

Sydney Metro industry curriculum

The Sydney Metro industry curriculum (SMIC) program aims to increase workforce capability and capacity by developing transferrable skills and competency of individuals across the industry. The approach includes mandatory pre-commencement to site training for defined occupations and across all levels of leadership and management.

Sydney Metro is committed to improving the skills and competence of industry. SMIC has established new industry benchmarks supporting increased workforce competency and improvements in work health and safety, leadership, quality and productivity. The program's delivery is supported through collaborative partnerships with NSW Department of Industry and Training Services NSW. Sydney Metro is one of the first demonstration pilots as part of the Infrastructure Skills Legacy program with accredited training supported by Smart and Skilled funding.

The SMIC program ensures minimum competency requirements must be met prior to commencing work on site, or within a specified timeframe. Competency is evidenced through nationally recognised units. This supports transferability of skills and the workers' ability to pursue further learning pathways.

Sydney Metro has taken a risk-based approach in structuring the program, addressing any areas that pose a significant safety risk to the project or areas with critical skill gaps. Currently, 59 per cent of the workforce who have completed the SMIC training declared that they had not held any previous qualifications.



Sydney Metro workforce.

2019

The following areas were identified as critical skill areas:

- demolition
- tunnelling
- general civil construction
- rail
- heavy haulage
- leadership skills across all industry disciplines.

Between February 2017 and July 2019, Sydney Metro has achieved successful delivery of SMIC to more than 4300 workers – 32 per cent of the City & Southwest workforce.

Roles in Scope	Demolition Worker	Civil Construction Worker	Heavy Haulage Driver	Leadership	Rail Protection Officers	Total (since February 2017)
SMIC No.	513	2157	1374	99	175	4318

More than 10,000 workers are anticipated to complete the training during delivery of City & Southwest.



Over 15,200
units of competence delivered through SMIC



Over 4300
participants have successfully completed the SMIC program



59%
held no qualifications



9%
required literacy and numeracy support



30%
required English language support



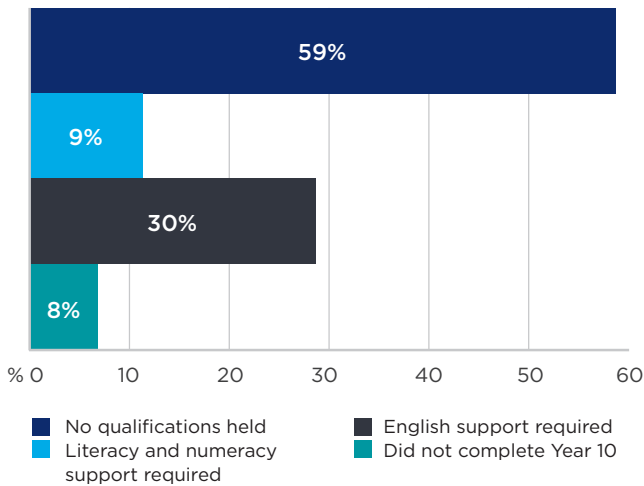
8%
had not completed Year 10

The program's flexible training and assessment design allows for specialised language, literacy and numeracy support teachers to team alongside technical trainers. Translators allow access to a diverse workforce where previously there were language barriers to participate in vocational education and training.

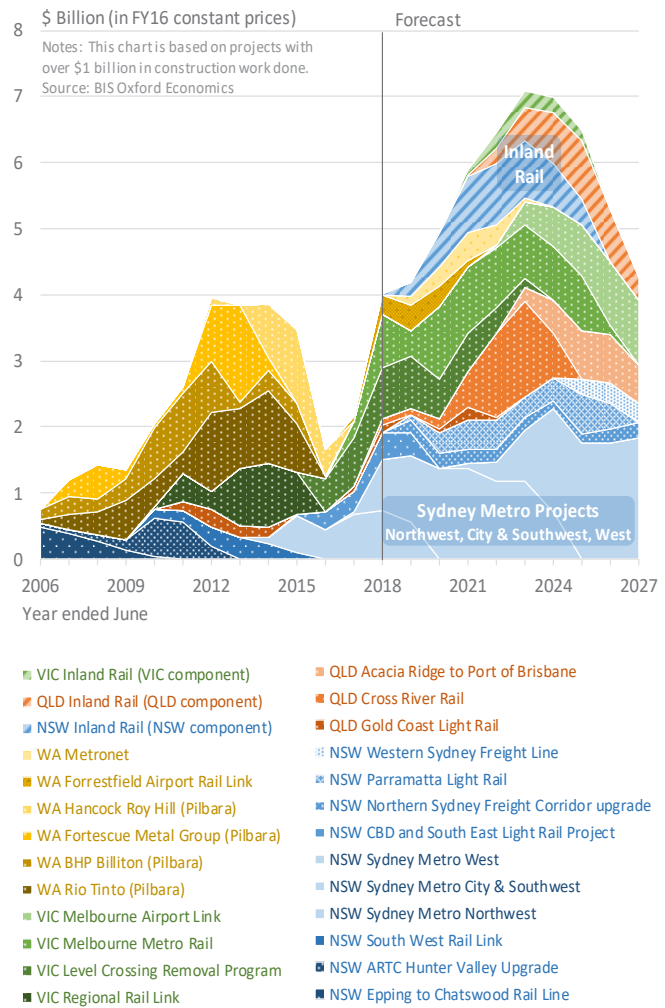
Initial SMIC and workforce profiling supports the rationale for delivery of workforce skills programs to address anticipated skill shortages.

The Australasian Railway Association Skills Capability study future projects and profile data provides insight into the development of workforce and industry participation strategies, programs and initiatives to support workforce diversity and increased skills development and workforce competency. This study demonstrates the age profile of the rail industry workforce with 43 per cent over the age of 45.

Academic and learner support profile



Major rail project outlook, Australia



Source: BIS Oxford Economics – Australasian Railway Association Skills Capability Study 2018

Estimated age profile of the rail construction and operations workforce by group

Occupation group	Age bracket (%)							
	15-24	25-34	35-44	45-54	55-59	60-64	65-69	70+
Managers	4	19	27	27	11	7	3	2
Professionals	6	31	27	19	7	5	2	1
Technicians and trades workers	15	28	21	20	8	5	2	1
Community and personal service workers	16	26	21	20	8	5	3	1
Clerical and administrative workers	8	21	24	26	11	7	3	1
Sales workers	19	16	19	23	11	7	3	1
Machinery operators and drivers	4	18	22	30	14	8	3	1
Labours	15	24	21	22	10	6	2	1
Total	11	24	23	23	10	6	3	1

Source: BIS Oxford Economics – Australasian Railway Association Skills Capability Study 2018

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With this age profile it is important rail organisations like Sydney Metro replace and expand their cohort of skilled workers. Given its outcomes in terms of the numbers of workers successfully completing accredited training programs, SMIC is now an integral part of the Sydney Metro business model.