to something,’ Kirsty says.

‘IMB pays above the minimum trainee wage. Trainees get really good support, they end up with a qualification afterwards and chances are, they’ll end up with ongoing employment.

‘The ongoing success of our program has allowed us to continue to support the communities in which we operate with well trained, committed and enthusiastic staff.’

