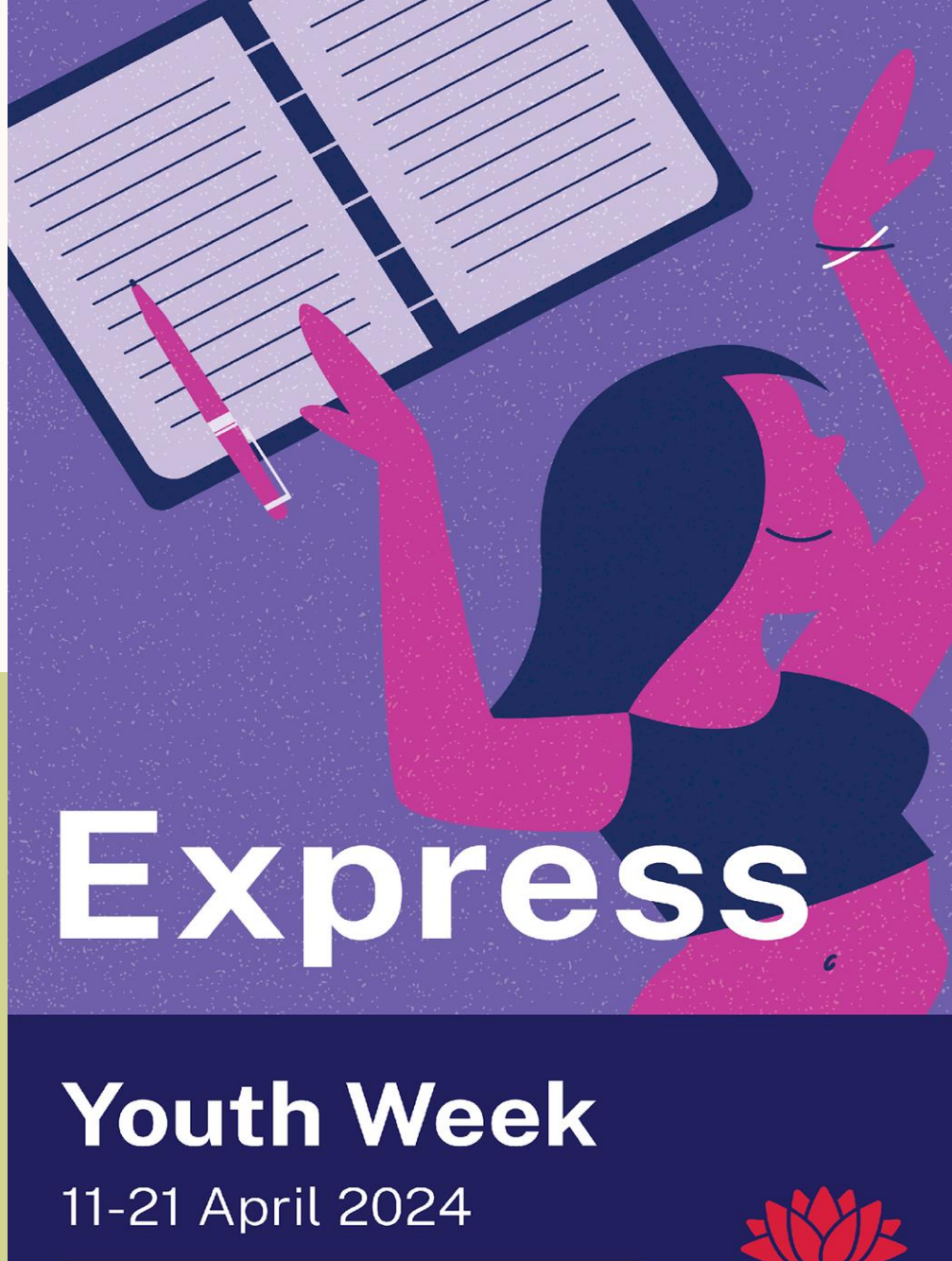


YOUTH WEEK

*Jaybro Group is empowering youth to get loud
and express themselves.*



**YOUTH WEEK IS A WEEK-LONG
CELEBRATION FOR YOUNG PEOPLE.**

**THE 2024 THEME IS
EXPRESS. EMPOWER. GET LOUD!**

Youth Week is about giving every young person an opportunity to be themselves, to showcase their talents, get involved and celebrate where they are from, their culture, their sexuality, gender and identity.

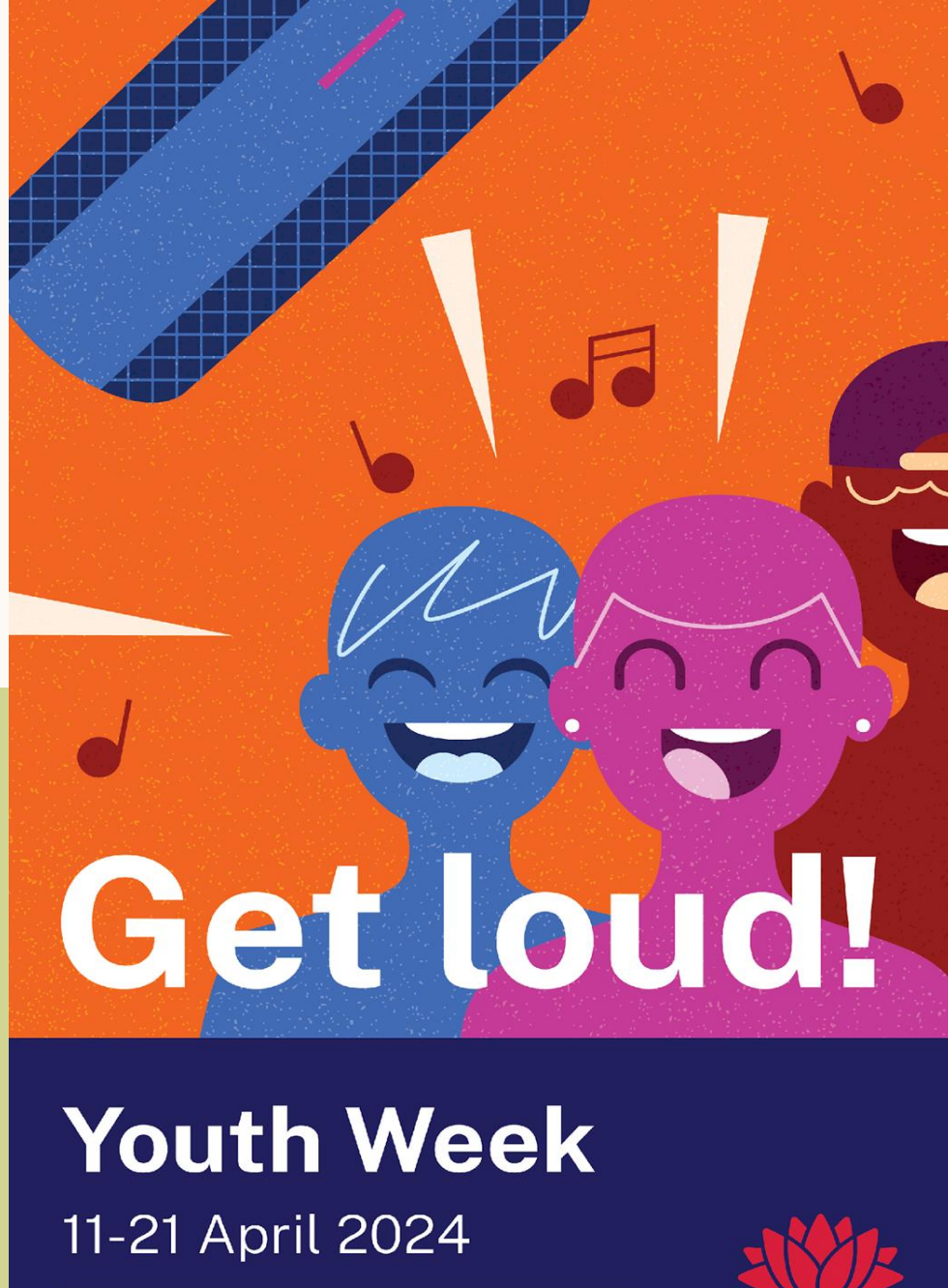


Empower

Youth Week

11-21 April 2024





Youth Week is an opportunity for young people to:

- Raise the issues, idea and concerns of young people
- Develop strategies to address the issues important to young people
- Increase the community's awareness of young people and the issues that are important to them
- Highlight young people's contributions to the community



**LET'S HEAR FROM SOME
OF JAYBRO GROUPS
YOUNG EMPLOYEES**

What keeps you working at Jaybro Group each day?

Working with an awesome team, which makes work fun and excited, but also having the support when you need it. I enjoy the friendly environment, and everyone is approachable. - *Matthew*

The good people around me & supportive environment.- *Gianni*

The staff, everyone here is happy to be here and makes every day enjoyable. - *Natalie*

Every day I come back to Jaybro because no two days are the same. Graphic design is my passion because of how varied it can be. I get to explore all the different areas of design like making posters, videos and even branching out into 3D modelling and that keeps my love for the job fresh! - *Cleopatra*

By being able to work with good people around me and helping me whenever I need help with orders.- *Jackson*

It would have to be the people of Jaybro. My friends, colleagues and Boss are all so very welcome, ... and truly embody Jaybro's iconic #Wecare pillar which makes everyday work for me more enjoyable and assists me in growing my passion in finance. They've helped me facilitate my efforts and expand my knowledge on real-life knowledge and assist me in building my work experience. Being a young person who's faced with many roads ahead of me, it really does help me find what I want to do and who I want to become in the future. - *Zaelic*

My team makes me feel connected. Being so young in an office environment can be quite daunting. Jaybro is my first job so when initially joining the company I naturally felt quite out of place; however, because of my team I instantly felt that connection. They helped bridge the gap between me and the rest of the Jaybro company. When I didn't know anyone, I felt isolated and anxious but having my amazing team behind me I was able to confidently come out of my shell and connect with everyone. - *Cleopatra*

Being valued.- *Gianni*

Having conversations with people here and they genuinely listen and take an interest in what you are saying. – *Natalie*

What makes you feel connected?

By having people around me to help me when needed and I feel connected while helping them because I can show them what to do when I feel connected to the people that I work with.- *Jackson*

Being involved in the many activities and events at work. - *Matthew*

I believe the Jaybro environment and principles they stand by makes me feel a greater connection to the people I work with as each day we come into work and get our jobs complete while attempting to embody these core values, which in return helps us gain a closer connection and understanding with each other. - *Zaelic*

By getting to be able to do other activities and jobs while being able to complete my traineeship at the same time by doing extra jobs and activities at Jaybro as a trainee.- **Jackson**

When you reach a goal, the team is there to celebrate and when you need help, there are always there. – **Natalie**

What makes me feel empowered at work would have to be the structure of my AR department. The fact that my team hosts weekly meetings where we all catch up on our work, updating each other on our goals & KPIS as well as celebrating and acknowledging things outside of work, gives me an overwhelming confidence that my efforts and hard work is shown and acknowledged by my colleagues and superiors. These meetings also give me a voice to address any issues I have regarding anything which makes me feel really valued as a new member of my team.- **Zaelic**

Appreciated, Given Independence/trust, respected - **Gianni**

I feel valued and empowered at Jaybro group by seeing my contributions reflected around the office. Being able to walk into the break room and seeing the video I put so much effort into being displayed on the TV shows how my efforts are being respected and appreciated. Receiving thanks for my work empowers me and inspires me to work harder and create even better content! It drives me to focus on ‘Wowing’ our customers both internally and externally.- **Cleopatra**

I feel valued as I am recognized for the work I put in. I also have a say in how things will go and people listen rather than getting told what to do. - **Matthew**

How do you feel valued and empowered at work?

The main challenges I face at work humorously mimic the challenges I face in my everyday life. It's the very fact and process of growth and learning which always becomes an initial obstacle I must persevere through, as at work I understand the importance and severity of each and every process I learn on the job and the significant impact it has on the business. By facing these challenges and growing in knowledge I'm able to become a stronger person, at my workplace and in life in general. - *Zaelic*

Maybe time management. - *Gianni*

Making mistakes and being hard on myself when they happen. I understand that they happen but sometimes it's hard to get out of your own head. – *Natalie*

Dealing with customers and completing orders in a timely matter- *Jackson*

Both in work and in my general day to day life a challenge I face is self-motivation. My biggest obstacle is being able to push myself. However, having my team around really helps combat that struggle. Their hard work and persistence inspires and motivates me to push through that wall and create things I can be proud of. - *Cleopatra*

Stress either coming from work or things happening in my life. - *Matthew*

What are the challenges you face at work but also life in general?

What does success look like to you?

Enjoying what I do and moving into new and challenging roles.- **Matthew**

To me success in my career is about how I see myself personally. To be truly successful in my eyes you must be proud of yourself. I know I have successfully completed a task when I can look back at my work and proudly say "I did that!" - **Cleopatra**

Success to me to me is personal fulfillment and encompasses a broad spectrum of what life has to offer, including financial, physical, mental and spiritual success for me and my family. I picture my success as my parents retiring early and my efforts into my work been proven useful and needed. – **Zaelic**

Success to me is being happy in what you do. If you have found something that you enjoy doing and are happy, then that is success in my eyes. – **Natalie**

Being able to complete my job and get along with others.- **Jackson**

Happiness, Dream job,
Million dollars &
Lamborghini - **Gianni**

Describe the leadership style of the person you want to work for?

A transformational style where I get told if I am doing something wrong or if I could do something better differently. That way I am always improving and will be the best I can be.- *Matthew*

Good with informing me about things that are important while completing jobs or after completing them.

Giving me jobs by getting me to do tours around the warehouse and also being able to get me to do roles when completing a company challenge for example doing the maxi game I was asked if I wanted to do a role for my area for the game and I feel confident of doing this job.- *Jackson*

I want to work for someone who values their employees and empowers them to grow both professionally and personally. I believe a good leader tells their employees that their work is valued! - *Cleopatra*

Confident, Supportive, Wise, Respected, Funny & Kind.- *Gianni*

Always there to support you, understanding and helps you do your best in your role. - *Natalie*

Two words. Ben Strajn, I seriously need to give my boss props, as well as Kimberly Johnson. These two mentors I'm so blessed to have, have embodied the ideal type of leadership I desire to work for and have deep respect towards. I desire to work for a leader that acknowledges the opinion of all employees no matter the rank, and accommodates for all members strengths and weaknesses, while also focusing on the main goal to achieve business goals and KPIs. I desire to work for a leader who leads by example and sincerely takes the time and effort to build an employee up from scratch and sees the potential in people despite them not seeing it in themselves. An advocating type of leader is the perfect leader in my opinion - *Zaelic*

In my opinion, Jaybro has been very supportive of their youth, so I don't have anything to add. - *Natalie*

Nothing really, I can think of at the moment - *Matthew*

Getting more schools involved into the jaybro group and instead of them going out to Jaybro someone can go out to the schools to do presentations before they come and do the warehouse visits. - *Jackson*

To be honest, even when being supercritical I genuinely can't identify a fault that Jaybro Group has wronged me on. Being a young person myself, I can sincerely say that Jaybro Group has accommodate me and my needs throughout my entire journey with Jaybro, from acknowledging my potential during my business services work placement to even assisting in my current university studies by discussing what's ideal for my education, through limiting my hours, which has made it really helpful for me to sustain a healthy work-life-education Balance. - *Zaelic*

From a Youth point of view I think one thing Jaybro Group can do better is more recognition and inclusion of the LGBTQ+ community. Something Jaybro Group does amazingly is advocating for inclusion, we've seen this in the action taken to be a better workplace for Aboriginal and Indigenous Australians, the celebrations of International women's day etc. I think it would be nice for Jaybro Group to spread this inclusion towards the LGBTQ+ community. It's also important to help educate Jaybro Group's employees on Queer acceptance. Jaybro Group prides itself on being a company that is inclusive and accepting, It's incredibly important we see that spread to all marginalized communities.- *Cleopatra*

Don't limit a younger person progression based on their age .- *Gianni*

What is one thing Jaybro Group can do better from a Youth point of view?



**TIME TO FLIP THE SCRIPT
& HEAR FROM SOME
LEADERS!**

The opportunity to share my experience with the youth. To increase their awareness of opportunities that exist and to assist them in making a more INFORMED decision about their future. - *Alex*

What do you appreciate most about working with young team members (16 - 24)?

Young people are generally fearless. They just "have a go" without fear of embarrassment if they make a mistake. They take everything in stride and are hungry to learn.- *Ben*

Willingness to prove themselves, high energy, yes attitude and high willingness to learn. Also, growth mindset.- *Mitchell*

What do young members bring to your team?

They help make the complicated simple. Challenging the status quo, often they can provide a different perspective on doing things. They also ask questions to enhance my own understanding or help me be aware if I am explaining things in a simple enough manner or overcomplicating. - *Alex*

Fresh perspectives, positive attitudes, growth mindsets and high potential. - *Mitchell*

Energy! Lots of energy and brevity. - *Ben*

Make the complicated, simple. Being able to explain complex concepts in a simple enough manner. Thinking about my mode of delivery to engage different audiences.

- *Alex*

Sometimes a little more time is needed to explain things that more experienced people will understand straight away. It's important to find a balance between guiding/mentoring without being overly "micro-managy". Encourage them to go out on a limb, and learn through experience- *Ben*

Youth don't have the years and variety of work different workplaces, which is totally fine. Can lead to them wanting to work hard but don't yet have comparison points to know what or where they want to go with their careers. This encourages me to work first hand with them to understand their working and learning style, likes/dislikes and encourage them going forward. - *Mitchell*

How does working with youth challenge you to difficulty?



Express



Empower



Get loud!

Youth Week 11-21 April 2024

nsw.gov.au/youthweek

