
ANNUAL REPORT

July 2019 to June 2020





EPIC participants

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		(WTIF - Workplace Training Innovation Fund)	

Project Partners



Department of Transport



Authorised and published by the Victorian Government,
1 Treasury Place, Melbourne

Foreword

As anticipated, this past year has seen a rapid escalation in the demand for critical human resources to meet the requirements of major transport infrastructure projects. As many of our key infrastructure building programs contemporaneously move into major occupations, competition for skilled labour continues to prove challenging. In response, our industry is changing and adapting from traditional approaches to capability and capacity to one that is more innovative, agile and sustainable.

This positive disruption to traditional approaches is enabling us to access previously untapped skilled professionals. For example, the Engineering Pathway Industry Cadetship (EPIC) program has enabled 29 refugee and asylum-seeking multi-disciplinary engineers reconnect with their careers in Victoria. During the 18-month cadetship program participants complete 4 months of work experience with their host employer and then enrol in a postgraduate infrastructure engineering qualification delivered through Swinburne University. This program affords cadets an opportunity to bring their highest talents and skills to work whilst completing Australian recognised engineering qualifications. For our industry it means we are able to access underutilised talent from marginalised communities to meet our supply requirements. Moving forward, EPIC will become an annual feature in the TTF calendar increasing the number of engineers participating in the rail and civil construction industries.

More work has been done to diversify entry pathways into our industry to further highlight employment opportunities and promote rail as a growth industry. The Certificate II in Heavy and Light Rail Fundamentals is an Australian first and provides students with the skills, knowledge and experience of the Victorian rail industry across the core functional areas of operations, infrastructure, customer and rolling stock. Some 21 students from 14 different State schools from across Victoria are

participating in the inaugural program. Upon successful completion of the pilot program a decision will be made about releasing the course to all Victorian secondary schools.

This year also saw the completion of the Rail Industry Capability Project (RICP). This project has delivered vital courseware programs and materials to support the rail industry deliver critical learning to their workforces. Fifteen qualifications have been issued to Victorian rail operators during the project to assist with building their established learning offerings and further develop their educational maturity. The RICP project represents a 4.1-million dollar investment in critical rail skills by the Victorian State government.

Our award-winning diversity and inclusion programs continue to deliver value for our industry that truly enables meaningful employment to those facing extreme barriers to workforce inclusion. In 2019, we saw a new program, BENT Rail, join our diversity and inclusion suite of offerings. BENT Rail seeks to provide networking and employment pathways for Victoria's LGBTQIA+ plus community into the rail industry.

Demand for rail related training facilities continues to be problematic with utilisation at all-time highs. The expansion of the centre's operational trading hours has provided some additional capacity to the industry; however, the centre is still unable to support all requests for services. The introduction of the HCMT mock-up and

the Comeng driver cabs have seen MTM's operation's division commence training at the Rail Academy (RA) in 2020. These new training assets and programs are driving demand for quality learning facilities to assist achieve higher standards of learner outcomes for rail industry workers.

The above results have been achieved in a period of unprecedented disruption set against the backdrop of the bushfire season followed by the COVID-19 pandemic, and yet, the Training for the Future (TTF) program and our broader Victorian rail industry continues to achieve solid outcomes through responsive agility.

The legacy the TTF program will leave on our industry will endure well beyond project delivery and act as a constant reminder to those that follow of the power that collaboration can achieve when governments, organisations and industry come together to make a difference. The success of the TTF program is only made possible through the collaboration of our industry partners, and as such, I wish to thank them for their ongoing support towards our shared vision.



Bradley Giddins
*Director, Industry Capability
& Inclusion*

Level Crossing Removal Project

CHAPTER 1

Our purpose

With our unprecedented transport infrastructure pipeline of projects underway, we are committed to assisting our industry address critical skills gaps to operate and maintain our expanded rail network into the future.

The dedicated team within the TTF program are working to address the shortage of highly skilled labour to industry by accessing labour segments that have been traditionally untapped by the rail industry. Our industry-led program is implementing the following initiatives:

Inclusion

Seeking to ensure that opportunities are realised to drive economic development and improve diversity and social outcomes through job creation, re and up-skilling and social procurement in line with government policy directions.

Capability

Providing an industry-wide strategic, coordinated approach to rail workforce development and capability resourcing to support the unprecedented pipeline of State rail infrastructure projects.

ICI Mission

To enable industry to sustainably develop an inclusive and skilled workforce to deliver infrastructure projects for Victoria.

ICI Vision

Build the future generations of Victorian rail and infrastructure talent.

ICI Value Proposition

Deliver the industry capability and inclusion strategy

Partner with our industry to deliver high value creative outcomes

Provide subject matter, people and capability expertise

Raise educational governance standards of industry

Grow capability and capacity for our industry

CHAPTER 2

Our contributions

Our results are achieving significant opportunities for the most marginalised and underrepresented cohorts to access training and employment outcomes. Our total program to date has resulted in over 268 employment outcomes.

Based on industry consultation new critical skill shortage programs, including EPIC, were launched this year adding to the suite of training programs being delivered as part of the original critical skill shortage list identified through the Joint Coordination Committee. Ongoing delivery of these programs is reviewed on an annual basis with additional programs delivered as per demand.

The RICP, funded by the Department of Education and Training, has ended this year.

The project has delivered 15 qualifications to the industry. Further information can be found in Appendix A.

Further diversity and inclusion initiatives have been added to the TFTF program with the launch of BENT Rail. This program seeks to create awareness and career pathways for LGBTIQ+ people into the rail industry. In addition to new programs being rolled out, we have also created a suite of learning resources to support the ongoing upskilling of the rail industry on embedding social procurement as part of our supply chains.

New software technologies have been introduced to synergistical align with industry efforts towards greater workforce diversity with the introduction of the TFTF Refugee Talent platform. This new system offers many benefits to program partners to harness highly skilled people that have faced traditional barriers to employment.

For a complete breakdown on TFTF program results please refer to [Appendix A](#).



CHAPTER 3

The year in review

Rail Academy training facility

Even under the most challenging of periods the RA training facilities have continued to deliver critical training to our industry to ensure no disruption to our key rail infrastructure projects. Now more than ever the training facilities value is evident by our industry with over 28,367 industry workers having attended the site over the last three years to gain essential job role skills.

Highlights

The RA facility has made the following improvements over the FY19/20;

- The High Capacity Metro Train (HCMT) mock-up has been relocated within the signalling workshop building
- Dedicated track building installation areas featuring components comprising of recycled plastic sleepers and lightweight rail for our Rail in Schools program
- Remediation of ground areas after the removal of various asbestos buildings and PCB contaminated power transformers
- Wayfinding upgrades throughout the training centre to clearly define areas and facilities for users
- Facility upgrades including new windows and acoustic panels for the substation training room
- Upgrades to signalling infrastructure equipment to allow for connectivity of the system for fault finding and testing commissioning scenarios
- Western Program Alliance (WPA) has been engaged to design and deliver a station platform incorporating myki barriers and passenger information displays to connect the train carriages
- Installation of HV switch, XIRIA, for MTM
- Safety improvements achieved through the removal of external gate access to the training facility
- Type approval testing for the Hitachi microlock signalling system that is being assessed by MTM
- Road rail vehicle track has been extended by another 200 meters to allow travelling over points
- Training zone fencing to separate operational areas of RAN for a safer worksite for all students and workers
- Scaffolding erected on site to provide an asset for use in the Safely Work In The Rail Corridor program.

HCMT mock up being moved in the Workshop at RAN.



Rail Academy Utilisation

The increased demand in the RA facilities continues to highlight its importance to not only the Victorian rail industry but the national rail network.

Despite the disruptive impacts of both the Victorian bush fires and the outbreak of COVID-19, RA facilities continued to enjoy high demand until December 2019 as reflected by The Utilisation by Room graph below.

The figures reflect the impacts of these catastrophic events leading to a retraction in face to face training demand as more organisations transitioned key programs to an online delivery model or deferred training whilst addressing business continuity issues. For instance, Metro Trains Melbourne (MTM) moved safe working re-certification training to an online delivery system to ensure critical rail safety workers did not lapse on their competency certification thus ensuring skilled labour wasn't lost to be able to deliver key rail projects. This was a common theme for the first half of 2020 with many commercial registered training organisations (RTO's) shifting programs to an

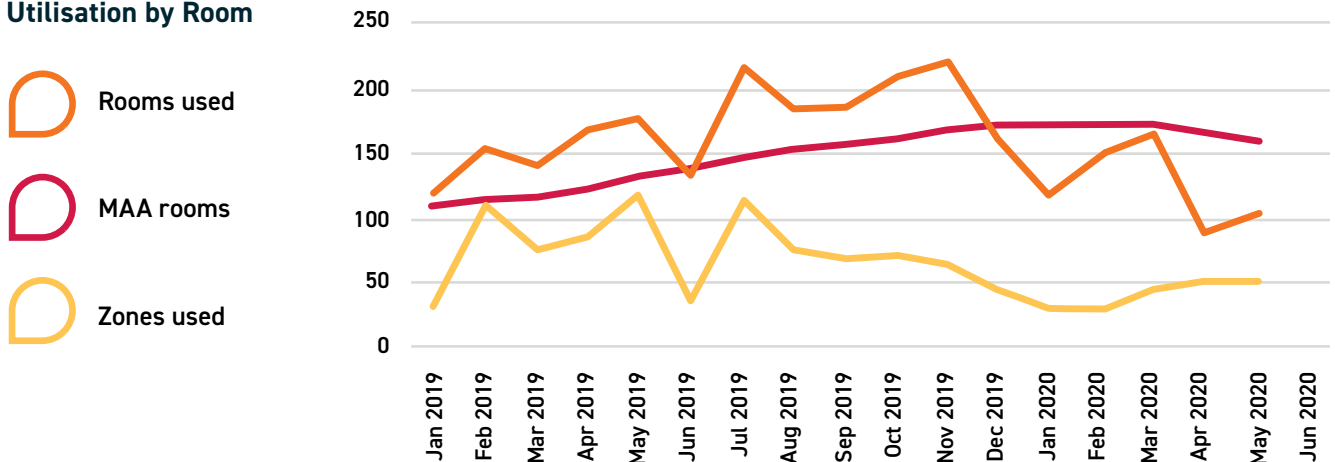
online learning platform to meet the restrictions imposed by COVID-19. Furthermore, many organisations suspended or postponed planned recruitment activities until such time as the full impacts of COVID-19 could be determined. Organisations moved to shore up the ongoing employment of their current staff compliments thus reducing training demand for new starters.

The RA, being a strategic rail education facility of the Victorian State Government, moved quickly to develop up a COVID-19 response plan to ensure the ongoing safety of all users and staff. Site users were required to sign onto the plan and comply with all government directives in relation to maintaining safe social distancing and hygiene standards as mandated by the Victorian Chief Medical Officer. These new mandated regulations also impacted on the number of students that could be trained per classroom based on square footage of buildings

which impacted on the number of students attending the centre as reflected in the general trend line in the RA Visitor Number graph below.

A key element of the COVID-19 response plan was to eliminate as many common touchpoints to break the chain of infection across the facility which included the kiosk sign in system. Data available up until March 2020 indicates customer satisfaction with the training centre 's facilities has hit an all-time high with a Net Promoter Score (NPS) of 51 which is a rise of six points on last year's result and converts to an annual moving average of 9 out of 10. Comments received from multiple users reflect the upgrade of the facility including the installation of new coffee making facilities, water coolers, remediation landscaping works and the upgrading of wayfinding throughout RAN had positive impacts on our customer satisfaction levels.

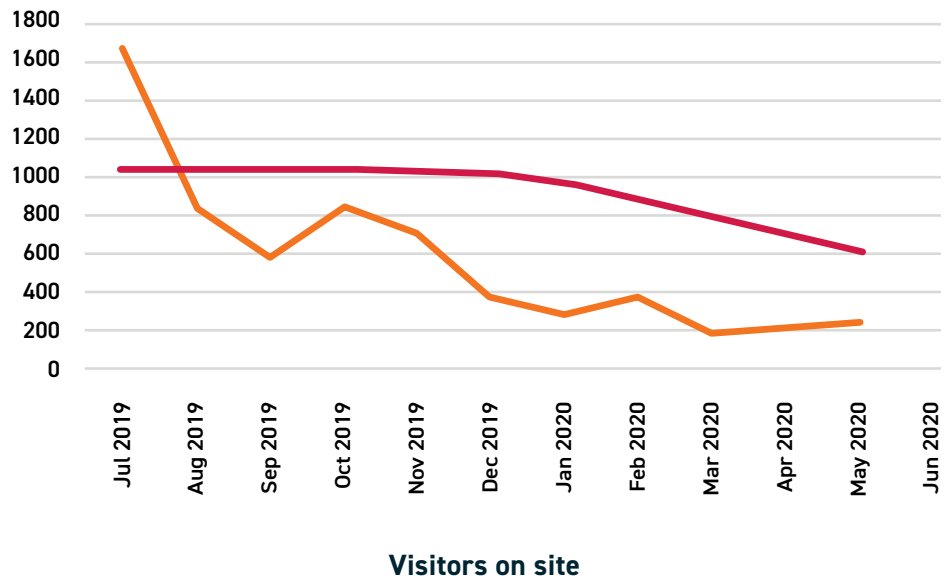
Utilisation by Room



Rail Academy Utilisation cont.

The RA Utilisation year on year

Visitor numbers are trending down due to group size restrictions imposed by social distancing regulations.



Centre Facility Improvements

The RA has delivered programs of work throughout the year that contributed to improving the safety and quality of the experience for site users. Rooms were repainted, water coolers were installed, and new coffee machines have been fitted in the shared meal areas. A package of work was also undertaken to improve the flow around site, with upgrades to wayfinding and room numbering to assist in classroom identification and highlight the various skill areas located at the facility.

The substation building has had its functionality enhanced with interior painting, additional lighting, waterproof carpeting in the classroom, the installation of acoustic boards and the inclusion of windows for natural light. This has provided an additional area for small group training.

To assist in keeping groups of trainees safe whilst using the rail zones, the RA installed safety barrier fencing between training sectors, improving demarcation between training groups. Now trainees can focus on the task at hand without risk from activities in adjacent zones. A safe walking path has also been established from the classrooms to the south yard helping

to keep pedestrians away from the tram wire training area.

Safety and site security have been further improved with the removal of a perimeter gate that previously gave access into the rail corridor. The RA has also introduced training zones including scaffolding and service/utility awareness that form practical activities associated with the Safety Work in Rail Corridor (SWIRC) program.

The RA also plays a unique role for our industry in providing an off network, but fully simulated type approval capability. Last year MTM requested to install the Alstom's

smart lock signalling system for the provision of track and signalling equipment to determine its suitability for deployment across their network. Following extensive testing by MTM both the Smartlock and Smart I/O technologies have been approved and are now deployed on the network.

This year MTM has installed more type approval technology for testing with the Hitachi MicroLok II system. This technology is a signalling system used across Australia, including ARTC and V/Line, and if assessed as meeting MTM's signalling needs will result in significant alignment towards national rail harmonisation of some rail signalling equipment.



CASE STUDY

RA is capability in action

The uniqueness of the RA extends well beyond the confinement of a typical Melbourne based classroom. In fact, the academy showcases OEM rail systems allowing type approval, testing and training to take place across an installed and integrated asset base.

The centralised RA is the perfect environment to set-up a test bed for Hitachi Rail STS (Hitachi) to establish a technology corridor that introduces global products into the Victorian rail network. The Victorian rail industry is a complex supply chain hosting a myriad of stakeholders across a variety of overlapping functions underpinned by safety and performance.

In this role, the RA plays a critical and centralised part toward system integration and simulating test environments that help maintain and evolve the broader State and Federal standards. Hitachi sees the RA as a

central channel toward its business in Victoria as a permanent but ever-changing fixture to introducing and teaching technologies from its portfolio. Moreover, the RA is capable of providing a central knowledge platform that can bridge class material with hands-on practical learning.

The establishment of our flagship CBI (Computer Based Interlocking) MicroLok II product into MTM has been our introductory experience. As part of the product introduction, the MTM Type Approval process was undertaken, nominating the RA as the testing and training environment. The primary value to the State is

returned through increased OEM product diversity and the efficiencies gained through being able to roll-out consistent product learning across the entire rail workforce.

For Hitachi, the returned benefits align with its core aspiring values being customer focus, innovations and excellence, people and team spirit. By fostering and maintaining a collaborative environment, we begin to form a long standing and sustainable relationship that is a balance between changing technologies and societal needs – helping to bring this together as a single platform.

CHAPTER 4

The year ahead

The Rail Academy (RA) Utilisation Forecast

The COVID-19 crisis has presented some opportunities with major transport infrastructure projects being allowed to continue throughout the period. Viewed as a vehicle to support and stimulate economic recovery through bringing forward critical infrastructure investment.

More projects will result in more demand for highly skilled labour resources to deliver the State Governments expanded project agenda. In addition to this further demand pressures will be exacerbated with the return of rail organisations and suppliers who have deferred or delayed critical rail training to clear their backlogs.

SWIRC (Safely Work In The Rail Corridor), as a mandatory training event for new holders of a Rail Industry Workers Card (RIWC) has been running with high numbers since September 2019. At the outbreak of COVID-19, group size was immediately reduced to 12 to comply with social distancing requirements. Room area and facilities have allowed the

group to increase safely to 15, but throughput is still limited. With all new rail workers having to attend, the volume of participants has created a wait list for training. It is anticipated that SWIRC numbers will continue to remain strong until there is an easing in social distancing requirements.

CASE STUDY

Signalling further investment in critical training infrastructure

The RA facility, located at Newport in Melbourne, is currently the largest facility in Australia and includes more than 500 meters of off-network tracks, track vehicle operator and certification, tram and train overheads, signalling rooms, workshop space and ten classrooms.

While the condition of the facilities and the training provided are high quality, the facility needs further upgrades to simulate a live network and real-life signalling scenarios for our ever-growing workforce.

Working with Omada, the signalling system will be upgraded to enhance the Rail Academy's ability to train the next generation of rail

signalling engineers, at Victoria's only specialist rail training facility.

Omada will design educational scenarios with points, signals and train stops. Doing this will provide students with the opportunity to perform multiple installations, testing and commissioning scenarios to build critical skills and capability. Incorporated within the designs

there will be duplicates made with intentional issues to provide students with experience in fault finding.

We're proud to partner with Omada and our broader industry to raise the standards of learning facilities for Victorian rail.

MTM reacted early to the outbreak by moving safe working renewals to an online method. This was intended to prevent groups mixing in class during recertification courses. The online renewal was intended to provide an extension to the validity of the qualification until an anticipated return to standard training in late 2020. Under such arrangements, ongoing renewals are accruing each month and will create a backlog of training requirements for MTM safe working courses. The practical element of many of these programs is conducted at RAN so we anticipate a dramatic spike once the COVID-19 crisis has abated.

Across our industry recruitment has been dramatically slowed if not postponed due to the current constraints caused by COVID-19. As restrictions ease, recruitment and training is anticipated to create additional demands on centre resources. Many users have taken steps to suspend training deemed non-essential. The return to normal operations will see this resume, and also create an additional demand to qualify those postponed during restrictions.

Furthermore, programs that have been deployed to an online delivery

approach such as Rail in Schools (VET) and Signals Maintenance Technician programs will need to revert back to face to face delivery to address critical practical skills aspects that need to be delivered as part of the course syllabus.

With the HCMT mock-up being in place in Q1 FY20/21, it is anticipated that facility demand will further increase with the MTM Operations Division looking to access the centre to train a variety of frontline staff including Authorised Officers, Multi Modal Officers and Station Staff.

Future Training Facilities

The RA is currently working to deliver a training space for the HCMT mock-up. The train has built in features such as operational doors and on-train systems that will provide a high-fidelity, immersive experience for customer and operational staff.

The installation of platform and station areas will further support the learner experience through: training of various customer interactions using barriers, MYKI ticketing machines, DDA compliant ramps and other accessibility features including alterations to doorways and tactile strips that assist people learning independent travel skills. Further track area delineation will be developed this year to further enhance safety for all users. The track area will be fenced along the car park side, to protect students from entering the simulated rail corridor and to prevent training groups interfacing with each other. Wayfinding and access improvements that were delivered this year to the administrative areas of the centre will be expanded into the practical training bays to further improve safety for all. Sign posting will afford trainers working on practical assets visibility of other training groups to maintain safe distancing.

Site access to the centre for those users opting to walk will be further enhanced with a dedicated walking path within the property boundary. All guests now arrive via Shea Street, and RA will provide an access point into the site to prevent any pedestrians having to walk through the pinch point adjacent to the disused Tarp Shop and Metro's driver depot. RA is working on a concept and cost plan to evaluate sealing the car park. This is aimed to create a safe surface, increase parking spaces and improve flow around site. Dust will be reduced; the surface will be more pedestrian friendly and safe walking paths will be provided through the parking area.

All classrooms will receive a refresh to balance the older facilities with the newer rooms installed FY 18/19. AC units will be upgraded, blinds added to classrooms, lighting improvements across the site and additional facilities in the meals room and outside areas to

cater for larger numbers of people on site. RAN will also move the smoking area away from the current position outside the meals room and away from the classrooms.

RAN has been working with Omada Rail Systems on correlating the current signalling installation with updated design drawings. The second phase of this project will be to design a solution to make the signalling fully functional. This will result in significant quality training resource improvements for critical rail roles including Signal Maintenance Technicians and Rail Signalling Engineers.

The current lease on RAN runs through until October 2021. Throughout FY 20/21, LXRP, VicTrack, MTIA and Government will work with industry to develop a long-term strategy for the centre which will address LXRP's role in the ongoing operational management of RAN.



CASE STUDY

Changing lives, building capability and supporting social enterprises to grow

The RA has partnered with YMCA ReBuild, part of Bridge Project, for grounds maintenance and garden works. This social enterprise supports young people as they transition from prison back to community.

The work undertaken included the removal of a building and a disused transformer contaminated with PCBs. YMCA were commissioned to design and deliver a solution that would rejuvenate the area and create space that guests at RAN can enjoy.

YMCA ReBuild currently comprises 13 participants recently released from a correctional centre. After six weeks of initial training within the centre, participants move to a supported program with YMCA. This typically lasts for six months

until they can be transitioned to a full-time role but may be extended to 18 months as support is provided based on the individual's need.

The project at the RA has assisted YMCA in their mission, acting as a platform to demonstrate their capability, grow commercially and generate profits that contributed to the purchase of a small excavator helping them to expand their service. This project also provided an opportunity for two participants in the program to transition into full time roles with

ReBuild as crew leaders, furthering the great work of the project. Plants purchased for the new garden were supplied by Brite, a profit-for-purpose social enterprise in Melbourne's northern suburbs.

In the three years that YMCA ReBuild has been working with RAN, their business has grown from five crew leaders to 12, and they have recently won a parcel of work on the Toorak Road project in collaboration with ACE Landscape Construction.

Building and supporting industry capability

Capability Development Highlights

Over the past 12 months, the capability team continued to work with the rail industry to ensure our program partners have access to high-quality training products and programs that meet industry standards and regulation requirements. Through this approach we continue to add value to our industry and strengthen learning outcomes for our workforces.

Rail Academy Highlights

The RA is proud to have provided several successful careers events to encourage secondary students to consider a career in the heavy and light rail industry. This has provided Victorian secondary schools and career advisors with consistent career event information, keeping the next generation well informed of career options.

The continued strengthening of our partnership with Career Education Association of Victoria (CEAV) further supports industries efforts in promoting the rail industry as a growth industry to secondary school students. It also has provided co-ordinated solutions aimed at providing

eligible government schools with the opportunity to actively engage in a range of experiences that build their knowledge of the world of work and future workforce skill requirements. A suite of bespoke career resources has been developed for career advisors to use when providing career guidance to their students, including both printed and video resources.

The RA successfully supported the industry's vision for a pathways program for school students into the rail industry through an accredited education certificate. We drove the development of an industry-built course curriculum that led to the creation of the Certificate II in Heavy and Light Rail Fundamentals with Victorian Regulations and Qualifications Authority. This achievement represents an Australian first for the rail industry and was all delivered under six months demonstrating the resolve of industry and government to get the job done and make a real difference.

21 secondary school students have enrolled into the Rail in Secondary Schools pilot program and the RA has secured band funding from the Department of Education and Training, (DET) ensuring regulatory guarantees for the ongoing delivery of the program.

Program highlights

- Commencement of Engineering Pathways Industry Cadetship (EPIC) with 30 cadets from refugee and asylum seeker backgrounds, alongside the development of a Victorian-specific qualification in infrastructure engineering with the Graduate Certificate in Infrastructure Engineering Management
- Three cohorts of Rail Signalling Engineers working on Victorian transport infrastructure projects and in training through MTM's Academy
- Delivery of the Rail Industry Capability Project (Workforce Industry Training Fund), an industry driven partnership resulting in the development of 15 qualifications and 200 units of competency.
- Commencement of the Rail in Schools program - Certificate II in Heavy and Light Rail Fundamentals (pre-vocational), launched February 2020 with 21 secondary students enrolled into the pilot program from Victorian state schools.

Signalling Cadets visiting Metro Trains Melbourne Metro



The first cohort of EPIC Cadets



Deliver Critical Skill Shortage Programs

When	What	Purpose
Rail Signal Engineering Cadetship program	Third intake commenced February 2019. Three-year cadetship	Delivered July 2016
Safety Advisors program	Two-year program that delivers a rail-specific Certificate IV WHS, Advanced Diploma WHS and Diploma Quality auditing, plus Excelsior auditing qualification through Swinburne University.	Delivered August 2017 Will be delivered again based on industry demand
Signal Maintenance Technician/ Supervisor program	Certificate IV in Rail Signalling and Diploma of Railway Signalling qualifications developed in conjunction with Metro Trains Melbourne and V/Line.	March 2018
Overhead Lines people program (Traction power)	Development of 9 x units of competency from UET30712 – Certificate III in ESI – Power Systems – Rail Traction .	December 2018
Supervisors program	Blend of accredited/non-accredited program developed frontline leadership and technical skills	April 2018
Stakeholder Communications Advisor program	Non-accredited industry-specific communications and engagement program, delivered by Swinburne University.	July 2018

Initial Critical Skills Shortage Programs, ongoing delivery

Rail Signalling Engineering Cadetship

The third cohort of Rail Signalling Engineers commenced in 2019, with 11 cadets starting across nine program partners. The early development of their specialist skills has been further bolstered with the inclusion of more signalling design firms choosing to become program partners and participate as part of the cadet rotations.

The total number of rail signalling engineering cadets is 26. The industry broadly agrees more needs to be done to address this critical skill shortage, as such, the program will continue to be offered on an annual basis based on demand and industry support.

Status update for all three cohorts for the end of the FY 19/20 are:

- The first cohort are completing their final unit of study for the award of the Graduate Diploma of Railway Signalling Systems
- The second cohort are completing their first group of units in the Graduate Diploma of Railway Systems
- The third cohort will be commencing study of the Graduate Diploma in Railway Signalling Systems in first part of 2021.

Rail Signalling Cadets Graduate Certificate and Graduate Diploma

The Cadets are vital to supplying a continuous pipeline of talent into this highly specialist rail role. The cadets progressing through the industry designed and built course have been employed by program partners. A review of the program has seen it streamlined to meet operational requirements that are aligned to project delivery.

We are excited to announce that the first two cohorts of engineering cadets will graduate in June 2021.

CASE STUDY

Facilitating equal access for all rail industry training providers and suppliers for the sustainable future

Training Ahead Australia specialises in Rail Infrastructure and Rail Safeworking Training, along with several other support services.

"While building our business over the last six years, we've been fortunate enough to have assisted over 4,000 individuals with training, medicals and Rail Industry Worker card support. Throughout this time, we have been regular users of the Rail Academy for more than four years and couldn't have built our business without the facilities and the support the centre offers." Tom Scash, CEO of Training Ahead Australia said.

"The track that is located at the Rail Academy is ideal for rail infrastructure and Safeworking training and I am yet to come across another rail training facility that gives students such a safe and realistic simulated experience."

Training Ahead Australia offers a variety of rail specific and certified programs to support the rail industry skill its workforce including:

- Track Vehicle Operator (TVO1 – MTM)
- ARTC Safeworking (multiple levels)
- V/Line Safeworking (multiple levels)
- Track Vehicle Operator (National)
- Certificate II in Rail Infrastructure
- Certificate III in Rail Infrastructure
- Rail Welding.

"Our Track Vehicle Operator training requires access to certified track, points and signals. The Rail Academy is the best Victorian rail training

centre where access to the required track infrastructure can be gained without needing to request access to the operational network for training purposes." Tom further states.

"The bespoke training environment presented at the Victorian Rail Academy enables my business to conduct critical rail welding training that without would significantly impair my capability to deliver welding training for Victorian rail operators and maintainers"

"Without the Rail Academy, I believe there would be a strong negative impact on the quality and ease of access of rail training facilities for the Victorian rail industry".

CASE STUDY

Transforming lives

Dominic (Thang) Nguyen is a Civil Engineering Intern at the Level Crossing Removal Project

As a refugee and unaccompanied minor who fled Vietnam and arrived by boat in 2013 I really appreciate the opportunities and welcome I have been given in Australia by so many people.

As we celebrate this Year of Welcome, I would like to thank the Level Crossing Removal Project for welcoming me and granting me many wonderful opportunities.

I have learned many new skills in estimating and my internships have opened my eyes and provided me with real project experience. It was exciting to feel part of such a vital project and to work in an inclusive, supportive environment. I now know I am on the right career path. I am motivated and very keen to contribute to the Australian community by playing my part in the post-Covid infrastructure response!

I'd also like to give a big shout out to CareerSeekers New Australian Internship Program who were fantastic in helping me gain such valuable work experience during my Bachelor of Engineering.

Thanks for helping me start my career in such an awesome way! I will always be grateful.

Rail Signalling–Certificate IV

The Certificate IV in Electrical – Rail Signalling was identified as a skill and qualification needed by the rail industry in 2017 with the courseware development project being completed in March 2018.

In that time, the courseware has been licenced to both V/Line and MTM. The first training group of Signal Maintenance Technicians to have their qualification delivered in-house at V/Line commenced in late 2019. Since then, V/Line have commenced planning for a second group and have also successfully delivered online learning throughout the COVID-19 restrictions. The delivery of the Certificate IV in Electrical – Rail Signalling has seen V/Line develop their internal training capability and build a succession plan of developing trainers and assessors that sets their business up for future growth and sustainability.

MTM have been working on an internal delivery plan for their Signal Maintenance Technicians.

Rail Signalling – Diploma

V/Line commenced planning in late 2019 for the delivery of the Diploma of Railway Signalling Systems to their workforce. Working with an experienced specialist trainer from within their organisation they successfully added the qualification to their scope of registration. The delivery of this qualification is currently scheduled for September 2020.

In the spirit of cooperation, MTM are exploring options to send their employees to V/Line to undertake the training. This is a Victorian-first collaborative effort to execute critical training needs sustainably across the rail industry without duplication of effort.

Safety Advisers

The Safety Adviser program was a product designed by Swinburne University in conjunction with LXP to develop those who want to a career in workplace safety. The program delivered an Advanced Diploma in Workplace Health and Safety, a Diploma in Quality Auditing and an auditing system accreditation over an 18 month to two-year program. The program placed six new advisers in 2017, who completed their qualifications in 2019.

Supervisors Program

After a review of the Supervisors Development program in 2019, a new package was developed to improve Work Group Supervisor (WGS) and Project Engineer skills for working in the rail corridor. Detailed incident management analysis established the key areas where WGS and engineers needed guidance and training, which was funnelled into the development of a specialist training package, titled Rail Corridor Construction Course (RCCC). A competitive expression of interest process is underway for specialist rail training organisations to run this two-day course for all WGS and Project Engineers working on rail construction projects in Victoria.

Overhead Lineworker

The qualification designed to skill Overhead Lineworkers, the Certificate III in ESI Power Systems – Rail Traction, was developed and delivered in December 2018. Since then, MTM collaborated with Holmesglen Institute to deliver the required units for their Rail Traction Lineworkers, using the courseware developed as a part of this program.

A version of this qualification specifically customised for Yarra Trams overhead line workers was developed through the Rail Industry Capability Project (RICP) in 2019-2020. Plans are underway for Holmesglen to also deliver this program to Yarra Trams apprentices in late 2020.

Communications Advisers

The pilot of the Fusion communications advisers development program was completed in November 2019. The Fusion program was designed after a multi-layered consultation period with communications departments across the Victorian Government and industry. The fact finding gathering refined what was needed to attract communications talent, develop their knowledge about the transport infrastructure industry and stem employee churn before they could develop their careers.

The program was developed into a seven-month professional development program for entry level to mid-level communications and engagement professionals, offering the knowledge, skills and industry insight upon commencing their roles that their predecessors did not have access to. The course was designed to encompass role induction, covering important skills

and knowledge unique to this sector, including Industry fundamentals, risk management, dealing with difficult situations and writing skills. A long-term industry professional delivers the program, to ensure the right contextual knowledge is passed on. The advisers present to a group of their supervisors and peers at the end of the program, to demonstrate what they've learned.

In 2020 two groups moved through the Fusion program. One group commenced in February and has now moved seamlessly into online delivery (due to COVID-19 restrictions). The next group will start later in 2020, once restrictions have eased. Both groups are fully subscribed, and a waitlist has been established for 2021, proving the immense value the program has added to industry communications advisers and their managers.

*Communications Adviser
Program participants*



New Critical Skills Shortage programs

Engineering Pathways Industry Cadetship

The pilot of the Engineering Pathway Industry Cadetship (EPIC) commenced in January 2020, with 29 cadets progressively joining the program. The Cadetship was designed to enhance employment prospects for those from a refugee and asylum seeker background, as well as develop a talent pipeline for entry-level engineers in transport infrastructure, a critical skill shortage area.

The program offers an 18-month full-time employment contract to cadets, working on one of Victoria's major transport infrastructure projects with one of 13 program partners. Alongside the work component, the cadets will undertake a Graduate Certificate in Infrastructure Engineering Management, designed especially for the program by LXR, MRPV and Swinburne University and fully funded by the program.

There has been a detailed support structure set up around the

cadetship to ensure the success of this particular cohort of Victorians. A dedicated mentoring program, five-day induction program including training to gain required units of competency (Train Track Safety Awareness and Construction Industry Induction) and specialist learning sessions, including learning about the Australian workplace, were completed by all cadets during the opening phase of the program. Cadets also have access to a substantial package of English language and academic support throughout the delivery of the Graduate Certificate through Swinburne University.

The design and delivery of the Graduate Certificate in Infrastructure Engineering Management is a cornerstone of EPIC. This qualification was designed by members of an Industry Reference Group along with Swinburne Engineering faculty and coordinated by LXR. The units are mostly new, designed specifically for

the Victorian transport infrastructure operating environment, with course content informed by Victorian industry subject matter experts donating their time and expertise. The qualification was designed to fill a gap in the educational products on offer in Victoria – a qualification about our industry, by industry, so cadets will gain an immersive experience relevant to their placement.

The cadets at time of writing have been on the job for around six months and are about to commence their Graduate Certificate studies online in July 2020, due to COVID-19 restrictions.

The program is designed to remove the two key barriers to commencing employment as a civil engineer in Victoria – gaining localised work experience and gaining a local higher education qualification. The pilot program will complete in July 2021, with a view to running this program again after a full evaluation.

Rail in Schools: Certificate II in Heavy and Light Rail Fundamentals (pre-vocational)

A newly developed Certificate II in Heavy and Light Rail Fundamentals is another first of its kind qualification in Australia. This qualification for secondary students that focuses on the heavy and light rail industry in Victoria. The RA worked with industry partners MTM, V/Line, Yarra Trams, Metro Tunnel, John Holland, and the Victorian Curriculum and Assessment Authority (with accreditation guidance from Box Hill Institute) to develop this course. TTF are partnering with Swinburne University to deliver the training.

The course was launched in November 2019 with students from Ringwood Secondary College, Sydney Road

Community School, St Joseph's College Geelong, Coburg High School, Altona College, Seymour College, Whitefriars Catholic College for Boys, Geelong Technical Education Centre, Berwick Secondary College, Officer Secondary College and Suzanne Cory High School.

The course provides students with basic knowledge and offers a realistic preview of the heavy and light rail industry in Victoria. Students will be taught both theory and practical elements in a combination of structured learning, self-directed learning and hands-on training based in a simulated work environment.

The course also provides credit towards their final year 12 results with four VCE Units being awarded throughout the program. The program will give students practical skills and knowledge to seek direct employment with the rail industry or move onto further study in the rail via a vocational pathway through TAFE or higher educational pathway with Universities. The pilot program will finish in October 2021, with the plan for the TAFE sector to commence delivery of further programs in February 2022.

*IMAGE OPPOSITE:
Rail in School participants*

Rail Academy Governance Framework

The RA's governance framework continues to support the evolution and growth of educational maturity for the Victorian rail industry through the:

- **Training for the Future Steering Committee;**
- **Rail Advisory Panel, and;**
- **Rail Industry Capability Project Steering Committee**

Key achievements in 2019-2020 include:

- Establishment of Industry Reference Group that drove the accreditation of the Certificate II in Heavy and Light Rail Fundamentals (pre-vocational) with the Victorian Registration & Qualifications Authority
- Closure of the Rail Industry Capability Steering Committee and establishment of the Course Advisory and Development Council
- Establishment of licencing pathways for access to rail industry capability resources



Rail Industry Capability Project (RICP)

The RICP project began in 2018 and completed in early 2020. The key objective was to develop a range of new accredited vocational education materials for the heavy and light rail sector.

In total 15 qualifications comprising of 200 units of competency have been designed and developed to support the rail industry upskill it's workforce. In addition, the project delivered a mobile based assessment app that will allow real time student assessment results to

be recorded achieving significant time and money efficiencies for industry.

With the delivery phase of the project now complete, project close out has now commenced. This phase will see the Department of Education's (DET)

external auditor PWC complete a financial audit of the project including a budget reconciliation. Once this has concluded arrangements to transfer all training assets and surplus budget funding back to DET will be facilitated.

RICP Licenced courseware

<p>Metro Trains Melbourne 13 licences</p>	<ul style="list-style-type: none"> • Certificate II in Rail Infrastructure • Certificate III in Public Transport Customer Service and Compliance (Authorised Officers) unit TLIG2007 Work in a socially diverse environment (1 unit) • Certificate III in Rail Customer Service • Including e-learning packages • Certificate III in Rail Signalling • Certificate IV in Network Control • HV Electrol 	<ul style="list-style-type: none"> • Certificate II in Rail Infrastructure (Structures) • Certificate III in Rail Infrastructure (Track Work) • Certificate III in Rail Infrastructure (Structures) • Certificate IV in Rail nrastructure • Certificate III in ESI Power Systems - Rail Traction • Innovation Project - Digital Assessment App
<p>V/line 10 licences</p>	<ul style="list-style-type: none"> • Certificate III in Rail Customers Service (Conductor Staff) • Certificate II in Rail Infrastructure: On scope, delivered pilot of core to employees from V/line and Yarra trams 11 Feb 2019, new class scheduled to deliver common core 30 March 2020 • Certificate III in Public Transport Customer Service and Compliance (Authorised Officers) unit TLIG2007 Work in a socially diverse environment 	<ul style="list-style-type: none"> • Certificate III in Rail Customers Service (Station Staff) • Certificate II in Shunting • Lead Shunter Skill Set • Certificate III in Rail Yard Coordination • Innovation: Cert III in Rail Customer Service eLearning course, and Digital assessment app • Certificate III in Rail Infrastructure: On scope
<p>Yarra Trams 2 licences</p>	<ul style="list-style-type: none"> • Certificate II in Rail Infrastructure: Intend to run the course internally (non-accredited), opportunity to send employees to V/line to enrol in common core 	<ul style="list-style-type: none"> • Certificate III in Public Transport Customer Service and Compliance (Authorised Officers) unit TLIG2007 Work in a socially diverse environment



CASE STUDY

RICP—Closing Industry capability gaps through collaboration

The RICP was an initiative of the Rail Academy and the Victorian rail industry, funded through the State Government’s Workplace Training Innovation Fund with a \$4.2 million grant.

The project was delivered during a two-year partnership with Swinburne University and Chisholm TAFE. The project concept was designed in agreement and collaboration with Metro Trains Melbourne (MTM), V/Line and Yarra Trams, to skill, upskill and reskill rail industry workers to operate and maintain new rail assets developed as part of Victoria’s Big Build transport infrastructure program.

The key objective was to develop a range of new vocational education programs to support the rail sector in addressing critical skill shortage areas.

This innovative collaboration responded to industry needs for

a more dynamic and diversified training delivery approach to further engage learners and drive knowledge transference. Some program elements developed during the project included advanced online content, deployed using smartphone technology to enable “just in time” training solutions to accommodate requirements for rail infrastructure projects transient contractor workforce.

As Victoria’s rail industry continues to grow exponentially alongside rail infrastructure projects, these training products will build the capacity and capability of current and future rail employees.

Ongoing benefits of the program include:

- Industry led training materials that are aligned to industry standards
- More training delivery providers entering the market which is diversifying the training supply chain
- New and sustainable approaches to developing skills for key priority growth industries
- Holistic collaboration between all stakeholders avoiding unnecessary duplication and streamlining quality training resourcing

The rail operators have already commenced training to their internal and contracted workforces utilising the course programs delivered through the RICP project.



As Abdi Roble, project engineer at ARTC and EPIC cadet told The Age: *"We'll try our best to repay them back by working very hard and hitting the ground to prove that we deserve this spot and opportunity".*

No one is prouder than the team at Training For The Future!

CASE STUDY

Removing Barriers to workforce participation

EPIC has recruited qualified engineers from refugee or asylum seeker backgrounds. Participants have also gained a new, specially developed qualification through Swinburne University, a Graduate Certificate in Infrastructure Engineering Management.

Some 91 suitably qualified refugee and asylum seeker engineers applied for EPIC. Not only did the employment conversion from GROW increase by 8% after EPIC launched, but 31 refugee and asylum seekers from all over Victoria secured work on road and rail projects across 13 different program partners.

This program is a first in the rail, road and civil infrastructure industries in Victoria. Refugees and asylum seekers are a disadvantaged cohort, so the program design was approached sensitively to ensure their greatest chances of success. A specialist mentoring program was set up, with mentors from across industry and in senior roles ready to provide support.

The Gain Real Opportunities in the Workforce (GROW) program seeks to introduce people from marginalised

or disadvantaged backgrounds – including asylum seekers, refugees and Aboriginal and Torres Strait Islander people – to training and employment opportunities in the transport and construction industries.

The program was run to guide the cadets through real construction sites, with guided tours from project directors giving them the detailed view on daily work as a site engineer. A special training program was designed and delivered by Australian Migrant Employment Services, (AMES) to build relationships between supervisors and cadets and to allow employers to develop cultural competency. The Graduate Certificate delivery to the cadets is well supported by Swinburne University, providing specialist English language and academic support, targeted to those who need it most.

The program has seen a sincere collaborative effort between government, industry and employment service providers to provide the opportunity to professionally skilled refugee and asylum seeker engineers. Rail operators MTM, Australian Rail Track Corporation and V/Line, government project offices Major Road Projects Victoria, North East Link Project and Level Crossing Removal Project, major construction firms John Holland, Fulton Hogan and Laing O'Rourke and Decmil, consulting firm IAG, plus employment service providers Jesuit Social Services, Australian Migrant Employment Services, Brotherhood of St Laurence and Multicultural Consulting Services came together to see 31 Victorians work on our major transport infrastructure projects through the program.

Promote and market the Victorian Rail Industry

In collaboration with industry partners and Career Education Association of Victoria (CEAV), RA hosted several successful rail career events to encourage students to consider a career in the rail industry.

Hosted at the Rail Academy Newport, the events aim to raise awareness of career opportunities to Victorian Government-school students in years seven to ten.

Feedback received suggests 91 per cent of teachers and career advisors would attend events and recommend colleagues participate in future programs.

In summary the following events were delivered throughout FY19/20:

- School Students – 370 students attended RA events across three events.

- The RA website received 32,220 page views representing an increase of over 23,067 views on last years.
- School Career Advisor–22 Victorian government school career advisors attended events to raise their awareness of rail career opportunities.

The RA presented at industry meetings and forums across Victoria and contributed to a range of publications, including:

- Find their feet at Wallen Secondary (November 2019)

- Presentation of a rail careers session CEAV conference (November 2019)
- Manor Lakes College school Career Expo (September 2019)
- VET (is) story published in Railway Digest (May 2020)
- Publication of VET(is) video with testimonials from parents and students on YouTube and the creation of 4 x additional career profiles to highlight skill shortage areas

To download RA career resources please following railacademy.vic.gov.au



Yarra Trams delivered the Track Build Activity at Rail Careers.



Carrum Station yarning circle



CASE STUDY

Creating a Pipeline of talent for future generations

You know you're doing something right in your organisation when interns want to return to your workplace. So when CareerTrackers intern Siobhan Stephan wanted to return for her second internship with Level Crossing Removal Project, the Industry Capability & Inclusion team were excited to welcome her back, knowing they were on the right track to retain talent that is industry ready.

Siobhan, studying a Bachelor of Arts at Monash University has a keen interest in the inclusion space within the transport and infrastructure industries, and worked on Training for the Future programs including the EPIC program and BentRail. Being a proud Kamilaori and WakkaWakka Aboriginal woman, Siobhan also brought together inclusion leads across LXP's projects at the Carrum Station yarning circle to share ideas on how to engage more closely and effectively with the Aboriginal community.

"My favourite part of my last internship was the drive and push of the LXP team. It really enabled me to take all of the opportunities that came my way".

Siobhan will be returning to LXP for a third internship in summer 2020/21 but until then, her artwork is proudly displayed in the LXP offices at 121 Exhibition St.

Metropolitan Roads Project Alliance (MRPA) have also adopted the idea of creating future pathways for talented Aboriginal women, with three young

people completing a Cert IV WHS while working as Trainee Safety Administrators across MRPA. From here, they will enter in to MRPA's Grad program.

With many of the interns returning for a second time to LXP, knowledge and skills are retained within teams and a stronger connection to industry is established. 15 previous GEN44 interns have applied to be part of MTIA's Graduate program, showing that there is a hunger for a future career in the transport industry.

Deliver Critical Skill Shortage Programs

Rail Signal Engineering Cadetship

- Planning, recruitment and commencement of a fourth cohort of Rail Signalling Engineers, with employment commencing Feb 2021
- Promotional activity for the cadetship to include a series of online webinars, in conjunction with Victorian university engineering student societies. The first webinar will take place in August 2020 with Swinburne Women in STEM society
- Completion of the Graduate Diploma of Railway Signalling Systems by the first two cohorts

Engineering Pathways Industry Cadetship

- Commencement of Graduate Certificate in Infrastructure Engineering Management studies in July 2020
- Completion of the pilot program in July 2021
- Planning and information sessions for a second cohort commencing April 2021

Communications Adviser Development Program (Fusion)

- Deliver third program scheduled to commence August 2020
- Fourth cohort to commence February 2021

Other programs

- Service industry for current and future needs
- Provide support as required to the industry for TFTF-developed courses such as;
 - Diploma in Railway Signalling Systems (V/Line),
 - Certificate IV in Electrical – Rail Signalling (V/Line and MTM),
 - Certificate IV ESI Power Systems - Rail Traction (MTM and Yarra Trams)
 - Certificate IV in Rail Infrastructure (V/Line)

RA Governance Framework

- Ongoing support to industry and the administration of Rail Academy Governance framework
- Establishment of Research Council to support capability needs of the industry
- Deliver Rail Recognition Awards evening June 2021

Deliver pilot of rail delivered in schools program (VET)

- Complete pilot cohort Oct 2021
- Ongoing promotional activities with key stakeholders to drive expressions of interest for a Feb 2022 intake

Promoting rail careers

- Deliver school engagement activities planned for 2020-2021
- Work with industry to develop rail careers session to include the HCMT and new track building equipment
- Implement a STEM workshop as part of national science week August 2020, focusing on encouraging women to consider engineering as a career
- Launch a comprehensive online workshop for career advisors expanding footprint of the program into more regional areas
- Rollout digital tools that enable greater collaboration
- Further develop our collaboration with other agencies



GROW program



CASE STUDY

Grow

Wayne Wellington is an Aboriginal Victorian who spent over 30 years in the Northern Territory working in various industries, including shipping, electrical trade roles and warehousing. He relocated to Melbourne when the last company he worked for ceased its operations at end of 2018.

While in Melbourne, Wayne decided to undertake a Building and Construction course at Kangan Institute with the aim of getting work in the Construction Industry. At Kangan Institute, Wayne learned about the Training for the Future's GROW as a program that was assisting Aboriginal and other disadvantaged groups to gain access to training and employment in transport and construction industry. Wayne recalled that *"my teacher encouraged me to apply and participate in the GROW program and I took it as an opportunity to re-enter the workforce"*.

In November 2019, Wayne attended GROW and was able to gain the two industry required tickets and introduced to employers in the

major infrastructure projects. The introduction to the projects alliances and subcontractors opened an opportunity for Wayne to speak about the experience he gained from the previous industries he worked for and in January 2020, Wayne was hired and continues to work at the Western Program Alliance (WPA) as laborer.

"I had been really impressed when I met Wayne during the December GROW Program visit to Aviation Rd. He was interested in the work we do, very engaged, and stood out as someone I thought would fit in well with the team. I am very happy with the way Wayne has jumped in with both feet and become an integral part of our team" says Jason Harms, Wayne's supervisor at WPA.

"Wayne's role on Cherry St is as part of the Site Support Crew. He is versatile and accomplishes anything that is asked of him with a great attitude. His normal day to day activities include, but aren't limited to Electrical Spotter, Refueling all plant and equipment, temporary fencing, driving the site tip truck and helping out anywhere that is needed. The more guys like Wayne that we can bring into the construction industry, the better the industry will become".

Wayne also acts as an ambassador for the GROW Program and often comes out to speak to the GROW participants whenever they visit the WPA Level Crossing Project sites.

Building a diverse talent capacity pipeline

TFTF continues to attract diverse talent to those transport and infrastructure industries, providing opportunities for all Victorians. Through our suite of programs, we are working hard to create safe, respectful and inclusive workplaces, ensuring that everyone feels comfortable to bring their whole self to work and enjoy full participation.

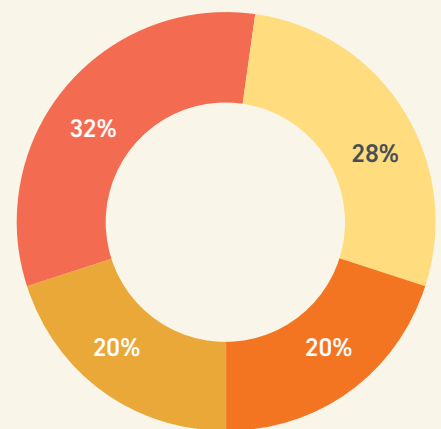
Highlights

- Launch of TFTF's newest program BENT Rail, building support, advocacy, networking and employment opportunities for LGBTIQ+ employees in industry through targeted awareness campaigns, training sessions and community engagement.
- In partnership with Kinaway, Supply Nation and Social Traders, we developed five educational resources including a social procurement e-learning resource to build capability in the social procurement area, showcasing case studies and practical tips on how best to incorporate social procurement to easily diversify industry supply chains.
- To build on Aboriginal employment, GROW focused on an All-Indigenous round in 2019, working together with Aboriginal recruitment providers and community.
- We launched the Transforming Transport Calendar series, with key Diversity & Inclusion days throughout the year marked by holding engaging events and awareness campaigns
- The Women in Transport Mentoring program continues to go from strength to strength, with numbers of both mentors and mentees growing with each cohort. Our last cohort was our biggest ever, with 185 pairs moving through the program, providing networking and development opportunities to support and champion talented women in the transport industry.
- Aboriginal design incorporated in projects at LXRP, showcasing culture and heritage of the Aboriginal people in the area. Most notably, Carrum station, where the design incorporates local Aboriginal totems and a yarning circle in the public space.
- TFTF went online with the launch of the TFTF Talent Platform, allowing employment agencies and referral partners a direct platform to refer candidates, check job boards and see how candidates are progressing.

GEN44 and GEN8

GEN44/GEN8 is a paid industry internship program designed to create a pipeline of future diverse and capable talent for transport. Delivered in partnership with CareerTrackers, CareerSeekers, the Australian Network on Disability, Doxa Youth Foundation and the Foundation for Young Australians YLab program, GEN44 brings together partners across industry to provide meaningful work experience in their chosen field of study to young people from marginalized backgrounds. GEN8 provides work experience to mid-career level internships for participants. To date, 131 interns have participated across industry, with a further group of winter interns currently being recruited.

Breakdown of GEN44 participants 2019/20 (%)



- People with disability
- Aboriginal background
- People from refugee/asylum seeker backgrounds
- Other disadvantaged backgrounds



CASE STUDY

Regional Rail Innovative Partnership

The Centre for Excellence in Rail Training (CERT) along with the Victorian Goldfields Railway (VGR), Bendigo and District Aboriginal Co-operative (BDAC) in a three-way collaborative partnership for to train young Indigenous people in rail labouring and maintenance skills.

The Victorian Department of Transport provided \$30,000 to fund a pilot program which delivers a fully accredited Certificate II in Rail Infrastructure for participants. Commencing in late July 2020 and running for 12 weeks, participants will learn from VGR, who are a specialist rail trainer and then further consolidate their skills with CERT.

The program is designed to be highly experiential and practical-focused, with the participants getting on the tools and learning by doing. Participants will qualify to work as a track worker, track installer or track maintainer upon completion. They will

also receive required tickets to work as a part of the program, including Train Track Safety Awareness.

Angela Brown Manager, Industry Capability and Development Level Crossing Removal Project said this was a great example of collaboration across rail operators, rail training providers and Aboriginal co-ops to see great outcomes for Aboriginal and Torres Strait Islander people.

"The Certificate II in Rail Infrastructure is a qualification that will give participants a head-start in a career in rail and an in-demand skill set in Victoria. We can't wait to how the first group of participants fare and look

forward to seeing a more diverse representation of workers in Victoria rail," Ms Brown said.

CERT's focus for the program is for all participants to gain work. They have already commenced discussions with a range of potential employers and hope to run an employment day, where prospective employers can meet the participants in person, with a view to hiring them.

CERT also hope the pilot program attracts ongoing funding to continue the program. Expanding the program to disadvantaged participants will also provide a true pathway to employment.

GROW

Gain Real Opportunities in the Workforce (GROW) is a transport industry workforce program designed to introduce people from marginalised and disadvantaged backgrounds to employment and training opportunities.

GROW is delivered over five-days to showcase the breadth of opportunities available across the rail and public transport network.

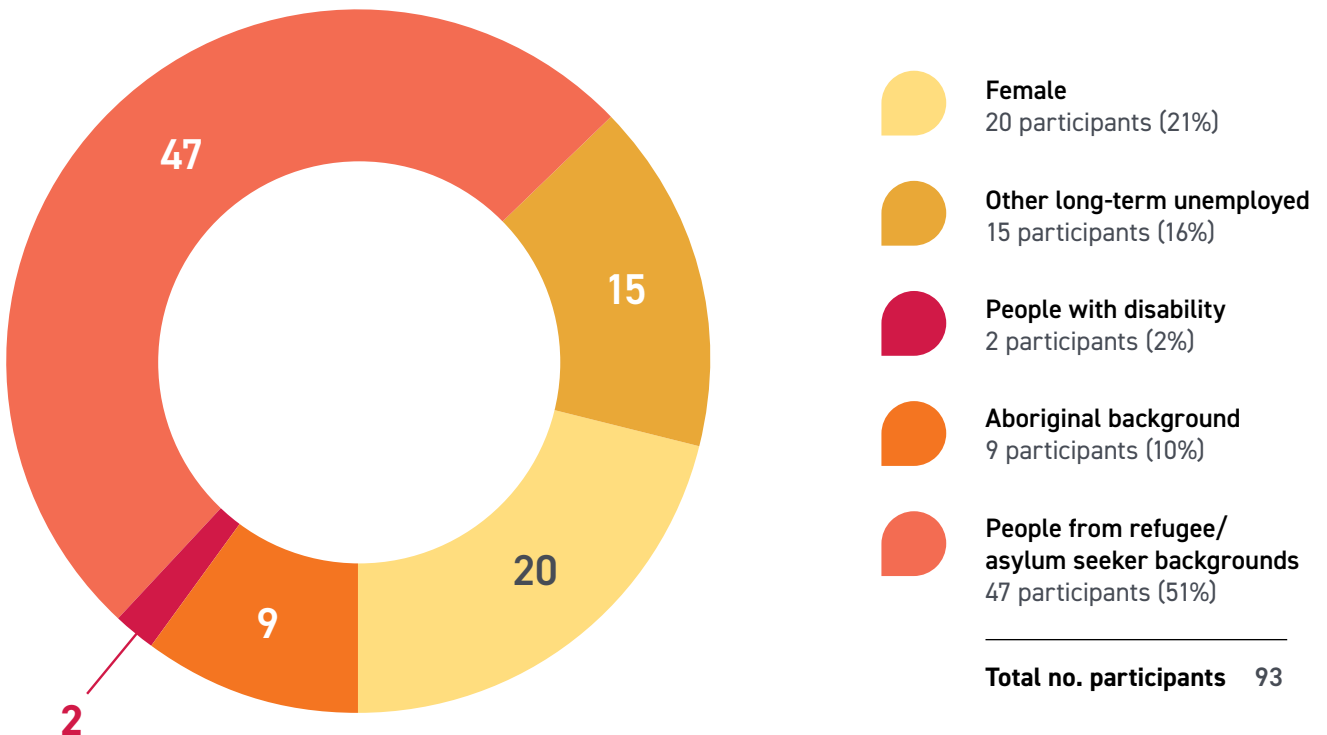
Since its launch in November 2017, TFTF have delivered 28 GROW programs with a total of 375 participants completing the program. 140 of those have converted into employment opportunities representing a 37 per cent employment conversion rate. With the launch of the TFTF Talent

Platform in April 2020, we are now able to capture all referrals coming to the GROW program and provide a diversity recruitment tool for TFTF partners and industry to ensure those most in need are given opportunity to roles available. With COVID-19 restrictions, GROW has been put on hold since our February 2020 program until further notice but with the TFTF Talent platform, we are still seeing a growth in employment outcomes for previous GROW participants into

ongoing roles in industry. Because of this pause in the program, we have delivered 6 GROW programs for the 2019-20 period, 93 people completing GROW with 34 (37%) of those going on to ongoing employment opportunities, including the EPIC cadetships. Future GROW programs will also include inclusion across LGBTIQ+ participants in collaboration with the BentRail program and YMCA's Out for Good program participants.

Breakdown of GROW participants 2019/2020

(Number of participants)





CASE STUDY

Building sustainable systems and unlocking Refugee Potential

Certified social enterprise Refugee & Migrant Talent (RMT) has teamed up with the Victorian Level Crossing Removal Project (LXRP) to create an innovative digital employment platform designed to match skilled migrants with jobs.

The platform – called “Training for the Future Talent Platform” – has the potential to create hundreds of jobs and has been designed to address a skills shortfall in the booming rail infrastructure sector.

At the same time, it will assist RMT address its own ongoing challenge – finding work for a growing number of skilled refugees and newly arrived migrants. The platform will work in conjunction with another of Training for the Future’s programs, GROW, designed to give people facing barriers to employment the opportunity to meet key recruiters

across the rail and construction industries and highlight existing roles.

Co-Founder & Chief Executive Officer of RMT, Anna Robson said the “Training for the Future” program provided RMT with the opportunity to re-skill migrants and refugees with relevant experience from industries in decline, such as the automotive and manufacturing sectors.

“Program participants will learn about the breadth of opportunities available across the rail and public transport industry including rolling stock manufacturing, plant maintenance and operations,” said Anna.

“Across Australia there is about \$58 billion worth of infrastructure works underway or in the pipeline, and a large chunk of that is for transport and rail projects.”

“The employment opportunities are therefore significant and so we needed a platform that would make identifying those roles and matching them with our talent a lot more streamlined. We know that skills are rarely the problem for newly arrived migrants – it’s the networks and connections that are missing and that’s the gap we are trying to fill here,” said Anna.

Women in Transport

The Level Crossing Removal Project has completed delivery of the Department of Transport's 2019 Women in Transport (WiT) Mentoring Program.

The program is a six-month, industry-wide initiative run twice a year that offers professional development and networking opportunities, plus regular guidance to structure mentee-mentor meetings. It is open to government and business sectors, across all transport disciplines and while mentees must be female, mentors can be male or female.

Both 2019 rounds received strong interest across government and business in Victoria's transport industry, demonstrating an ongoing demand for this program. 850 potential mentors and mentees

applied, eager to make a difference in the careers of women in transport.

In total, the 2019 program saw 533 people matched to form 256 pairs of mentors and mentees. Participants scored the quality of their mentoring relationship 4.4 out of 5, and the program achieved a Net Promoter Score (NPS) of 59. This is considered 'excellent' and informs us that the majority of participants would recommend the program to a colleague or friend (it is determined by asking individuals that question on a scale of 1 to 10).

ROUND TWO: Jul to Dec 2019

- 367 applications
- 119 pairs
- 230 participants
- 37 male participants

ROUND ONE: Dec to Jul 2020

- 336 applications
- 156 pairs
- 288 participants
- 45 male participants



CASE STUDY

Advancing Women in Transport across Victoria

The first of its kind in Australia, Victoria's Women in Transport program combines fifteen initiatives to attract and retain more women in the sector. It aims to increase the number of women in transport from 16 per cent to 25 per cent by 2020 and senior role representation to 50 per cent.

One of its initiatives is the Women in Transport Mentoring Program, delivered by LXP on behalf of Victoria's Department of Transport. The six month program offers professional development and networking sessions, monthly guides for mentees and mentors, and a focus on face-to-face connections.

The program is open to anyone with at least one year of experience in the transport industry, whether in the public or private sector. Mentees must be female; mentors can be male or female with at least five years of experience in their field.

Initially, the mentoring program involved 62 women engineers – after overwhelming enthusiasm and positive feedback, the program has since extended to include almost 500 participants, across all disciplines within the transport industry.



CASE STUDY

SEPA's Steps to LGBTIQ+ Safety

When Rikki Toms, South Eastern Program Alliance's (SEPA) Continuous Improvement and Innovation Manager put her mind to building on SEPA's LGBTIQ+ inclusion initiatives in partnership with Training for the Future's BentRail program, a fantastic change started moving through the Richmond office and out to SEPA's sites.

After attending one of BentRail's LGBTIQ+ Cultural Safety in Transport sessions as one of SEPA's senior leaders, Rikki decided to take it upon herself to gather support from her leadership team in making the first steps for change and inclusion.

Rikki first explained to the SEPA team the importance of identifying pronouns on all email signatures, starting the conversation and understanding around inclusion for gender diverse people. This was widely accepted and most of the team have updated their email signatures in support of existing LGBTIQ+ colleagues and new people looking to work at SEPA.

From there, Rikki was able to put her efforts in to ensuring that gender

neutral toilets are available at all SEPA offices and LXRP worksites, removing yet another barrier faced by gender diverse people and showing SEPA's commitment to inclusion.

Being a keen advocate for her community, Rikki has included BentRail and LGBTIQ+ inclusion in to SEPA's induction process and is also planning awareness sessions with subcontractors and key people leaders to ensure safety and understanding when placing gender diverse people within teams.

"In terms of an office role, I would be very confident that we could adequately support and provide a safe environment for a transgender person and there would be a

tremendous level support for our leadership team to do this."

"For an operational role, where there is a lot more interfaces with external parties, I think we need to continue the conversation with our teams and our regular contractors, to ensure we create the right level of awareness and support systems across our entire end to end supply chain, to ensure the best possible conditions of 'ALL' our people," Rikki said.

With several planned inclusion initiatives, BentRail has found the strongest of ally in Rikki and the SEPA leadership team in progressing steps to safety and inclusion throughout the project for its people.



BENT Rail

Exploding with a burst of colour and flair, BentRail is the latest TTF program launched in January 2020.

BentRail seeks to provide networking, employment opportunities and inclusion for Victoria's LGBTIQ+ community in the rail industry, while highlighting the significant contribution LGBTIQ+ rail employees bring to industry and champion this in all forms. It provides a voice, builds a network for LGBTIQ+ employees and allies, connecting us to each other and community.

The rail industry in Victoria is changing. Through a series of targeted advocacy and awareness sessions and in conjunction with various networking events and forums, BentRail aims to harness existing TTF industry partners' LGBTIQ+ peer networks and bring them together under a structured program, ensuring our workplaces are safer and more respectful places for LGBTIQ+ people.

In January 2020 the first 'Rainbow Connections' Networking event was held with over 80 LGBTIQ+ people and allies in attendance. The event was a chance for people from industry to make connections and share their stories in a social, relaxed setting and there was great representation from all transport providers, Department of Transport and our Alliance partners. Rainbow Connections events will be held once a quarter, coinciding with key dates in the LGBTIQ+ calendar, including

Midsumma festival, Wear it Purple Day and Trans Day of Remembrance.

Working towards understanding and education, February saw 3 LGBTIQ+ Cultural Safety in Transport training sessions delivered to over 60 people leaders and executive officers from TTF program partners and industry. Focused on how people leaders can change the culture in their organisation by supporting LGBTIQ+ employees to making workplaces safer and more inclusive, the sessions were received positively, with many of TTF leaders taking away shared experience, practical tips and wanting to explore further sessions aimed at frontline employees. Further sessions will be delivered later in 2020.

Another important part of the BentRail program is community engagement and visibility. With the Midsumma carnival in full swing in March, Training for the Future took to the Daylesford Chillout Country Pride festival on 8 March. The festival was a packed event, and the BentRail marquee was set up to promote opportunities across the transport and infrastructure industries and speak about the inclusive environment for LGBTIQ+ people looking to work across Victoria's Big Build. It was exciting to see there was keen interest from many sectors of the LGBTIQ+ community in pursuing opportunities in transport.

CASE STUDY

LXRP's Michelle Sheppard Leading the Charge

Starting a new role is never easy. Starting a new role during a pandemic is another story altogether!

But that is exactly what Michelle Sheppard did when she started as LXRP's newest member of the Industry Capability & Inclusion team in April 2020. Michelle started her relationship with LXRP when delivering the LGBTIQ+ Cultural Safety in Transport sessions as part of the BentRail program. Michelle, a well-known advocate in the LGBTIQ+ community, had to also overcome her own pre-conceived ideas of how she would be received in transport and infrastructure as a trans woman in a notoriously male-dominated industry.

"To be a transgender woman in an industry that is known for being male dominated, I like the challenge of coming into an area that I can start using my disruptive influencing and my own style of advocacy to help make change where it needs to be done."

Since starting with LXRP, Michelle has already started working on future BentRail initiatives, and she hopes that by having a high profile in industry will pave the way for other trans and gender diverse people to be attracted to available opportunities. One outcome that has come from her Cultural Safety in Transport sessions in February is that new occupations with South Eastern Program Alliance (SEPA) and North West Program Alliance (NWP) have installed gender neutral toilets onsite, a huge step forward in creating inclusion for everybody. Through her work, Michelle now hopes to shape the industry further as a safe, accepting and inclusive place where all people thrive as professionals.

CASE STUDY

Renewable energy provides opportunity for Bunjil

Southern Program Alliance (SPA) have partnered with Aboriginal business Bunjil Energy to deliver renewable solar energy and sustainable lighting.

This has long been an industry barrier for Bunjil and similar companies to include solar as it is not usually included in initial designs. SPA collaborated with their sustainability, electrical delivery and design teams to create a design and construct package. This enabled Bunjil to work

on the project in the design phase, include solar and return for the construct phase.

SPA's engagement of Bunjil provided support and brand growth to an Aboriginal business, gave a green and sustainable outcome for their stations, provided apprenticeship opportunities

for Aboriginal Victorians and involved co-design with local traditional owners to the station aesthetics. SPA provided a lesson for others in industry to include sustainable options during the design stage, and an example of what can be done when that's not possible, using an Aboriginal business.

Transforming Transport

To ensure that TTF captures important key dates in the inclusion space, a Transforming Transport calendar was created and shared with our TTF partners and industry in December 2019. Highlighting inclusion through a series of events and communications, Transforming Transport aims to increase awareness of the importance of inclusion in transport and infrastructure.

We have sent important inclusion communications for TTF partners to share amongst their internal employee communications channels, including for National Youth Week, Cultural Diversity Week and Refugee Week. Along with these resources, events have been planned to hold throughout 2020.

In March 2020, as part of the Transforming Transport series of events, a panel of speakers were brought together to celebrate International Women's Day. The theme for 2020 was Each for Equal, and the panellists brought fresh perspective of what it is like being a woman in the Transport industry and shared tips on how they contribute to championing equality in their workplaces. The event hosted

over 60 people from government, public transport and infrastructure.

To support LGBTIQ+ inclusion, Transforming Transport created a podcast series for IDAHOBIT (International Day Against Homophobia, Biphobia, Intersexism and Transphobia) on 17 May 2020. Consisting of four short podcasts, the series partnered with Switchboard, an LGBTIQ+ support service provider and hosted interviews with LGBTIQ+ people across industry sharing stories about their experience in a time of isolation. Ro Allen, the Victorian Commissioner for Gender and Sexuality also shared their story on family and the importance of pride networks in our industry.

Another important conversation for our industry is Reconciliation, and on June 2020, as part of Reconciliation Week, Transforming Transport held an online webinar for industry. Opened by Scott McCartney, CEO for Kinaway Chamber of Commerce, Victoria's peak body for Aboriginal business, the webinar showcased the capability of four Aboriginal businesses new to the rail and infrastructure industry and served to raise awareness of some of the amazing Aboriginal businesses that are ready to contribute to Victoria's massive project of works. 112 social procurement leads across industry attended this online forum, forming valuable introductions of Aboriginal business looking to access opportunities across Level Crossing Removal projects.

Social Procurement

Ensuring that Aboriginal businesses and social enterprises can build their capability and be part of the unprecedented infrastructure projects across Victoria, our social procurement work presents everyone with a unique opportunity to leave a legacy and make a difference to the community and the environment. To date, LXRP's alliances have spent \$130 million on social procurement and we are excited to continue this work.

In Victoria's transport and infrastructure industry, social procurement is achieved via:

- The supply chain by procuring from Victorian Aboriginal businesses, Victorian social enterprises or Australian Disability Enterprises (social benefit suppliers)
- Workforce diversity by employing, training or supporting priority job seekers and people who are underrepresented in the industry
- Sustainability by decreasing negative environmental impacts and increasing positive environmental outcomes.

As part of TTF and in support of Victoria's Social Procurement Framework, a suite of social procurement resources has been

produced to help industry make social procurement a part of their everyday business. Launched in November 2019, the Social Procurement in Practice resource booklet was distributed as a strong introduction to social procurement and how to achieve it. It includes a poster illustrating just 20 of the broad range of goods and services that social benefit suppliers have provided to worksites and offices across industry. It is available as a PDF or A3 hardcopy designed for display in tearooms and high-traffic areas to increase everyone's understanding of how relevant social procurement is to their work and to their purchasing needs.

To support the Social Procurement in Practice print resource a 30 minute eLearning module was

created and launched in March 2020, including video case studies and a short assessment. The intended primary users are government suppliers; our alliances / contractors and their subcontractors. This e-resource has also been used in shaping social procurement resources to be rolled out across all Major Transport Infrastructure Authority (MTIA) projects, valuable in keeping momentum growing for social procurement across Victoria. Throughout the rest of 2020, TTF intends to roll out a series of video resources with helpful tips and tricks to continue building understanding of how social procurement can be implemented into the workplace.

Social Procurement in Practice resource booklet



Aboriginal Action Plan

TFTF continues to support initiatives across our Alliances, working closely with community and industry to achieve positive outcomes for everyone.

Partnerships are vitally important when it comes to driving Aboriginal participation and TFTF is proud to facilitate and guide these partnerships in any way we can. In September 2019, important conversations were started around Aboriginal employment strategies with V-line and Yarra Trams, facilitating introductions of the Indigenous Workforce Consultants (IWC) group to commence strategic work in the public transport sector.

With LXP's Alliances also firmly focused on Aboriginal business and

inclusion, some strong partnerships have also been forged. Initiatives that build Aboriginal participation include Metropolitan Roads Project Alliance (MRPA) working closely with Richmond Football Club on a pathway to employment program, Southern Program Alliance (SPA) partnering with Bunjil Energy to include sustainable solar energy on their project sites, North Western Program Alliance (NWP) partnering to build capability of Native Earthworks, a fully Aboriginal owned construction business.

Through our ongoing support for inclusion, TFTF's GROW program in November 2019 was an all-Indigenous round, highlighting employment opportunities to community and facilitating important introduction across industry, with three participants going on to ongoing employment at LXP's Western Program Alliance. Further all-Indigenous GROW programs are scheduled for 2020 once COVID-19 restrictions are lifted and the program can recommence.

CASE STUDY

Women in rail infrastructure construction

To increase employment for Victorian Aboriginal women, grow their representation in industry and create pathways for women in construction, Metropolitan Roads Program Alliance (MRPA) have partnered with the Richmond Football Club's Australian and Victorian Football Leagues for Women (AFLW and VFLW) programs.

MRPA offer flexible work arrangements for the Club's Aboriginal players so that they can earn a living and develop a career, whilst focusing on the requirements of playing and training to prepare as elite sportswomen.

The initiative is designed to increase female participation in frontline construction worker roles and develop the players into future leading hands and supervisors. To date, MRPA have employed three

AFLW Construction Trainees, with a fourth to start in June 2020. Each are enrolled into a Certificate III Civil Construction Plant Operations and provided a mentor to assist onsite. The trainees work part-time during the AFLW/VFLW season and full-time in the off season. Much of their theoretical study is done at the club, with the assistance of an ex-AFL RTO trainer. At the completion of the traineeship, the players have the option of furthering their qualifications.

The initiative especially benefits MRPA as it provides a pool of women with attributes well suited to the industry; players are generally fit, healthy, disciplined, display high level of leadership and teamwork and they are interested in working in construction. It showcases the industry as flexible and innovative and sets an example for others in industry to run similar programs. Additionally, this initiative bridges the significant pay-gap between male and female AFLW players.

Inclusion Talent Programs

GEN44 and GEN8

GEN44 and GEN8 will continue to provide opportunities to people from marginalised backgrounds to ensure that both transport and infrastructure have an engaged and ready pipeline of talent. A full evaluation of the program will commence in July 2020, ready for the next intake of participants. It is pleasing to note that we are seeing the return of more GEN44 and Gen8 interns as they complete their degrees. Their desire for further immersion in the transport and infrastructure sector allows them to gain broader experience and deepen their skill set. Winter 2020 internships will be explored for July 2020 and calls for 2020/21 cohort of internships will commence in August 2020 for a December 2020 commencement.

GROW

GROW plans to broaden its horizons in 2020 and 2021. While there will be 10 GROW programs delivered, targeted cohorts will be explored, furthering our inclusion for Aboriginal and Torres Strait Islander participants, people with disability and LGBTIQ+ people. With the talent platform firmly in place as a diversity recruitment tool, we have set targets of a 40% employment rate for GROW participants. In addition to the 10 GROW programs, targeted Cultural Competency training will be rolled out to TTF partners to help hiring managers understand the importance of employing with diversity in mind.

Women in Transport

With WiT becoming increasingly popular, we aim to build numbers for the program to an all-time high. Along with the delivery of two mentoring program cohorts per year, TTF will give official recognition to Mentoring Alumni who have participated in the program from its inception.

BENT Rail

To further promote inclusion for LGBTIQ+ people, we will continue our Rainbow Connections events, be present in key Pride dates in 2020/21, including the Midsumma Pride March, Fair day Carnival and the Chillout Country Pride festival. With GROW attracting LGBTIQ+ talent into industry, TTF will deliver in partnership with LXP a Transitioning in the Workplace Guide to support those coming into transport and infrastructure and their new managers. This will of course support existing employees within industry already to feel safe and secure and hopefully facilitate meaningful conversations between employees and people managers.

Through a series of campaigns, BentRail will celebrate and advocate for important dates in the LGBTIQ+ calendar, including Trans Awareness Week, IDAHOBIT 2021, Wear it Purple Day and will also hold an important Queer Women in STEM event in February as part of the Midsumma festival to engage new talent to transport and infrastructure.

Social Procurement

With the launch in 2020 of the Social Procurement in Practice resource and e-resource, TTF will continue to build capability for TTF partners and industry by creating a series of short 'how to' videos.

These videos will showcase some of the fantastic Aboriginal businesses and social enterprises and how they can be integrated into business as usual activity.

We will also continue our successful partnerships with Kinaway Chamber

of Commerce, Supply Nation and Social Traders to highlight new and existing Aboriginal businesses and social enterprises, ensuring long term, thriving partnerships and a diverse supply chain and workforce.



CASE STUDY

Wamarra and WPA Building better together

WPA has engaged the services of Wamarra, an Aboriginal owned and operated Victorian-based civil contractor, to spearhead site establishment at three WPA project sites: Cranbourne Line Upgrade, Old Geelong Road and Werribee Street.

The WPA package of work has allowed Wamarra to recruit several Aboriginal trades workers and general labourers. Wamarra's total workforce now numbers 15 full-time Aboriginal employees – a pretty impressive stat, given the company only commenced operations earlier this year.

Managing Director, Hayden Heta, is a proud Aboriginal man of the Wiradjuri Nation.

When asked about the benefits of partnering with WPA, Hayden said: *"This partnership has allowed our company to expend time and focus on our purpose, which is to provide meaningful employment opportunities to Aboriginal people."*

The benefit of our partnership with WPA is that we are in an environment where we are supported, we are learning and developing, and we are fostering genuine relationships, one that we will continue into the future."

Victoria's big infrastructure build is an opportunity to reimagine how government and companies entice new talent to highlight how the construction industry is revolutionising to include women and people from more diverse backgrounds.

Hayden was also a speaker LXP's Reconciliation Week panel talking about Wamarra's capability to over 100 people from industry.

Aboriginal Action Plan

Along with championing Aboriginal businesses through ongoing social procurement, TFTF suite of inclusion programs continue to ensure Aboriginal participation through targeted GROW cohorts and Career Seeker internship placements, creating ongoing opportunity for Aboriginal and Torres Strait Islander people. Transforming Transport will celebrate NAIDOC Week 2020 with a panel discussion on Aboriginal Design and landscaping, showcasing businesses that operate throughout Victoria. Also, for NAIDOC Week, BentRail created another TFTF giving an important voice for inclusion, discussing intersectionality in the queer and Aboriginal community and how transport and infrastructure can best support community in their recruitment practices.

The TFTF Talent Platform will play an important piece of our Aboriginal inclusion in the year ahead, closely working with community to bring on new referral partners and matching jobseekers with LXP project works and roles across the public transport sector.

Further resourcing flowing from the TFTF program is an Aboriginal Resource Guide. This is being developed for release late 2020. It will support industry's employment of Aboriginal Victorians and their efforts to make their workplaces inclusive, supportive and attractive to Aboriginal Victorians. It only touches upon procuring from Aboriginal businesses, as that is covered in the Social Procurement in Practice resources. Procurement from Aboriginal businesses and employing or training Aboriginal Victorians is considered social procurement.



CASE STUDY

MRPA partnership finds a way to make AFLW dreams come true

One of Level Crossings Removal Program (LXRP) leading contractors with the Metropolitan Roads Program Alliance (MRPA) Fulton Hogan together with Metro Trains Melbourne are currently in the process of delivering the Evans, Cardinia and Clyde Road and South Gippsland Highway level crossing removal projects.

AFLW Richmond is partnering with industry to offer flexible employment pathways to give female players the financial means to focus on their dreams of playing football.

This collaboration has the potential to create a 'talent pipeline' of women to enter the construction industry. It also provides the industry and our existing workforce with positive female role models to increase the numbers of females choosing to work in the industry.

Bradley Giddins, LXRP's Director of Industry Capability and Inclusion said the Training for the Future Program had helped innovate these types of partnerships.

"This fantastic pilot program offers leading female footballers working in construction and infrastructure a chance at flexible employment and new career pathways," Mr Giddins said.

"Better still, it raises awareness of construction as a viable career option for all women by developing positive female role models for young women and school aged kids to aspire."

Fulton Hogan is supporting and providing meaningful opportunities for emerging female talent.

Dean Riha Fulton Hogan Alliance Manager for Metropolitan Roads Program Alliance said the partnership with AFLW Richmond Football Club will offer female players flexible

employment pathways that supports their rigorous training schedule.

"This will provide the financial means for players to focus on their dreams of playing football at an elite level and pursue a meaningful career outside of the sport."

"Fulton Hogan has recognised there is a need to address the gaps in women entering our industry and this pilot program is just one way we are closing that gap."

"This will help boost awareness of viable career options for women in construction and that can only be a good thing for industry and our own workforce."

APPENDIX A

ICI Dashboard

Critical Skill Shortages Programs Status

In planning In Dev. Implemented

Courses

VET (is)- Certificate II in Heavy and Light Rail Fundamentals (pre-vocational) - accreditation	0	0	1	100%	Complete
VET (is)- Certificate II in Heavy and Light Rail Fundamentals (pre-vocational) - content development	0	1	0	50%	On Track
VET (is)- Certificate II in Heavy and Light Rail Fundamentals (pre-vocational) - Pilot commencement	0	0	1	100%	Complete
Graduate Certificate in Infrastructure Engineering - course supporting EPIC program	0	1	0	20%	On Track



APPENDIX A

ICI Dashboard

ICI Program Initiatives	Total No. of Programs scheduled (Jul19- Jun 20)	No. of programs delivered YTD (19-20)	No. of participants YTD (19-20)	No. of employed TOTAL	Status Update
Inclusion - TRANSIT	0	0	0	20	Ongoing
Inclusion - GROW	10	7	93	122	Ongoing
Inclusion - BentRail		5			Ongoing
Inclusion - GEN44	1	1	42	25	Ongoing
Inclusion - GEN8	1	1	8	4	Ongoing
Inclusion - Women in Transport Mentoring Program	2	2	518		Ongoing
Inclusion - Transforming Transport Calendar Series	13	13			Ongoing
Inclusion - Women in Transport Scholarships	4 Scholarships	4 Scholarships	23 Applications		Complete
Capability - Rail Signalling Cadets Grad Cert & Grad Dip	0		11	30	Ongoing
Capability - Rail Signalling Certificate IV	2			32	Ongoing
Capability - Rail Signalling Diploma	0				Ongoing
Capability - Safety Advisors (Diploma)	0			4	Ongoing
Capability - Overhead Lineworker	0				Complete
Capability - Stakeholders & Comms Adviser	2	2	15		Ongoing
Capability - Supervisors Leadership	0				Complete
Capability/Inclusion - Engineering Pathways Industry Cadetship (EPIC)	1		31	31	Complete
Rail Academy- School Engagement Activities (rail careers, STEM)	5	3	315		Ongoing
Total no. of employed				268	

APPENDIX A

ICI Dashboard

Rail Academy Newport	Monthly Occupancy	Occupancy YTD (2019/20)	Monthly No. of participants	No. of participants TOTAL FY19/20	NPS Score %
RA - Classrooms	165 rooms	MAA 174 rooms	621	6110	64
RA - Skill Sectors (no. of bookings)	44	538			
Corporate Service Training			134	868	
Driver Training			27	1560	
Electrical Training			52	1032	
Engineering Training			6	68	
Leadership Training			0	39	
LXRA GROW/TRANSIT			7	79	
Management Training			7	83	
Overheads and HV Training			6	38	
Meeting			13	185	
Network Control			0	14	
Operations			18	135	
Project Management			0	3	
Rail Infrastructure Training			19	164	
Safety Training			9	265	
Signalling Training			115	643	
Site Maintenance			18	68	
Track Construction			4	134	
SWIRC			172	331	
Other			24	291	
Total number of students since program commencement				28467	

APPENDIX A

ICI Dashboard

WITF Programs Status	In planning	In Dev.	Implemented/ Delivered to industry	Completion	Status Update
Rail Industry Capability Project Courses	0	0	16	100.00%	Complete
Railway Signalling and Systems					
TLI32615 Certificate III Rail Signalling				100%	Complete
TLI42215 Certificate IV in Rail Network Control				100%	Complete
High Voltage and Overhead Power					
HV Power				100%	Complete
HV Electrol				100%	Complete
UET30719 Certificate III ESI Power Systems Rail Traction				100%	Complete
Rail Track and Infrastructure					
TLI21315 Certificate II Rail Infrastructure (Track Work, Light Rail)				100%	Complete
TLI21315 Certificate II Rail Infrastructure (Structures)				100%	Complete
TLI32515 Certificate III Rail Infrastructure				100%	Complete
TLI32115 Certificate III Rail Infrastructure (Structures)				100%	Complete
TLI42315 Certificate IV in Rail Infrastructure				100%	Complete
Rail Operations					
TLI22015 Certificate II in Shunting and Lead Shunter Skill Set				100%	Complete
TLI32815 Certificate III in Rail Yard Coordination				100%	Complete
TLI33118 Certificate III in Rail Customer Service - Station Staff				100%	Complete
TLI33118 Certificate III in Rail Customer Service - Conductor				100%	Complete
22335VIC Certificate III in Public Transport in Public Transport Customer Service				100%	Complete
Innovation					
Innovation Project - Digital Assessment App				100%	Complete
Innovation Project - 3D Railway Signalling model					Closed

APPENDIX B

Value Creation

Capability

Rail Industry Capability Project (RICP):

delivered almost 200 units of competency that led to 15 qualifications, 16 e-learning titles and a bespoke assessment app to facilitate practical assessments, courseware has been licenced to MTM, V/Line and Yarra Trams.

Engineering Pathways Industry Cadetship (EPIC):

31 cadets undertaking program from refugee and asylum seeker backgrounds, with a bespoke Graduate Certificate in Infrastructure Engineering Management developed for the program.

Signalling Engineers: designed & developed a three year cadetship leading to a Vocational Graduate Certificate and Diploma in Railway Signalling Systems qualification, 32 cadets hired for the program.

Signal Maintenance Technicians:

designed and developed a new Certificate IV in Electrical–Rail Signalling qualification and Diploma of Railway Signalling qualification for Metro Trains Melbourne (MTM) and V/Line. V/Line have 12 students in training.

Work, Health and Safety (WHS) Advisors:

designed and developed a rail specific Advanced Diploma in Workplace Health and Safety, six Students qualified.

Overhead Lineworker (Traction Power) Program:

designed and developed Certificate III in ESI-Power Systems- Rail Traction, course licenced to MTM.

Supervisors Program: frontline leadership skills for the construction industry: eight students completed.

Communications & Stakeholder Engagement Program (FUSION): designed and developed, 13 students from across MTIA and DoT in 2019, 30 students undertaking program in 2020 across two groups, 43 total students.

Vocational Education and Training (VET) in Schools program:

a secondary school pathway program to allow students to include vocational studies within their senior secondary certificate of education. Designed and developed the Certificate II in Rail/ Light rail fundamentals (Australian First). Pilot commenced February 2020, students due to complete October 2021.

Rail Academy: held 2 x Rail Careers activities hosting approximately 185 year 9 and 10 students, 17 September 2019 =115 students attended, 8 November 2019 =70 students attended. Rail Careers was delivered online 5 in May, in partnership with Career Education Advisors Victoria due to COVID-19 restrictions. Held 1 x Rail Careers advisor workshop in November with 22 Victorian government school career advisors to raise awareness and promote career opportunities in rail. Next session is scheduled 22 July 2020.

Rail Academy Newport (RAN)

Total student numbers since LXRP leased RAN: 28,467.

Year to date trainee numbers: 7984.

Net Promoter Score:
average returned score of 9 out of 10.

Over 5000 site visitors at RAN.

MAA for FY to date of 75% with bookings steadily increasing (88% prior to COVID-19 restrictions).

Additional sectors installed – SWIRC assets and Rail Corridor Construction Program.

Track fenced to reduce interface risk between programs.

HCMT mock up relocated to Workshop.

Wayfinding improved and entrances to all training areas signed.

Social benefit enterprises YMCA ReBuild and Brite nursery have worked together to install gardens where old assets were removed.

Project underway to design and construct an accessible station and platform area around the HCMT train.

Project underway to enhance the signalling installation.

Road rail vehicle track increased to 300 metres, including turn-out.

Inclusion

Women in Transport (WiT) Mentoring program: 881 participants and 443 pairs matched to date.

Women in Transport Leadership Scholarships: six scholarships awarded.

GEN44: takes in new under graduate university students from priority marginalized cohorts annually, 93 interns to date.

GEN8: takes eight refugee & asylum seekers annually, 28 interns to date.

GROW/TRANSIT: gives priority cohorts introduction and training to the rail industry, 352 participants in total, 30 per cent employment rate.

Social Procurement Innovators Network (SPIN): three events annually.

BentRail: aimed at increasing inclusion and advocacy for LGBTIQA+ people–Rainbow Connections Networking events held each quarter. Q1 attendance for 2020 at 70 people. LGBTIQA+ Cultural Safety in Transport Training Sessions – 3 sessions scheduled for Q1, 150 participants from across industry, attendance at Midsumma Chillout festival and scheduled for 2021 Pride March.

Social Procurement and Contract Compliance

Aboriginal Employment Target: 492,840 hours.

Major Projects Skills Guarantee (MPSG): 865,784 hours.

Social Procurement Expenditure: \$130 million.

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For more information please visit

**[levelcrossings.vic.gov.au/about/
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VICTORIA
State
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of Transport

Authorised and published by the Victorian Government,
1 Treasury Place, Melbourne

IC13896