



Sydney Metro pre-employment program participants training at the NSW Infrastructure Skills Centre.

Sydney Metro pre-employment program October 2021

Sydney Metro is Australia's biggest public transport project.

The City & Southwest project extends the city's new metro railway from the north west region, under Sydney Harbour, through the Sydney CBD and beyond to Bankstown.

In 2024, Sydney will have 31 metro railway stations and a 66km standalone metro railway system, revolutionising the way Australia's biggest city travels.

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 with Sydney Metro's contract partners.

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 Department of Education, Skills and Employment (formerly Department of Jobs and Small Business) who have held this program up as a model of collaboration and co-design reflecting the Federal Government's ambitions for Jobactive, its employment services model. There has also been strong interest from other industries, and the Federal and State governments (Victoria and South Australia). In NSW the program has been replicated and delivered across traffic control, commercial cleaning, hospitality and general construction.

To date, 148 people have completed the Sydney Metro pre-employment program with 44 per cent Aboriginal participation, 95 per cent successful completion and 84 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 Education, Skills and Employment, the Department of Education and Sydney Metro's lead providers Global Skills Australia.



Sydney Metro pre-employment program graduates.

Participant Case Study Example



Alex Pre-employment program graduate

- **34 year old male**
- **Gained sustainable employment**
- **Previously unemployed for an extended period**

Alex completed the Sydney Metro pre-employment program and was employed in April 2021 by CPB Contractors on the Pitt Street station site. Alex says 'It was a very good experience; I was at a hard time in my life and the program helped give me the push to get out of my comfort zone by giving me trainings to gain new skills along with support for my journey to obtain employment'.

Program examples

- Following a Sydney Metro pre-employment precast program, 12 participants gained employment in a Sydney Metro pre-cast yard and completed traineeships in process manufacturing with the Surface Viaduct Civil Works contractor Impregilo-Salini. The process manufacturing qualification was added to the NSW skills list as a result of increased requirements.
- Since their commencement on the City & Southwest project, the tunnel station excavation contractor John Holland CPB Ghella, with support from Sydney Metro, Global Skills Australia and TAFE NSW delivered three civil construction pre-employment programs to diverse cohorts. All 34 participants successfully graduated and were offered full-time employment on the Sydney Metro project, and are currently completing apprenticeships.

14

Programs delivered

156

Participants

148 (95%)

Successful completions

65 (44%)

Aboriginal participation

21 (21%)

Female participants

89%

Employment outcomes