

Case Study

Sydney Metro pre-employment program

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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 participant 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, 363 people have completed the Sydney Metro pre-employment program with 34 per cent Aboriginal participation, 96 per cent successful completion, and 82 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 February 2023, the Waterloo integrated station contractor John Holland partnered with Boral to offer a pre-employment program targeting heavy haulage drivers. While the program was open to all, there was a strong emphasis on Women and Aboriginal and Torres Strait Islander people. The four-week program was delivered in association with registered training organisations Wodonga TAFE (Victoria) and 2-Stride Learning, with all participants completing units towards a Certificate III in Driving Operations and their Heavy Rigid (HR) licence.

Successful completion of the PEP enabled graduates to apply for a Certificate III in Driving Operations apprenticeship with Boral.

Participant Case Study



Jordyn, pre-employment program graduate.

- 20-year-old female
- In 2023, gained sustainable employment as an Electrical Trade Assistant, now in an Electrical Technology Apprenticeship
- 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.

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.



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Programs delivered

363

Participants

349 (96%)

Successful completions

124 (34%)

Aboriginal participants

116 (32%)

Female participants

106* (29%)

Young people participants

296 (82%)

Employment outcomes

221 (61%)

Participants entering
Apprenticeships & Traineeships

* figures are based on data disclosed during reporting.