

# Case study

## NAB engages Readygrad as a strategic training partner to redefine intern work-readiness and the internship experience



NAB is committed to strengthening its position as a target employment destination for graduates. For the organisation this means building out its talent pipeline early and supporting the growth and development of the industry's young professionals.

### The Need

NAB recognised that due to the decentralised nature of their existing internship program, interns were receiving a disjointed brand experience with varying levels of training.

Identifying an opportunity to redefine the intern experience, NAB set out to create an innovative summer internship program that aligned employability skills training with real-world practice.

Internal resource limitations meant that NAB was not in a position to deliver their own employability training program.

The organisation engaged Readygrad as a strategic business partner to leverage their market leading training solutions and proven results in working with undergraduate students.

### The Program

The Summer Internship Program ran in Melbourne and Sydney over a seven week period from November 2018 to February 2019. Thirty penultimate year university students were selected to participate through a rigorous recruitment process. Students came from a range of universities and degree types.

The program was delivered in two phases. Readygrad designed and delivered the first phase – a four week employability bootcamp – while NAB managed the three week business placement.

### NAB Business Objectives



Provide a fresh and unique blend of training, coaching and work placement opportunities within the NAB business, setting students up for career success.



Offer a valuable workplace experience for students whether they are suitable for a future NAB Graduate Program intake or choose to pursue other opportunities.



Continue to build traction in the market as a target employment destination for graduates.

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*I have never felt so excited to go to work than I did with NAB. I was inspired by Readygrad's facilitators, Tina and Gareth, and really found a sense of purpose. It was an overall excellent program that has encouraged me to apply for the Graduate Scheme.*

Julia Woolrich, NAB Summer Intern

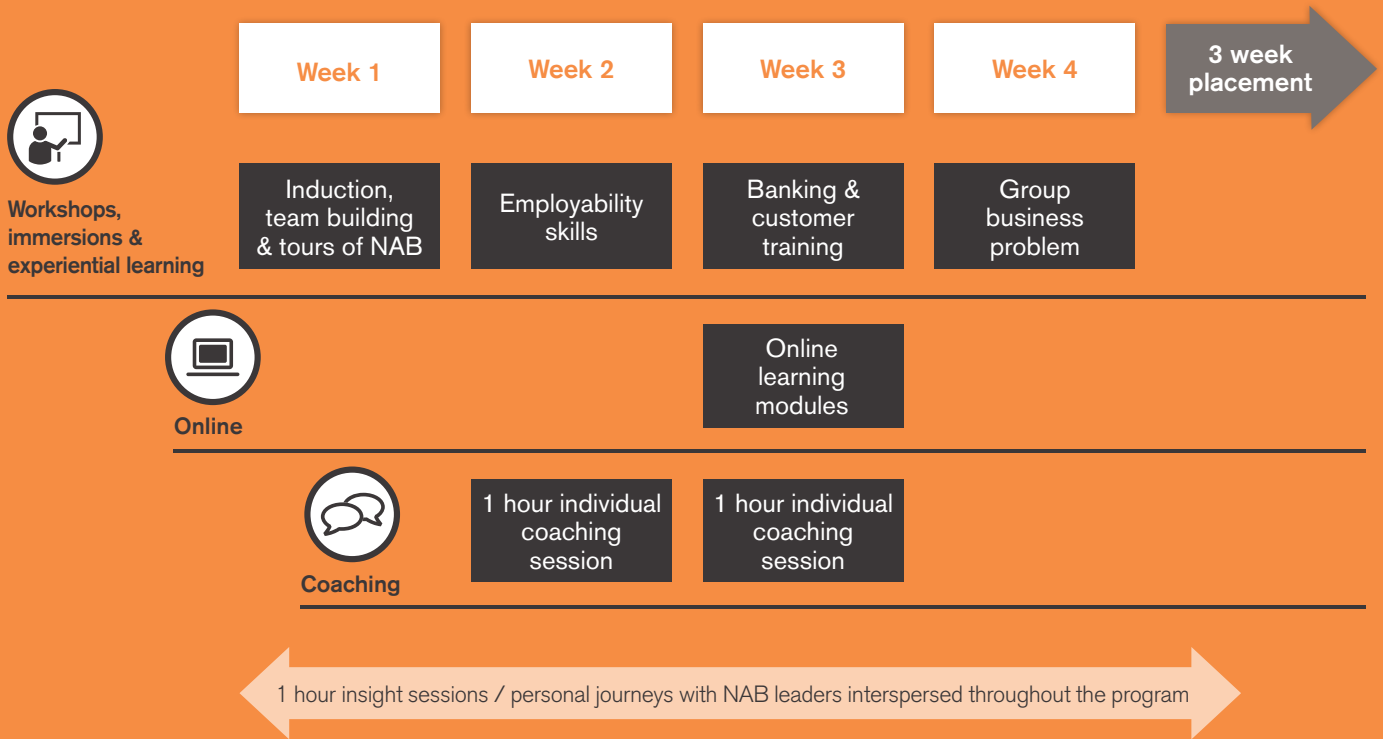
*Our partnership with Readygrad absolutely enabled us to create a program which was well received by universities, students and our business. Readygrad took on our design concept and added their expertise and knowledge to deliver a program that provided ample opportunities for our students to learn more about themselves, our business and the future of work whilst developing key professional skills.*

Graduate Program Manager, NAB

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# The Solution: 4 Week Employability Bootcamp

In a true partnership model, Readygrad consulted with NAB to design and facilitate a tailored four week employability bootcamp aligned to NAB's vision and business objectives.



**100%** of respondents are likely to apply for a role at NAB



**100%** of respondents said that the program improved their post-studies employability



**95%** rated the quality of Readygrad's facilitators as *Excellent* or *Very Good*



**NPS score: 45**

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*Our intern was well prepared for their placement. They jumped into the opportunity with enthusiasm and really took the time to learn about our business and ask great questions. The intern was set up for success and really valued the development provided by Readygrad prior to the business placement.*

Intern People Leader, NAB

*The Employability Skills Training was empowering as it allowed me to refocus, reflect and plan my placement. It helped me identify my strengths, areas for improvement and be more confident in seeking advice on how best to pursue up-skilling.*

Dharmita Padhi, NAB Summer Intern

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**Speak to us about how a bespoke employability training solution can help your business.**

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