

CASE STUDY

Botany Rail Duplication



**CULTURE IN
CONSTRUCTION**
Time for Life. Wellbeing. Diversity.

Delivery

Practical Completion 2024

Project Owner

ARTC

Main Contractor

John Holland

Contract Value

\$200M

Contract/Delivery Model

Design & Construct

Project Overview

The Botany Rail Duplication project will duplicate the remaining 2.9km section of single-line track between Mascot and Botany, including track realignment and upgrades, new crossovers to allow trains to move between tracks, and construction of four new rail bridges.

Project Initiative

Protection Officers (POs) are a critical rail safety role in the rail industry. With a shortage of quality POs, the Botany Rail Duplication (BRD) project, in collaboration with the Aboriginal Employment Strategy (AES) and subcontractor Programmed Skilled, created a PO Pre-Employment Program with a focus on providing an opportunity for under-represented groups to commence a career as a PO within ARTC projects.



First Nations Peoples have been working in the rail industry for as long as the industry has been in Australia. With approximately 14% of the Aboriginal population in Sydney unemployed, John Holland has the opportunity to provide long-term, skilled job opportunities for the local community through our projects.

Once gaining a PO2 qualification, the pathway for career progression can lead to (but not limited to), PO4 which is responsible for the running of possessions and coordination of other POs, Rail Safety Advisor and Manager, Safe working L2 covering whole rail networks, Network Control, and project site supervisor.

The Approach

In 2022 John Holland and AES worked together to design the first phase of the program which involved community information days and recruitment. Interested candidates were interviewed and completed medicals, progressing them into a one week program delivered by AES through TAFE NSW which included RISSI, PO1 training and cultural activities, yarning circles and other cultural support to build a team relationship with the five participants.

Following this week, the participants were onboarded with labour hire company Programmed Skilled who, with support and collaboration from BRD, facilitated work experience and PO2 training on the BRD project.

Since gaining PO2 qualifications in early 2023, the participants are employed by Programmed Skilled and contracted to the BRD project.

Outcomes and Achievements



Creation of **sustainable jobs for First Nations Peoples** with a clear pathway for progression



Creation and development of **workforce in an area with a national skills shortage**



Development of high performing POs which is **critical to the safety of our people working on site and the operations of projects**



A ripple effect through word of mouth, which we only see when genuinely **delivering outcomes for communities**, with approximately 25 other First Nations People asking to do this program

“

This has been an awesome program to be a part of, the support by our trainers has been great and I'm looking forward to working on the Botany Rail Duplication project

- Codi

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Contact us

For more information or to get involved in shaping the Culture Standard, please contact us:

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 cultureinconstruction.com.au