

# Sydney Metro pre-employment program

April 2026

[sydneymetro.info](http://sydneymetro.info)

## Sydney Metro is Australia's biggest public transport project.

Sydney Metro is revolutionising how Australia's biggest city travels, connecting Sydney's northwest, west, southwest and greater west to fast, reliable turn-up-and-go rail services with fully accessible stations.

The metro program includes the operational M1 Line and three projects under construction:

- Southwest
- West
- Western Sydney Airport.

Sydney will have a network of four metro lines comprising 46 stations and 113 kilometres of new metro rail, the country's most technologically advanced railway. It will be Australia's only fully accessible, driverless train service.

The Sydney Metro pre-employment program (PEP) is a collaborative model providing accredited entry-level technical skills and employability training for the long-term unemployed and other under-represented groups in the workforce. The program is designed to prepare job-ready candidates for entry-level opportunities.

The program was launched in 2014 and forms part of Sydney Metro's wider workforce development and industry participation strategy.

Programs are developed in consultation with potential employers and delivered in line with specific job roles and existing vacancies within Sydney Metro's contract partners.



Sydney Metro pre-employment program participants training at the Health & Safety Advisory Service in Emu Plains.



Sydney Metro pre-employment program graduates from the Metro West Western Tunnelling Package package with Gamuda Laing O'Rourke Consortium.

The model has been recognised as best practice by the Australian and NSW governments and has been successfully replicated across other industries and jurisdictions. In 2015, the program won a NSW Premier's Award in the category 'Making NSW a better place to live'.

It has been recognised by the federal Department of Employment and Workplace Relations, which has held this program up as a model of collaboration and co-design reflecting the Commonwealth Government's ambitions for Workforce Australia, its employment services agency. The program is now commonly used across infrastructure as a model to support diversity groups into sustainable employment.

To date, 394 people have completed the Sydney Metro pre-employment program with 36 per cent Aboriginal participation, 96 per cent successful completion, and 83 per cent job outcomes. After successfully completing the pre-employment program, many of the candidates have commenced training for a certificate level II traineeship or III apprenticeship to further develop their skills.

The program was developed through the Sydney Metro Skills for Employment Advisory Group and was a collaborative initiative between government agencies and industry, delivered in partnership with principal contractors, the Department of Employment and Workplace Relations, the NSW Department of Education, and Sydney Metro's lead provider Global Skills Australia.

## Program examples

1. In July 2024, Gamuda Laing O'Rourke Consortium (GLC) facilitated a pre-employment program that provided training and employment for 14 unemployed Aboriginal job seekers on the Sydney Metro Western Tunnelling Package. Various delivery partners collaborated on this program to fill vacancies with GLC and participating subcontractors. John Holland, CPB, Ghella (JCGJV) also partnered with GLC on this program, providing job opportunities on the Sydney Metro Eastern Tunnelling Package.

Upon completing the training program, the successful candidates were provided jobs with their chosen employers on these Sydney Metro projects. The participants are now employed as apprentices in various roles and working towards completing their Certificate III in Civil Construction.

2. In August 2025, Parklife Metro (PLM) in collaboration with participating sub-contractors delivered a trade related pre-employment program in partnership with Global Skills. The program provided training and employment opportunities to 10 participants from diverse background on the Sydney Metro West Sydney Airport – Stations, Systems, Trains, Operations & Maintenance (SSTOM) Package. After completing the training, the 10 participants were successful in securing employment on the Sydney Metro SSTOM Project.

# Participant case studies



Jordyn, pre-employment program graduate.

- **20-year-old female**
- In 2021, Jordyn began a carpentry apprenticeship but had to give it up to help support herself, so took on a role as a manager at a regional McDonalds in Goulburn.
- In 2023, gained sustainable employment as an Electrical Trade Assistant, now in an Electrical Technology Apprenticeship.

Jordyn completed the Sydney Metro pre-employment program and was employed by Gamuda in October 2023 on the Sydney Metro West –Western Tunnelling Package.

### Jordyn says:

“ The focus Gamuda and the Sydney Metro team put on supporting women in our industry has been incredible. It is an honour to work with such an amazing team that has mentored and supported me all the way. I hope to do the same and inspire other women at any stage of their life to take a leap of faith and shine in the construction industry. ”



Sebastian, pre-employment program graduate.

- **28-year-old male**
- In 2025 Sebastian gained a permanent role with Metro Trains Sydney and is working on the M1 line.
- Sebastian’s background was in customer service and market research with a long-standing interest in public transport.

Sebastian completed the Metro Trains Sydney Customer Journey Coordinator pre-employment program in collaboration with Sydney Metro in 2024. Upon completion he was offered a 12-month position as a Customer Journey Coordinator (CJC).

### Sebastian reflected, when describing his new role:

“ The program helped me build confidence in my abilities and understand exactly what would be expected in the CJC role. ”

I am the eyes and ears of the station and our infrastructure... it’s about keeping everyone informed so we can deliver the best outcome and experience for our customers. ”

**36**

Programs delivered

**142 (36%)**

Aboriginal participants

**328 (83%)**

Employment outcomes

**394**

Participants

**134 (34%)**

Female participants

**229 (58%)**

Participants entering Apprenticeships & Traineeships

**379 (96%)**

Successful completions

**138\* (35%)**


Young people participants

\* figures are based on data disclosed during reporting.

# Role pathways guide

The Sydney Metro pre-employment program role pathways guide was developed in collaboration with Sydney Metro, contractors, and nominated training providers to showcase the variety of training qualification pathways and employment opportunities that can be achieved through the pre-employment program in collaboration with our contractors.

Through our collaboration with industry in developing the guide, we have identified three key categories. Below is an overview of the potential qualifications associated with each category as well as potential industry job roles.



Explore jobs available on current Sydney Metro projects through our contractors

**Jobs by station and site | Sydney Metro**

## Construction and driving operations

Certificate II and III in Civil Construction (RII20720 and RII30920)	Certificate III in Civil Construction Plant Operations (RII30820)	Certificate III in Driving Operations (TLI31222)
<ul style="list-style-type: none"> <li>• Civil Construction Apprentice/ Trainee</li> <li>• Civil Construction Worker</li> <li>• Trades Assistant</li> <li>• Plant Operator</li> </ul>	<ul style="list-style-type: none"> <li>• Plant Operator</li> <li>• Mobile Plant Operator</li> <li>• Elevating Platform Operator</li> <li>• Loader Operator</li> <li>• Forklift Operator</li> </ul>	<ul style="list-style-type: none"> <li>• Heavy Haulage Vehicle Operator</li> <li>• Light Vehicle Driver</li> <li>• Agitator Driver</li> <li>• Truck Driver</li> </ul>

## Rail infrastructure and trade pathways

Certificate II in Rail Infrastructure (TLI27121)	Certificate II in Electrotechnology (Career Start) (UEE22025)	Certificate II in Engineering Pathways (MEM20422)
<ul style="list-style-type: none"> <li>• Rail Worker</li> <li>• Rail Track Installer</li> <li>• Rail Track Worker/ Maintainer</li> <li>• Rail Bound Plant Operator</li> <li>• HI Rail Operator</li> </ul>	<ul style="list-style-type: none"> <li>• Electrotechnology Career Start Trainee/Apprentice</li> <li>• Electrotechnology Assistant</li> </ul>	<ul style="list-style-type: none"> <li>• Apprentice</li> <li>• Trainee</li> <li>• Engineering Trades Assistant</li> <li>• Labourer (Engineering)</li> </ul>

## Safety, administration and customer service

Certificate III in Work Health and Safety (BSB30719)	Certificate IV in Project Management Practice (BSB40920)	Certificate III in Business (BSB30120)	Certificate II and III in Rail Customer Service (TLI22321 and TLI33122)
<ul style="list-style-type: none"> <li>• Occupational Health and Safety Officer/Assistant</li> <li>• Work Health and Safety Assistant</li> <li>• Safe Working Officer</li> </ul>	<ul style="list-style-type: none"> <li>• Site Administrator</li> <li>• Project/Safety Administrator</li> <li>• Project Support Officer</li> <li>• Project Coordinator</li> <li>• Reporting Support Officer</li> <li>• Contract Administrator</li> </ul>	<ul style="list-style-type: none"> <li>• Administrative Officer</li> <li>• Site Administrator</li> <li>• Safety Administrator</li> <li>• Project Support Officer</li> <li>• Business Support Officer</li> </ul>	<ul style="list-style-type: none"> <li>• Travel Attendant</li> <li>• Customer Journey Co-ordinator</li> <li>• Customer Service Attendant</li> </ul>