
ANNUAL REPORT

July 2020 to June 2021





VET (is) group participants

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Cover image: EPIC cadets

Foreword

It is a privilege and an honour to lead the Industry Capability and Inclusion (ICI) team and drive Training for the Future (TTF). As the Acting Director of ICI, I am proud to take up the challenge of leading this rail industry skills program that results in a new generation of rail talent for Victoria. I would also like to acknowledge Bradley Giddins who led our function, and the continued role Bradley plays in shaping the future of transport with the Department of Transport.

We all know this past 15 months have been difficult, but the entire industry has provided a steady and reassuring hand during what has been an extraordinary period. The past year has seen the ICI team continue to push with its body of work and programs to attract and retain transport infrastructure talent. Despite COVID-19, ongoing lockdowns, and the challenges it has thrown up, the demand for well-trained talent in the transport infrastructure sector has continued. We have all pivoted to meet the challenges before us.

The need for critical supply lines of talent in Victoria has never been greater, the team worked tirelessly to maintain the ongoing delivery of our programs, as well as to ensure the safety and effective running of Rail Academy Newport (RAN). As part of our COVID-19 response, the RAN team worked closely with government and health authorities to determine and adhere to preventative measures, while navigating ever-changing restrictions in order to keep the facility open, and the supply chain intact. The responsiveness of RAN which remained open during the pandemic ensured the delivery of the skilled workers that are vital for TTF suite of programs, State Government infrastructure construction projects and ensuring coordination to achieve inclusion targets.

Importantly, COVID-19 propelled changes many in the industry were already working toward. The Capability team undertook a new way of working regarding EPIC recruitment which was adapted to online recruitment centres and breakout rooms. This allowed us to continue working with industry partners in a competitive process to deliver value and develop opportunities to re-skill asylum seekers and refugees with relevant experience into the program in timely and effective manner.

The ICI team is proud of what has been achieved over 2020-2021 as we continue to work towards developing and delivering a program of works ready to meet the expectations of our stakeholders and the communities we serve now, and into the future. The team and I know the success of TTF is achieved by the individual and team efforts of every one of our program partners and we are pleased to highlight our achievements and the way we contribute to industry capability, skills development, diversity, and social inclusion opportunities.



Caitlin Ryan
Acting Director,
Industry Capability, and Inclusion
Level Crossing Removal Project

Project Partners



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CHAPTER 1

Our purpose

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

The dedicated team 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 opportunities are created and realised to drive economic development and improve diversity and social outcomes through job creation, re and up-skilling and social procurement in line with Victorian 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

Provide and delivery the industry capability and inclusion strategy

Partner with our industry to deliver high value 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

The value created from the ongoing delivery of the TTF program continues to build on previous years. This has only been achieved through industry collaboration and participation and commitment to up skill the sector for a sustainable future.

Our work continues to yield significant opportunities for the most marginalised and underrepresented cohorts of the Victorian community. Our GROW program continued to provide access to training and employment outcomes, our program to date has resulted in over 156 employment outcomes.

It has been another significant year of improvement works at Rail Academy Newport, including the delivery of immersive training asset, High-Capacity Metro Train (HCMT) and Rail Academy station, with our first group of secondary students touring the new HCMT zone in May.

As part of ongoing efforts to attract young people to consider a career in rail, the Certificate II in heavy and Light Rail Fundamentals enjoyed higher-than-average retention with the pilot group due to graduate in November.

During the year, we made substantial progress on supporting the industry to address engineering rail skill shortages with the delivery of a second group of Engineering Pathways Industry cadets (EPIC). A total of 50 cadets from refugee and asylum seeker backgrounds have commenced over the two programs run so far.

Taking effective action to ensure a pool of skilled engineers are in long-term development, the Rail Signal Engineer Cadetship continued, with a fourth cohort of 14 diverse candidates being welcomed in February 2021.

We continued to support and build our female workforce with the specialised Women in Transport mentoring program bringing together more than 261 pairs of mentors and mentees from across industry.

TTF diversity and inclusion efforts continued to gain momentum over the past year, with emphasis on building awareness about the complexity of LGBTIQ+ issues in the workplace and in the broader community. Of particular note was the delivery of the Gender Affirmation Guide and Resource for industry.

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



Rail Academy Newport

Rail Academy Utilisation

The year began with Victoria entering stage four restrictions. This resulted in the closure of RAN to all but the most critical of programs.

Like all training facilities, the previous 12 months has seen the Academy used for only a fraction of the year due to the pandemic impacts. When the centre re-opened during the second quarter of the year, demand spiked as industry sought to make up for the lost time. Demand peaked in quarter three and has remained full.

Access to the practical hands-on training zones reached a peak in the second half of the year, with multiple groups working on the rail assets. With demand for high quality practical training areas being at an all-time high, RAN's unique offering in Victoria continues to be recognised, and it has been critical to maintain as much access to these assets as possible.

Visitor numbers at RAN

FY 20/21	7,767
FY 19/20	7,084
FY 18/19	11,320
FY 17/18	4,163

Centre Facility Improvements

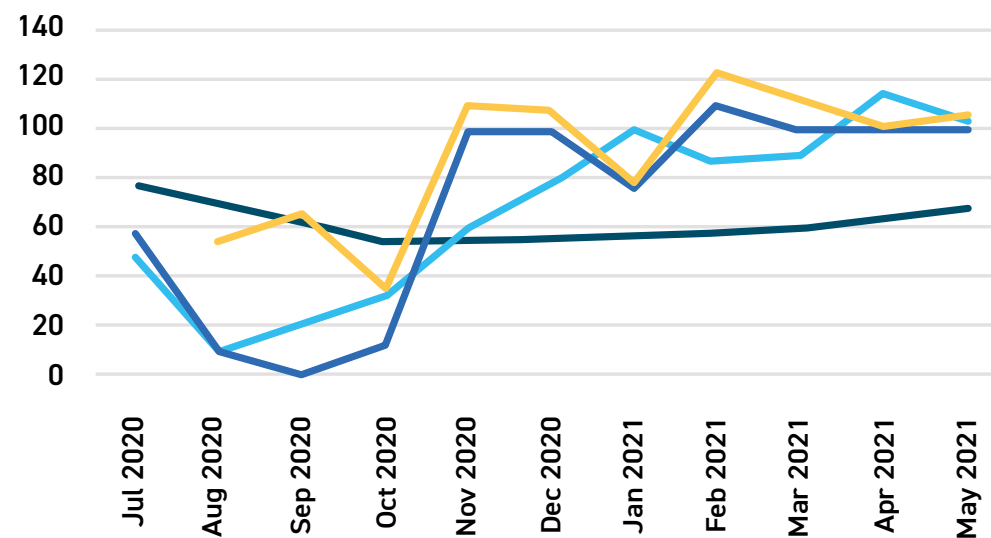
To support the delivery Safe Working in the Rail Corridor (SWIRC) program and further enhance the experience of learners, RAN has provided a 13-ton excavator placed adjacent to the rail lines within the construction training zone allocated to the program. The aim of this asset is to provide an understanding of the operation of these machines and the hazards to people and surrounds.

As part of our commitment to social procurement, risk mitigation work was undertaken by YMCA ReBuild for the design, build and installation of outdoor facilities. These items were handmade by the YMCA facility, further highlighting how social procurement can provide true value to our projects.

To support the installation of the HCMT mock-up, the workshop has also been rewired to improve the electrical safety of this space. The electrical work was also extended to the workshop signalling equipment.

RAN has previously improved the wayfinding at the site and provided a consistent and easy to recognise brand across the site. The new graphic representations across the site are easy to use and have created a better understanding for all guests with the site now hosting so much practical training.

Utilisation 20/21



COVID-19 restrictions

Over the past year, the ongoing restrictions for COVID-19 impacted RAN. The circuit breaker lockdown in February closed RAN for five days, and then a further seven days in June.

When the state took initial steps out of lockdown, RAN re-opened its doors to support Metro Trains Melbourne (MTM), V/Line and Yarra to deliver high-risk work and training. During this period, RAN was also fully optimised with a QR code sign in system. This has been implemented to assure visitors that the site was safe to visit. The QR

code declaration was also rolled out early as part of the risk mitigation strategy and to provide good contact tracing data if required. This has now been replaced by the required Victorian Government QR code Service.

We would also like to thank the industry trainers and assessors

who delivered training from RAN over the last year. They assisted the RAN team to monitor and comply with the restrictions and COVID-19 requirements. This included checking fitness for work, QR code sign-in and enforcing the rules on wearing face masks while on site.

Industry collaborations

Forked Collar Trial

RAN has been assisting MTM with testing of overhead line equipment components. MTM have been evaluating the installation and suitability of the forked collar, the main supporting component of the overhead catenary wires.

Utilising the RAN low-level overheads, a series of forked collars have been installed at a height that can be checked frequently without the need to work over track at height. The area has been safely isolated from the public areas of RAN by the installation of fencing.

Rail traction apprentices

In late 2020, RAN was able to bring together several packages of work to benefit Rail Traction apprentices. The Rail Industry Capability Project had developed a Certificate III ESI – Power Systems – Rail Traction qualification, for both light and heavy rail sectors.

The training package requires practical activity which previously had been delivered via on-job learning.

In 2018, RAN was able to deliver Road Rail Vehicle (RRV) operations and training at RAN by entering into an agreement with MTM to provide Rail Infrastructure Management duties enabling the centre to effectively operate as part of the network.

These projects came together to deliver practical training to Yarra Trams third-year apprentices that are being qualified with Holmesglen Institute. The development of technical skill under direct supervision of a trainer gave the apprentice group real life examples of working at heights on the overheads, without the risks or time pressures associated with working on the live network during an occupation.

Three groups of trainees have been utilising the practical assets, gaining valuable experience and evidence whilst working towards completion in late 2021. RAN is the only training facility in Australia where RRVs can access such a large installation of genuine overheads installed over operational tracks.

Platform screen doors are coming to Melbourne

The High Capacity Metro Trains have been designed to accommodate future technology, which include new platform screen doors being installed at each of the Metro Tunnel's five new underground stations. Each station will be fitted with floor-to-ceiling glass walls along the length of its platforms and platform screen doors.

This capability has required early planning at a multi-disciplinary level to ensure the doors, sensors, and the trains all work together in sync. Over the past six months RAN has been utilised by a team of dedicated systems engineers, an alliance between Rail Projects Victoria (RPV) and Rail Systems Alliance (RSA) to perform critical testing works for this infrastructure.



CASE STUDY

High-Capacity Metro Train (HCMT) and Rail Academy Station

RAN worked throughout the stage four lockdown on a market engagement strategy to build a platform and station area around the HCMT mock-up. The HCMT provides a much needed training simulation centre for those preparing to work and currently working in the rail industry.

The design and development of the asset was led by the RAN team and the LXP design studio in consultation with stakeholders from across industry. The result was an immersive training and assessment venue that contributes to building employee skill. The project was supported and delivered by Western Program Alliance, (WPA) and provided an opportunity to increase social spend and add social value to industry by procuring the services of an Indigenous owned business for the construction.

To further enhance the experience of a live station environment, Customer Help Points were sourced from the Southern Program Alliance (SPA).

The acquisition was only made possible by the dedication of MTM Community Education Officer, Kelli Williams. The HCMT provides an opportunity for training and to explore train and station features without safety risks or time pressures of a live environment. The HCMT was also used as part of National Careers Week. RAN teamed up with Metro Tunnel Education to deliver a workshop for secondary school students. This was the first face to face student workshop event since October 2019. Particularly exciting was the new 'Rail Academy station' the students experienced, including getting on board the HCMT.

As well as an opportunity for students, the new 'station' provides a much needed training simulation area for those preparing to work and currently working in the rail industry. The HCMT will also include the installation of artwork 'Journey Across Three Countries' by Robert Kelly, with an acknowledgement of the traditional owners of the land in which RAN stands.

Rail Academy Newport

The Rail Academy (RA) Utilisation Forecast

Industry has been impacted significantly by ongoing restrictions and subsequent lockdowns. However, demand for classroom facilities and the addition of assets such as the HCMT, station area and overheads are creating a greater utilisation of practical zones and are being used more than ever before.

RAN will continue to manage and coordinate access to the much in demand facility.

Programs relating to new entrants such as Safely Work In the Rail Corridor (SWIRC) and Safely Access the Rail Corridor are high, accounting for over 20 per cent of the centre

utilisation and demand remains constant with all courses offered being filled.

The ongoing challenges posed by the COVID-19 pandemic include density quotients attached to training facilities which in turn reduces capacity.

Social distancing further impacts upon room layouts and workstations. As the vaccination rate increases, the RAN team will continue to work within government guidelines and recommendations to ensure the academy is used at maximum allowable capacity.

Future Training Facilities

HCMT Zone

The HCMT mock-up has been installed and connected in the workshop. RAN will be continuing to update this zone to further improve the skills training areas across the site. The following enhancements will be made in the coming months:

- Installation of track behind the train to replicate the station pit
- Functional section of Track to be installed front of the train to complete the scene from the driver compartment
- Ballasting of the area for correct look and feel
- Track beneath the train
- Installation of Customer Help Point
- Additional vinyls to walls raising the fidelity of the entire space.

To raise the realism in the station, there are some additional works that RAN is planning. These include the following potential improvements:

- Public address system for station announcements
- Background ambient noise replicating live stations
- Communications between the customer help point and the ticket office
- Ticketing machine connected to the training network
- Train underframe equipment mock-up.

Signalling Equipment

MTM have sourced a level crossing boom mechanism and aluminium boom arm for installation at RAN. This will provide a fully functional item of signalling equipment that will provide an excellent asset for use by Signalling Engineers and Signal Maintenance Technicians.

Wayfinding

The RAN wayfinding program will be further enhanced to include the installation of the HCMT mock-up and the Rail Academy Station.

RAN Strategy

Conversations with Department of Transport continue, to discuss the current five-year lease agreement that is due for renegotiation in September 2021. While we continue to develop, run, and maintain RAN on behalf of industry, we will also continue to work closely with TTF stakeholder to determine the best way forward to not disrupt delivery of training.

Building and supporting industry capability

Critical Skills Shortage Programs, ongoing delivery

TTF first unveiled the Engineering Pathways Industry Cadetship (EPIC) in 2020, which offered a tangible employment and educational outcome for overseas-qualified refugee and asylum seeker engineers on transport infrastructure projects across Victoria. This program also allowed industry employers an opportunity to mitigate entry-level engineering skill shortages on their projects.

Despite a challenging period for the industry navigating the COVID outbreak and flow-on effects, industry employers expressed their support and demand for more of this untapped and vital talent pool. As a result, EPIC 2021 was launched in May 2021 to meet the demand. A total of 50 cadets have been employed over the two programs, with positive benefits seen in cadet confidence, increasing employer openness to a diverse workforce and ongoing employment opportunities beyond the 18 months of the program. The Capability team are very proud of the ongoing achievements of these cadets and the industry employers who

support them. The EPIC program was also awarded a Highly Commended award in the Victorian Multicultural Awards of Excellence in 2020.

Ongoing strong uptake has been seen across the suite of capability and capacity programs delivered by the team. The Rail Signal Engineer Cadetship continued, with a fourth cohort of 14 diverse cadets being welcomed in February 2021. A strong female representation has been seen for round four, and participants from TTF's Gain Real Opportunities in Work (GROW) program accepting roles in the program in the largest cohort seen yet, proving the need for signalling engineers is stronger than ever.

The Fusion Communications Adviser development program also saw strong interest across industry, with a total of 32 people undertaking the program over 2020 - 2021. The Communications and Stakeholder Engagement suite of job roles continue to be an area of focus in ensuring the successful delivery of major transport infrastructure

projects. The program was recognised for quality, creativity, and innovation by gaining a LearnX award for Best Induction/Onboarding Project in 2020.

Programs in the broader industry continue to thrive due to TTFs instrumental work in developing qualifications and courseware for areas of need. V/Line continue to successfully train new Signal Maintenance Technicians using the Rail Academy-developed Certificate IV in Electrical-Rail Signalling courseware. This has enabled V/Line to take control of their training needs and develop resources in line with operational needs and internal workforce planning, offering significant cost savings for their business. It has also enabled a contextualised delivery, specific to the needs of the V/Line workforce. This courseware has also been redeveloped through the Rail Academy in 2021 to make even further improvements to delivery and content, to allow for rapidly changing technology being used in the rail industry.





Image: (Left to right) Rebecca Thorburn, UGL, and Dinesh Goyal, Jacobs, Rail Signal Engineering Cadets from the 2019 cohort, with Peter Rimkevics, Project Signalling and Commissioning Manager, Metro Trains

CHAPTER 4 - The year in review

Building and supporting industry capability (cont.)

Rail Signal Engineer Cadetship

A fourth cohort of 14 Rail Signal Engineer Cadets commenced the program in February 2021.

While the program has had an aspirational target of 50% female employment over the life of the program, this was the first cohort to actively target employment for priority job seeker cohorts: specifically, as pathways from ICI's internal program suite. Two candidates from the GROW program gained cadet roles, along with five women. The onboarding process was bumpy for Cohort 4, with large sections of the initial five-week training program in February 2021 being impacted by the Victorian

"circuit breaker" lockdown. Moving online, some excursions still occurred with support and all critical training requirements were successfully undertaken with Metro Academy.

A total of 47 cadets have been employed over the program's life. Early stages of planning for a fifth cohort of signalling engineers are underway for 2022, boosted by ongoing industry attention and focus at MTIA level to this critical skills shortage.

Due to the ongoing need and focus, TFTF made a more proactive effort to promote the program and its key outcome of delivering more rail signal engineers, as well as drawing links to broader efforts to promote careers in engineering in rail and raise visibility of this specialist engineering space. This led to the development of a series of webinars conducted in conjunction with the Rail Academy and delivered at four different universities to engineering students, noted in the Rail Academy section.

Engineering Pathways Industry Program (EPIC)

The overwhelming success of the initial EPIC program in 2020 and continued industry demand lead to a new EPIC program this year, which launched in May 2021.

A detailed review process outlined some improvements to be made to the program delivery; hence, along with retaining the successful EPIC mentoring program and induction program, a wrap-around support structure for the critical first three months was included. CareerSeekers were engaged to deliver this service, as a part of the GEN8 program. This process has already seen greater comfort levels with commencing cadets and a critical touchpoint with cadet supervisors, offering them tailored and culturally sensitive support with their new cadets.

A new two-week induction was introduced, increased from one week in 2020. This included enhanced offerings such as a business writing skills course and CareerSeekers' Three-day Workplace Readiness Training. Feedback for the induction from cadets was overwhelmingly positive for the new inclusions.

The 2021 second cohort for EPIC consists of 19 cadets, adding to the 31 cadets engaged for the 2020 program. With a very small amount of attrition, this leaves a current total of 48 cadets still working in industry.

The first cohort of EPIC cadets are on track to successfully complete their Graduate Certificate in Infrastructure Engineering Management through Swinburne University, fully funded by TFTF. Projected successful completion is at 92% for the first cohort, a staggering number and higher than many other Swinburne postgraduate offerings. This is testament to the tailored and supportive approach of Swinburne University, who offer an English language support program, plus student academic support and weekend consultations to ensure cadets' best chance of success.



CASE STUDY

Australian-First: Cert II in Heavy and Light Rail Fundamentals

To prepare the next generation of rail workers, the Rail Academy developed a Certificate II in Heavy and Light Rail Fundamentals as a VET Delivered in Secondary Schools program, which launched in 2020.

The course provides knowledge and a realistic preview of the heavy (train) and light (tram) rail industry in Victoria. As the only course of its kind in Australia, the program provides an opportunity for students interested in rail and construction to learn more about the industry.

Macey, a student of the 2020 cohort, grew up around trucks and transport, which made her 'always have a love for anything with a motor'. This sparked her interest to start a career in the rail network. 'My dream job has always been to become a train driver - I was beyond excited to start this program,' Macey said.

Benjamin loves everything train related. He volunteers at the Diamond Valley railway, creates YouTube videos of trains and collects and sells model trains.

Within the cohort, there are students who travel to the Rail Academy in Newport from regional Victoria weekly.

Gerard travels from Kilmore to Newport. He grew up living across from the Bylands Tramway Museum and remembers playing with his dad's model trains as a kid. He enjoys the practical and hands-on classes on offer.

'Going into the rail environment was a real game changer for me because it made me realise how much there is to do in such an amazing industry,' he said.

Similarly, Macauley also travels to the Rail Academy from regional Victoria, Geelong. In the future, he sees himself working in something railway related.

The VET program also gives students with learning difficulties the opportunity to participate in the program.

Xan may find some of the learning challenging at times yet feels he's supported, encouraged, and inspired throughout the program.

'The Rail Academy is the best course I have ever done,' he says. Being part of the course has helped him feel more independent and gain confidence in public speaking.

The two-year pilot program is set to finish at the end of 2021, with expressions of interest for next year's program already filling up.

This program is giving the students a real shot of gaining work in the rail industry and fulfilling their dreams of working in rail.

Fusion - Communications and Stakeholder Engagement development program

Engagement with the Fusion program increased over the 2020-2021 period, despite classes moving to a "live online" format via Zoom.

Two cohorts, groups 2 and 3, were run with 15 and 17 students respectively (class 3 initially had 23 enrolments; student attrition occurred due to the ongoing lockdown and pandemic impacts). Guest speakers included communications and engagement experts and

directors from VicRoads, LXRP and Major Road Projects Victoria.

The program continues to see significant interest and support from industry, with another two programs fully subscribed for 2021, in June and October 2021.



Promote and Market the Victorian Rail Industry

The Rail Academy School Engagement program continued strongly throughout 2020 and 2021, despite necessary major adjustments made to programs due to COVID-19 lockdowns.

School engagement activities including the STEMInist event, careers sessions for students, teachers and careers coordinators and participation in careers fairs moved to "live online" formats, with engagement from participants still strong. Face-to-face events resumed in May 2021 with Rail Careers Day at the Rail Academy Newport, the first event to utilise the life-sized HCMT model train and station.

Students undertaking the Certificate II in Heavy and Light Rail Fundamentals through Swinburne as part of VET Delivered in Secondary Schools continued to be engaged in their studies and appreciated a host of special guest speakers and virtual excursions throughout the remote learning phase of 2020.

Live excursions resumed with the student cohort visiting Bombardier headquarters in May 2021, with activities including walking through a VLocity carriage and touring the maintenance facility. Student retention in the program has been excellent and the team look forward to seeing the pilot cohort of students graduate in November 2021.

Increasingly, a return group of local schools, teachers, careers co-ordinators and parents engage with the Rail Academy, pleased with the practical and role-specific educational programs on offer. Rail Academy's distribution list of schools, Local Learning Employment Networks, TAFEs and other Department of Education and Training contacts has grown significantly, fuelling

increased uptake of our programs and greater and more varied promotional opportunities for careers in rail.

Industry engagement with the Rail Academy governance forums continues to be strong and lead to practical outcomes for the rail industry. Through Rail Academy's continued industry collaboration forums, V/Line and MTM have entered a practical agreement for V/Line to train MTM staff in the Diploma of Railway Signalling Systems in 2021. The courseware for this course was developed and delivered by the Rail Academy and is licenced to V/Line—demonstrating genuine training gains for industry and fostering collaboration.

Building and supporting industry capability (cont.)

Rail Academy School Engagement

Demand for the Rail Academy's unique school engagement offering increased over the past year, despite movement restrictions and a ban on school excursions for more than half of this period. The Rail Academy team redesigned key activities to ensure active online engagement with schools, teachers, careers coordinators, TAFEs and Local Learning Employment Networks (LLENs). Underpinning this was the successful online delivery of the VETDSS course, the Certificate II in Heavy and Light Rail Fundamentals, to 16 students through Swinburne.

As schools returned to face-to-face learning (with some interruptions) in 2021, schools made proactive strides to engage with the Rail Academy's suite of hands-on learning activities. The first face-to-face Rail Careers event in over 12 months took place in May 2021, where students were the first to use the new HCMT life size model train, and hear from expert

speakers like train drivers, customer service staff and authorised officers.

A strong partnership was formed with Metro Tunnel Education, the school engagement program for Metro Tunnel. Some of the events planned and executed over this year through this partnership included the Rail Careers Day at the Rail Academy

Newport (May 2021) and Monash Tech School Immersive learning day at Metro Tunnel HQ (May 2021). Three other events – a Reconciliation Week event, a second Rail Careers Day and the STEMInist event for Women in Engineering Day (all in June 2021) – were rescheduled until later in 2021 due to the extended June lockdown.



Alex Peters, HCMT Driver Trainer, Metro Trains, with a school engagement group during Rail Careers Week.

Programs and engagement activities delivered by the Rail Academy School Engagement Program in 2020-2021 were:

- Rail Careers Day, May 2021 – students toured the new HCMT zone at Rail Academy Newport, heard from Drivers, Station Staff and Authorised Officers on their roles in industry and undertook the Metro Tunnel Education “Voluminous Matters” activity. 21 students attended. Strong feedback ratings from staff and students.
- Monash Tech School Immersion Day at Metro Tunnel HQ, 20 May 2021 – students heard from tunnelling experts and a series of LXP engineering graduates to whet their appetite for a career in transport infrastructure.
- STEMInist online event for National Science Week, August 2020: women engineers assisted in running an online design activity to teach female secondary school students how to budget, plan and design an environmentally friendly rail station. 29 students and teachers attended.
- Discovering Rail Careers online session, November 2020 – specialist information session for careers coordinators and teachers to support students in exploring interest in pursuing work and learning in rail.
- Careers in Rail Infrastructure, August & September 2020 and February 2021 – a series of webinars to engineering students at Victoria University, Monash University, Swinburne University and RMIT promoting careers in rail infrastructure; offering insightful guest speakers and exclusive access to Rail Academy Newport as a prize. 156 total attendees across four events.

- Assumption College Careers Fest, May 2021 - approximately 200 students, parents and teachers received specialist advice on careers and training in rail and saw live demonstrations such as a track build activity.

It is estimated that across all events Rail Academy have delivered or participated in across 2020-2021, over 450 students, teachers, parents, industry stakeholders and community members have attended. Considering the broad restrictions on movement and face to face events over the year, this is a staggering number.

Ongoing promotional tools using the Rail Academy branding continued to be well utilised over 2020 and 2021:

- The Rail Academy website – featuring learning tools like learning and career pathway and job role flyers, information on employment and learning programs to enter rail, articles and advice.
- The YouTube videos for Discovering Careers in Rail and promotional video for Certificate II in Heavy and Light Rail Program continued to gain views, with 2419 and 745 views respectively at the end of June 2021.
- Discovering Careers in Rail resource tool kit for schools, including activity books, posters, bookmarks and learning session guides for careers coordinators and teachers continued to be sent and utilised by secondary schools.

The cornerstone of the Rail Academy School Engagement program is the delivery of the Certificate II in Heavy and Light Rail Fundamentals. This qualification, developed by the Rail Academy in conjunction with Swinburne and a host of industry

experts, entered its second year of delivery in 2021 to a core student cohort of 16.

The qualification, delivered as a VET Delivered to Secondary Students (VETDSS) program by Swinburne, is designed to promote rail careers and entry-level rail roles to young people. It's designed to showcase the wide variety of service, technical and hands-on roles in the rail industry and to give an overview of how rail networks in Victoria operate and how different roles contribute to the operation of each network.

The initial pilot group of 16 are due to graduate in November 2021, the close of the two-year program. Student retention in the Certificate II has been at higher-than-average levels, despite lockdowns forcing most of 2020's classes to be conducted online, and students travelling from long distances to attend face to face classes.



Building and supporting industry capability (cont.)

Rail Academy (RA) Governance Framework

All Rail Academy governance activities continued as normal throughout the challenging extended lockdown periods of 2020, into 2021. A key element of the original governance structure, the Course Advisory and Development Council (CADC), launched in April 2021, informed by the data from a Training Needs Analysis conducted with industry in 2020.

The CADC brings the rail industry together to discuss key topical issues faced in delivering modern and effective training and competency solutions. The inaugural meeting discussed continuing themes across rail, such as lack of dedicated and adequately skilled trainer resources, the impacts of technology and ongoing lockdown environments on technical training delivery and updates to relevant accredited training packages.

The Rail Academy Advisory Panel continued to run with no cancellations across the year, with highly motivated industry members eager to continue gains seen from the completion of the Rail Industry Capability Project in 2020.

Activities managing the Rail Academy Governance Framework continued through 2020 and 2021:

- Rail Academy Advisory Panel: four meetings held- 5 August 2020, 12 November 2020, 10 February 2021, 16 May 2021
- Course Advisory and Development Council: inaugural meeting held, 21 April 2021

Strong attendance showed that industry continues to value the opportunity to coordinate efforts to mitigate skill shortages, develop training pathways and utilise shared resources through the series of Rail Academy committees.

Planning commenced to recognise the recipients of awards nominated under the Rail Academy Recognition program for a range of events to take place in late 2021.

The Rail Academy has continued to maintain a broad range of courseware licences to Metro Trains, Yarra Trams and V/Line, to manage specialist technical training. These licences have started to come up for expiry as of June 2021 and new, less restrictive licences have begun to be issued to the rail operators to enable them to continue delivering training. Licences that have been renegotiated with rail operators are the Certificate IV in Electrical – Rail Signalling and the Graduate Diploma and Certificate of Railway Signalling Systems.

All Rail Industry Capability Project (RICP) materials were officially transferred to the Department of Education and Training in 2020, ensuring a centralised point of access for rail operators and TAFEs to run rail-specific accredited training well into the future.

Rail Academy Courseware

Signal Maintenance Technician-Certificate IV in Electrical Rail Signalling

The Certificate IV in Electrical – Rail Signalling was identified as a required qualification by the rail industry in 2017 with the courseware development project being completed in March 2018. V/Line added the qualification to its scope of registration in 2019 to fulfil a long-term aspiration of delivering the qualification internally, contextualised to its internal workforce. The first group commenced in 2019, delivering significant cost savings, flexibility and improving training quality.

V/Line continue to deliver the qualification to its workforce, with a total of two training groups of 26 employees undertaking the qualification over three to four years.

The Rail Academy procured Discover Learning to undertake a review of the Certificate IV in Electrical – Rail Signalling, which commenced in January 2021, working with V/Line as subject matter experts. This timely review has ensured further improvements could be made to the courseware and appropriate alignment made with the new UEE training package requirements, which were endorsed in late 2020.

MTM have licensed the Certificate IV and have long-term plans to put the qualification on Metro Academy's scope of registration to deliver to an internal Signal Maintenance Technician workforce.

Signalling Supervisors-Diploma in Railway Signalling Systems

V/Line added the Diploma of Railway Signalling Systems to their enterprise Registered Training Organisation (RTO) scope of registration in 2020. While the ongoing pandemic conditions and related restrictions saw delivery of the program delayed from an original start date of September 2020, V/Line confirmed plans of the inaugural program commencing in July 2021.

Utilising a dedicated specialist trainer from within their employee base, the delivery of this program fulfills a long-term requirement for the rail operator to deliver training to signalling supervisors, in line with their Infrastructure Enterprise Agreement.

MTM have the same requirements in their Infrastructure Enterprise Agreement and have entered into an agreement with V/Line to send required employees to V/Line to undertake the Diploma in Railway Signalling Systems. This is a Victorian-first collaborative effort across the two state rail operators to execute critical training needs sustainably across the rail industry without duplication of effort, contextualised to Victorian operating conditions.



VET (is) group participants

Building and supporting industry capability

Deliver Critical Skill Shortage Programs

ICI's suite of capability programs will continue into 2022, with future cohorts planned for both the Rail Signal Engineer Cadetship and the Fusion program.

The Rail Signal Engineer Cadetship will deliver cohort 5 in February 2022, with five program partners currently signed up to take part. This will take the number of cadets who have been employed by the program over its life to approximately 59. The qualification underpinning the program, the Graduate Diploma in Railway Signalling Systems, will be recredited for another 5-year term in 2022.

The Fusion program has continued to be waitlisted due to strong demand, with another two classes lined up to be delivered in June and October 2021, with 13 students in each.

The ICI team will continue to deliver support to the now 48 EPIC cadets across the transport infrastructure industry. The EPIC program will see four major milestones over the year ahead:

- Completion of the Graduate Certificate in Infrastructure Engineering Management for the first cohort, due in July 2021; and
- Commencement of Graduate Certificate for the second cohort, due to commence in August 2021;
- Completion of program for the first cohort and for many, securing of ongoing roles in industry; and

- A graduation ceremony for the first cohort, taking place in October 2021.

Early planning sees a current target date for a cohort 3 of EPIC set for February 2023. There are also early talks to potentially replicate the EPIC program across other MTIA project offices, enabling other organisations and contractors to share in the success of these cadets, enabling them to start their professional careers in Victoria.

Rail Academy Governance and School Engagement Activities

A host of the school engagement activities that were unable to run in 2020 and 2021 have been rescheduled to later in 2021 and 2022. This includes:

- Two Rail Careers Day events in September 2021 and November 2021.
- Reconciliation Week event at Metro Tunnel HQ in July 2021.
- Yarra Ranges Tech School STEAM learning day in July 2021.
- St Joseph's College Echuca and Point Cook Secondary College Rail Academy tours and activities, July 2021.
- STEMist event at Citadines in August 2021.

All events are subject to change.

All other events for 2022 are not currently firmly planned, due to uncertain ability for schools to take part in excursions. As a team, we are hopeful for a resumption of activities "as normal" in 2022, as face to face activities are a critical method of engagement with young people and schools.

The Rail Academy are also actively seeking partners for delivery of the Certificate II in Heavy and Light Rail Fundamentals into 2022 and beyond, and already have expressions of interest lodged from students for 2022.

Swinburne have opted not to extend their delivery agreement for the VET Delivered to Secondary Students (VETDSS) program in 2022, and a range of discussions are underway for 2022 delivery at other institutions.

Building a diverse talent capacity pipeline

Building a diverse talent capacity pipeline

Diversity is about respect and acknowledging that everyone is different, bringing something unique to the workplace. The way people work, and think is shaped by our culture, background and experiences and personalities.

TFTF recognises the diversity of its existing industry workforce. It is committed to building and leveraging the depth of perspectives, experiences, knowledge, and skills that diversity brings to our industry.

Over a year into the COVID-19 crisis, diverse groups including Aboriginal and Torres Strait Islander people, women, LGBTIQ+, people with disability, long term unemployed, Migrants, Refugees and Asylum seekers – are having a

challenging time. There is a new level of focus based on how the pandemic is disproportionately impacting socially or economically disadvantaged persons. Despite this sobering reality, we have an opportunity to continue to build a more equitable and inclusive workforce that will strengthen our industry far beyond COVID-19.

As part of the TFTF's continued commitment to a more inclusive workforce, the whole Inclusion team

has focused on expanding whole of government inclusion initiatives, deliver diversity employment pathway programs and provide support to assist our program partners and the broader industry in increasing diversity. Our work continues to achieve significant opportunities for the most marginalised and underrepresented cohorts to access training and employment outcomes. A total of 429 participants have been supported through the GROW total program to date.

GEN44 and GEN8

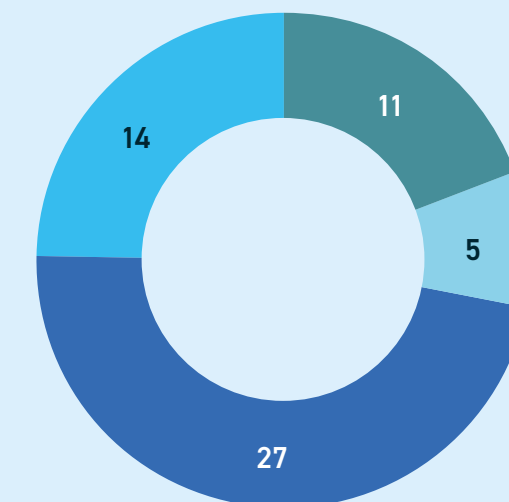
GEN44/GEN8 paid internship program has had 151 interns participate across industry, to date. The program provides valuable local experience and enables interns to develop a professional network. It is pleasing to note that we are seeing the return of more GEN44 and GEN8 interns as they complete their degrees.

TFTF and industry partners hosted interns across a range of disciplines including procurement, human resource generalist, finance, safety, engineering, and project development.

As part of the professional development support offered during the internship placement, TFTF delivered an online GEN44 Future Smart Future Leaders Professional Development workshop December 2020. Facilitated by our partners at Y-Lab, interns explored ways they can identify career goals, navigate the workplace, build stronger networks, and develop a personal brand and mindset.

Breakdown of GEN44 participants to date (Total number of participants 57)

- People from refugee/asylum seeker background (27 participants)
- People with disability (5 participants)
- ATSI background (11 participants)
- Women (14 participants)





GROW group with Moses Lado, Community Engagement & Diversity Adviser, visiting the Western Program Alliance site in Werribee.

GROW

Since the launch in November 2017, TFTF have delivered 32 GROW programs with a total of 443 participants completing the program. 156 participants have since accepted employment, representing a 35% conversion rate.

Since the launch of the TFTF talent platform in April 2020, the platform has continued to capture all referrals coming to the GROW program and provide a diversity recruitment tool to ensure those most in need are given opportunity to apply for roles available. The TFTF talent platform now has 5 new employment referral agencies directly referring candidates to enrol in upcoming GROW programs.

Despite COVID-19 restrictions during the peak of stage 4 lockdown causing the cancellation of site tours, the GROW program, albeit as a reduced numbers program, delivered 5 out of 10 planned programs for the period, which expanded to deliver 2 bespoke programs to Aboriginal and Torres Strait Islander participants.

The GROW program delivered in October 2020 saw 100% of participants gaining employment opportunities.

Over the past few months, we have learned the importance of translating in-person program delivery to virtual. A full evaluation of the program will commence in August 2021, including an activity to pivot the program to be online.

Breakdown of GROW participants to date (Total 443)



ATSI Engagement and Support:

- Two Aboriginal & Torres Strait Islanders (ATSI) only GROW programs were delivered in October 2020 and in April 2021
- 20 ATSI GROW participants drawn from the TFTF Talent Platform and sent to all program Alliances for job opportunities

TFTF Talent Platform:

- 35 referral organisations registered to refer candidates to LXP-TFTF Inclusion programs to date
- DOT and TFTF Partners registered to list job opportunities in the TFTF Talent Platform

The table below provides a summary of programs and milestones achieved during 2020-21 period:

No. of programs scheduled	No. programs delivered	Total no. of participants				Employment Outcome (including 24 GROW participants who gained employment through cohort 1 and cohort 2 of the EPIC program)
		ATSI	Women	Refugee/asylum seeker	People with disability	
10 programs scheduled	5 programs delivered	17	33	23	1	42

*please note some participants may qualify for multiple categories



EPIC cadets onsite at Old Geelong Road, Hoppers Crossing

CASE STUDY

EPIC & GROW changing lives

In 2021, the theme of World Refugee Week, 'Unity – The way forward', sought to build a more cohesive community through partnerships and celebration.

At the LXRP unity is promoted in many ways, including through the Engineering Pathways Industry Cadetship (EPIC) run by TTF. The industry-first program aims to bridge the gap faced by new Australians in matching their international qualifications to Australian workforce requirements.

Ghada Sheto, originally part of our GROW program was then successful in being part of the EPIC program. As an EPIC cadet at Metro Trains Melbourne, she believes that 'in unity we can do the impossible' and is 'proud to be one of this wonderful country'.

Together with her mum, husband and two children, Ghada came to Australia in July 2019 after her hometown in Iraq was invaded.

Ghada credits her role at Metro with feeling welcomed in her new country. 'When I started my job, I met with amazing people then everything became easier,' she says.

'In Australia what I found was amazing, despite the multiplicity of cultures and backgrounds, we find everyone working in unity to achieve the best goals. So, I believe in unity we can do the impossible.'

Moving forward Ghada wants to improve her skills and qualification, to make everyone in her team proud.

To Fadi Duqman, his family represents unity. Originally from Mosul in northern Iraq, Fadi also fled the country because of war and the unstable living situation. In 2018 he arrived in Australia with his family, including his parents and sisters.

Fadi now works for Metro Trains Melbourne on the Rail Systems Alliance as an EPIC cadet, after losing his job at a construction company in 2020 due to COVID-19.

Both Ghada and Fadi are in the latest cohort of the Engineering Pathways Industry Cadetship. The paid cadetships provide valuable local work experience and access to industry networks – addressing the barriers often faced by new Australians in accessing professional employment.

Women in Transport

TTF has completed delivery of the Department of Transport's (DoT) 2020 Women in Transport (WiT) Mentoring Program. The program is a six-month, industry-wide initiative run twice a year offering 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. Mentees are women only, but mentors are men and women.

Both 2020 rounds received strong interest across government and business in Victoria's transport industry, demonstrating an ongoing demand for the program. An impressive 541 potential mentors and mentees applied, eager to make a difference in the careers of women in transport.

In total, the 2020 program saw 535 people matched to form 261 pairs of mentors and mentees (with some mentors taking up to two or three mentees). Participants were asked to score the quality of their mentoring relationship rating it 4.1 out of 5 in round 1, and 4.3 out of 5 in round 2. When asked "how likely are you to recommend this program to a friend of colleague?" those who responded gave a Net Promotor Score of 92 per cent.

As part of the program, mentees and mentors were invited to three professional development sessions staggered across the six-months. The first session was unaffected by the pandemic so was the standard three hours in person event. Following that, with the impact of the pandemic, we had to re-evaluate our delivery method for these sessions, in consultation with Hudson as the delivery partners. This resulted in a transition to virtual sessions with a reduced time frame of an hour-and-a-half. The content was re-developed and focussed on resilience, change, emotional intelligence, and self-awareness, delivered by Hudson facilitators.

Attracting mentors into the program

With WiT becoming increasingly popular and attracting significantly more mentee applications than mentor applications, we held a mentor focused virtual event on finding inspiration, celebrating mentoring and to learn more about this industry-wide program in October 2020. As a result, we attracted potential mentors who went on to join the program and most are repeat participants. The mentor to mentee ratio is always imbalanced and attracting enough mentors is continual challenge.

COVID Impacts

This year the program had the added challenge of COVID-19. The onset of this global pandemic since March 2020 and resultant enforced social distancing practices, has meant the face-to-face component of the program was adjusted to suit an online delivery format. The program coordinators played a pivotal role throughout this unforeseeable challenge and responded swiftly, working collaboratively with Hudson Talent and others to make necessary change to a successful transition. Unsurprisingly, the lack of face-to-face networking opportunity is notably the one thing participants felt impacted their overall experience.

Round One: February to July 2020

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

Round Two: July to December 2020

- 238 applications
- 105 pairs
- 219 participants
- 28 male participants

CASE STUDY

Wear it purple day 2020 – A new kind of WIP

Travis Loo is someone who proudly identifies with the LGBTIQ + community, and loves being part of a team that embrace everyone's differences and quirks.

"It is important to adapt a mindset that validates all people. Don't be on the wrong side of history," Travis said.

Travis says that amidst the current COVID-19 global pandemic exists other pandemics of bigotry, discrimination, and bullying.

"The Industry Capabilities and Inclusion team has developed Bent Rail to help lead diversity at work. Bent Rail is here to challenge preconceived bias, celebrate struggle, embrace difference, and understand value. I am proud to support that," said Travis.

We have been lucky enough to foster a supportive work environment to cope with the impacts of COVID-19 at our home study room tables.

'We are the change' and it is our duty to motivate, inspire and uplift our generation and future generations to create spaces for all minority groups to feel safe.



BENT Rail

Everyone wants to feel safe at work. LGBTIQ+ Cultural Safety in Transport training not only helps participants understand definitions of Lesbian, Gay, Bisexual, Transgender, Intersex, and Queer identities but also provides insight and understanding of some of the barriers and challenges these communities face.

Working towards understanding and education, BentRail delivered 15 LGBTIQ+ Cultural Safety in Transport training sessions to over 230 attendees from TTF program partners and industry. Since BentRail burst onto the scene in January 2020 a total of 491 attendees have attended sessions.

Through the TTF BentRail program we encourage partners to implement trans-inclusive workplace policies to demonstrate a zero-tolerance policy on transphobic bullying and harassment across the industry. While the past 10 years have seen advancement in protections and laws in the treatment of LGBTIQ+ people in the workplace generally, transgender awareness and inclusion is still lagging.

The Gender Affirmation Resource, the first of its kind in the transport sector was launched March 2021,

endorsed by non-for-profit Pride in Diversity and the office of Ro Allen, Gender & Sexuality Commissioner.

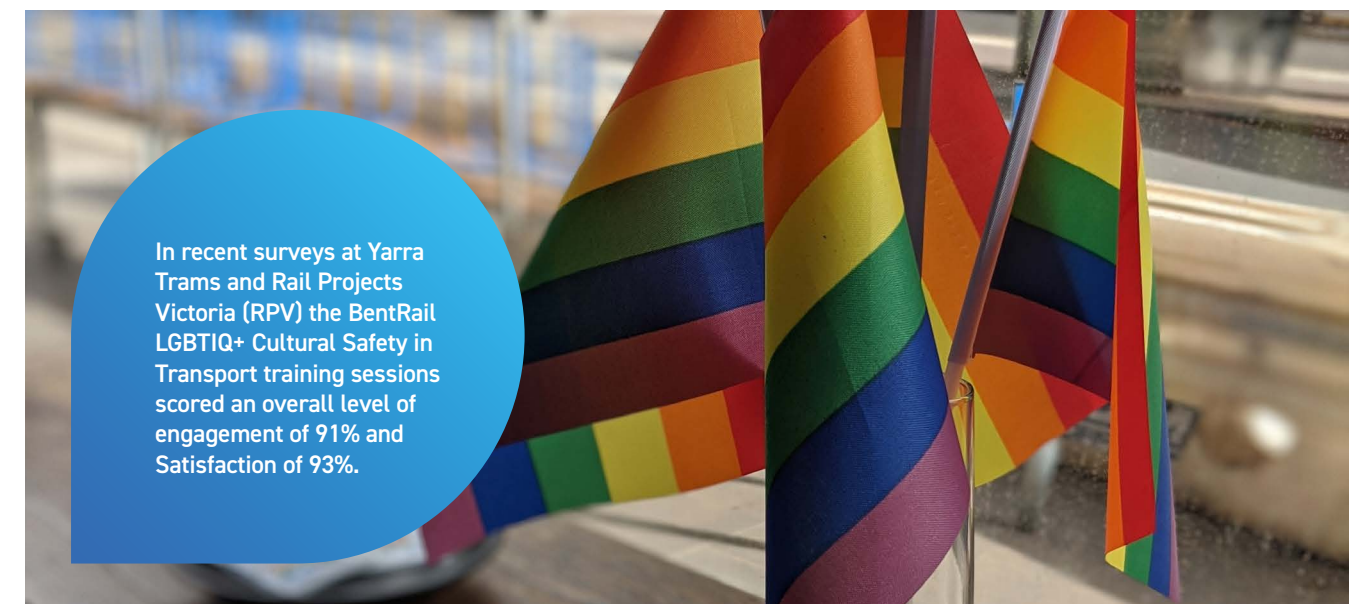
The development of the Gender Affirmation Resource in 2020 has supported employees across the MTIA spectrum. The policy helps both those looking to transition and those seeking knowledge about transitioning gain a deeper understanding of the issues and how better to support those seeking to transition.

BentRail has added a much-needed voice for our industry, providing lived experience and recommendations as part of the Victorian Government's consultation on the state's first LGBTIQ+ strategy. Providing BentRail with the opportunity to share the state's equality agenda for years to come.

COVID Impacts

With restrictions slowing down face-to-face Rainbow Connections events, strong partnerships were forged with the launch of Rainbow Connections virtual networking with TTF partner pride groups. The pride Interagency focuses on providing a consistent approach to ensuring the transport construction industry develops and maintains the LGBTIQ+ skills and capability required by aligning PRIDE strategies and assisting TTF partners with establishing of PRIDE groups.

In August 2020, to celebrate Wear it Purple Day, BentRail's Rainbow Connections held an online trivia night. The night was a welcomed break from COVID lockdown with attendees grouped in teams from different parts of industry to answer fun questions on modern culture.



In recent surveys at Yarra Trams and Rail Projects Victoria (RPV) the BentRail LGBTIQ+ Cultural Safety in Transport training sessions scored an overall level of engagement of 91% and Satisfaction of 93%.

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.

Through our ongoing support for inclusion, TFTF's GROW program delivered 2 ATSI only GROW programs in October 2020 and in April 2021, highlighting employment opportunities to community and facilitating important introduction across industry. 20 ATSI GROW participants were referred from TFTF Talent Platform to the 5 LXRP Alliances for job opportunities and all-Indigenous GROW programs will remain a focus for GROW scheduling for the remainder of 2021.

Action area 1: Aboriginal economic empowerment

Item	Progress
Empower Aboriginal people through engaging and growing businesses that support Aboriginal people and their communities	In 2021, 15 of the 70 initiatives implemented across LXRP directly involved Aboriginal empowerment
Promote engagement and partnership with Aboriginal people, communities, and networks to increase collaboration and sustainable outcomes.	Aboriginal Engagement Resource delivered to TFTF program partners and industry in January 2021. Work continues to deliver a GROW program for Aboriginal and Torres Strait Islander candidates for April, with support of A2B Walker Group, an Aboriginal Social Enterprise Organisation.
Aboriginal Strategy	Ongoing contribution to DoT and Whole of Victorian Government (WoVG) Aboriginal Working group.
Increase training and sustainable employment outcomes for Aboriginal People	A female Aboriginal candidate, that completed the GROW program was successful in securing a Surveying Traineeship program at Major Projects Roads Victoria. A male Aboriginal candidate, that completed the GROW program was successful in securing employment on the LX-WPA Cranbourne Line Upgrade

Transforming Transport Calendar Series

We have sent important inclusion communications for TFTF partners to share amongst their internal employee communications channels, including for International Women's Day, International Day Against Homophobia, Biphobia, Intersexism and Transphobia (IDAHOBIT) Cultural Diversity Week and Refugee Week.

Along with these resources, events and awareness campaigns have been delivered throughout the year.

December 2020 brought together over 110 people across industry to celebrate International Day of People with Disability. With the theme of 'Not all Disability is Visible', the online panel continued the important discussion around championing people with disability and the amazing talent and contribution they bring to our industry. This event also served as the official launch of TFTF's Managers Guide to Disability, a valuable resource developed in conjunction with industry and the Australian Network on Disability.

Transforming Transport: IWD Online Event held 9 March, hosted by LXRP CEO Kevin Devlin and introduced

by Minister Jacinta Allan, included keynote speakers and panellists who discussed the impact of inaction with the aim of inspiring attendees to #ChooseToChallenge. 500 registered, 239 attended.

Gender Equality Act Online Roadshow held 9 March, hosted by Dr Niki Vincent, Victoria's first Public Sector Gender Equality Commissioner, covered the Gender Equality Act, employee obligations, how the Act applies to our sector, and discussion and questions from the audience.

International Day Against Homophobia, Biphobia, Intersexism and Transphobia (IDAHOBIT) held 17 May raised awareness of LGBTIQ+ rights. Hosted by LXRP's own Michelle Sheppard, Manager of Inclusion & Social Procurement, as well as a leader

in the Transgender Community on all things Gender Diverse employment as she hosted a **Conversation with leading voices on IDAHOBIT**. The event featured esteemed community and industry leaders as they discussed queer unemployment, gender diversity, LGBTIQ+ workplace polices, and everything in between in advancing LGBTIQ+ rights in Victoria's transport and infrastructure industry. Participant voices included Ro Allen, Victorian Commissioner for LGBTIQ+ Communities, and Jude Munro, Chair Victorian Planning Authority for Victorian pride centre.

Delivered Cultural Diversity Week event on 23 March with one keynote speaker Bwe Thay from Victorian Multicultural Commission and a human library made up of four speakers. 65 registered with 41 attending.



Reconciliation Week

Reconciliation Week is a time for Australians to reflect on our shared history and our shared future.

It's a time for non-Aboriginal people to explore what they can do to help move towards reconciliation with Aboriginal and Torres Strait Islander people. The week is framed by the anniversaries of two significant milestones: the successful 1967 Referendum (27 May) and the High Court Mabo decision (3 June).

The 2021 theme was 'More than a word', which is how the Transforming Transport program marked the week by hosting a film screening of: Living Black featuring prominent indigenous leader Patrick Dodson, as he shares the historical journey towards truth, justice and healing for Aboriginal Victorians, and a guest speaker to open the event.





(Left to right) Nabil Hadeed, LXP EPIC Cadet; John Cilia, Program Delivery Manager - Metro Trains Melbourne; Tiffany Hunter - Director Nerdu Badji Education

CASE STUDY

Strong together, heal through country

When developing the EPIC program, LXP wanted to better align with the indigenous heritage and culture around us. Angela Brown, Manager of Industry Capability & Development at LXP said the most crucial element to the success of the pilot EPIC group of refugee and asylum seeker engineers was to offer a mentoring program.

EPIC partnered with Tiffany Hunter, who is a Taungurung woman with 10 years' experience in the education and employment sector. She is the Director and Lead Counsellor at Nerdu Badji Education, an indigenous social enterprise.

Tiffany is living out her passion and goals of owning and directing a mentorship business that provides a network of like-minded individuals that draw on experiences and support each other to reach goals and fulfil life to its greatest potential.

"We combine our vision and values and we hope to create a new generation of changed mindsets amongst our community," Tiffany says.

"We needed the program to offer cadets personalised and empathetic support and we wanted that to touch on the indigenous culture around us. We were able to build a strong bond with Tiffany", said Angela.

"As a mentoring co-ordinator, Tiffany was fantastic. However, the true unexpected benefit was the ability for the cadets to connect with Victoria's indigenous culture through the program and feel truly welcomed by a member of Australia's First People.

"Tiffany also hosted a welcoming event and spiritual healing walk with Uncle Trevor Gallagher for mentors and mentees/cadets," Angela said.

NBE aims to build a strong sense of identity by bringing all participant's or project partners back to the Australian culture through Connection to Country, to heal through country.

Tiffany's work is also evident through the McConnell Dowell, and the Western Program Alliance, (WPA). WPA strives to support its vision of being 'Strong Together' Balert Ngitj. They actively work to show support and acknowledgement of Country. This is evident their work through Acknowledgement plaques and gawk screens to remind us all to take a moment and reflect on our cultural journey.

CHAPTER 6 - The year ahead

Building a diverse talent capacity pipeline

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, LXP's alliances have spent over \$200 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)
- Sustainability by decreasing negative environmental impacts and increasing positive environmental outcomes.
- Workforce diversity by employing, training, or supporting priority job seekers and people who are underrepresented in the industry

The Year Ahead

Women in Transport:

- Targeted promotional campaign including testimonial videos from current mentors
- Ongoing evaluation and review of the structure and delivery of the program (agility to move delivery online etc), in consultation with Department of Transport
- Evaluation of mentoring software

Transforming Transport

- A full evaluation of the program will commence in July 2021
- Deliver two events, and four awareness campaigns at key times as per the Transforming Transport (TT) calendar (including plans to deliver online)
- Development of a resource for recruitment teams on having influential Diversity and Inclusion conversations with hiring managers

BentRail

- Strategic planning to meet the outputs of the state's first LGBTQIQ+ strategy
- Development and project scope planning to determine industries need for a BentRail GROW program
- Delivery of 4 'Rainbow Connection' events, with ability to delivery online
- Promotional video campaign highlighting trans people in the transport and infrastructure industry
- Submission for the VPS Pride Awards for the BentRail program
- Development of Queer Women in STEM event

Social Procurement

Throughout the rest of 2021, TTFTF 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.

GROW

A full evaluation of the program will commence in July 2021, ready for the next intake of participants.



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) - Pilot commencement	0	0	1	100%	Complete
Graduate Certificate in Infrastructure Engineering - course supporting EPIC program	0	0	1	100%	Complete
Revision of courseware - Certificate IV Rail Signalling (TFTF funded courseware)	0	1	0	15%	On Track

Sian Fitzpatrick, Metro tunnel Project,
Sessional Teacher, Rail Projects Victoria



APPENDIX A ICI Dashboard

ICI Program Initiatives	Total No. of Programs scheduled (Jul20- Jun 21)	No. of programs delivered YTD (20-21)	No. of participants YTD (20-21)	No. of employed TOTAL	Status Update
Inclusion - TRANSIT	0	0	0	20	Ongoing
Inclusion - GROW	10	5	53	156*	Ongoing
Inclusion - BentRail	16	16	320		Ongoing
Inclusion - GEN44	1	1	15	25	Ongoing
Inclusion - GEN8	1	0	9	4	Ongoing
Inclusion - Women in Transport Mentoring Program	2	2	442		Ongoing
Inclusion - Transforming Transport Calendar Series	12	12			Ongoing
Inclusion - Women in Transport Scholarships	4 Scholarships	4 Scholarships	24 applications		Completed
Capability - Rail Signalling Cadets Grad Cert & Grad Dip	1	1	14	47	Ongoing
Capability - Rail Signalling Certificate IV	2		26	32	Ongoing
Capability - Rail Signalling Diploma	0				Ongoing
Capability - Safety Advisors (Adv Diploma and Diploma)	0		4	4	Ongoing
Capability - Overhead Lineworker	0				Complete
Capability - Stakeholders & Comms Advisors	2	2	32		Ongoing
Capability - Supervisors Leadership	0				Complete
Capability/Inclusion - Engineering Pathways Industry Cadetship (EPIC)	1	1	31	48*	Ongoing
Rail Academy - VET (is) Cert II in heavy and light rail fundamentals (pilot)	1	1	16		Ongoing
Total no. of employed				312	

*includes GROW participants who secured employment in EPIC cohort 1 and 2 (employment outcome counted once in No. of employed TOTAL)

APPENDIX A
ICI Dashboard

Rail Academy Newport	Monthly Occupancy	Occupancy YTD (2019/20)	Monthly No. of participants	No. of participants TOTAL FY19/20
Rail Academy Newport - Classrooms	196 rooms	98%	1329	7767
Rail Academy Newport - Skill Sectors (no. of bookings)	114	629		
Total number of students since program commencement			WOL 22386	30334

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

APPENDIX A
ICI Dashboard

Rail Academy Newport	Total No. of Events scheduled Jul 20-Jun 21)	No. of events delivered (20-21)	No. of participants YTD (20-21)	Status Update
Capability - Introduction to Rail Signalling presentation (university students)	4	3	131	Ongoing
Rail Academy - Discovering Rail Careers (Teachers/Careers Coordinators) workshop	5	4	86	Ongoing
Rail Academy - Rail Careers workshop (secondary/vocational/university students)	5	3	61	Ongoing
Rail Academy - Excursion (secondary school expo or special event request)	4	4	230	Ongoing
Rail Academy - STEM workshop (secondary students)	5	3	91	Ongoing
Rail Academy - VET is information sessions	2	0	0	Not yet started
Total number attended			369	

APPENDIX A ICI Dashboard

Summary - TFTF and RICP courseware licence agreement	Rail Operator	Light Rail Operator	Rail Operator	TFTF Funded	RICP Project Funded
UEE41211 - Certificate IV in Electrical Rail Signalling	V/Line		Metro Trains Melbourne	✓	
22327VIC - Graduate Diploma of Railway Signalling Systems	V/Line		Metro Trains Melbourne	✓	
22326VIC - Graduate Certificate in Railway Signalling Systems	V/Line			✓	
22458VIC - Diploma of Railways Signalling Systems	V/Line		Metro Trains Melbourne	✓	
TFTF Certificate III in ESI Power Systems Rail Traction (Heavy Rail)			Metro Trains Melbourne - Holmesglen	✓	
Certificate II in Shunting and lead shunter skill set	V/Line				✓
Certificate III in Rail Yard Coordination	V/Line				✓
Certificate II in Rail Infrastructure	V/Line	Yarra Trams	Metro Trains Melbourne		✓
Certificate III in Rail Public Transport Customer Service and Compliance	V/Line				✓
Certificate III in Rail Customer Service (Conductor)	V/Line				✓
Certificate III in Rail Customer Service (Station staff)	V/Line		Metro Trains Melbourne		✓
Certificate III in Rail Customer Service e-learning modules	V/Line		Metro Trains Melbourne		✓

Summary - TFTF and RICP courseware licence agreement	Rail Operator	Light Rail Operator	Rail Operator	TFTF Funded	RICP Project Funded
Certificate III in Rail Signalling	V/Line		Metro Trains Melbourne		✓
Certificate II in Rail Infrastructure - Track work and Tram/Rail Light	V/Line		Metro Trains Melbourne		✓
Certificate III in Rail Infrastructure	V/Line				✓
Certificate III in Rail Structures			Metro Trains Melbourne		✓
Certificate IV in Rail Infrastructure			Metro Trains Melbourne		✓
Certificate IV in Rail Network Control	V/Line		Metro Trains Melbourne		✓
RICP Funded Certificate III in ESI Power Systems - Rail Traction (Light Rail)		Yarra Trams - Holmesglen			✓
High Voltage Electrol			Metro Trains Melbourne		✓
HV Power	V/Line				
TLIG2007 Work in a socially diverse environment (unit from Certificate III in Public Transport Customer Service and Compliance)		Yarra Trams			✓
Digital Assessment App	V/Line		Metro Trains Melbourne		✓

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