

# CASE STUDY

## Inspiring future talent from under-represented communities

### Main Contractor

John Holland

### Project Overview

This initiative captures the combined efforts of John Holland's Rail Services NSW and NextRail teams, who are delivering part of TfNSW's More Trains More Services Program.

### Project Initiative

John Holland has been a proud partner of the Clontarf Foundation for the past three years. The partnership connects First Nations high school boys directly to industry, training and jobs, and gives John Holland the opportunity to engage with our industry's future talent.

Through the partnership John Holland can engage with students and Clontarf staff through various events such as sports, career forums, and site visits. Being involved in these events helps John Holland build strong relationships and trust with the students, which is important for the First Nations community. It also gives John Holland an understanding of the students' areas of interest so that we can give specific guidance and tailored training and job opportunities. Ensuring that the right candidate is in the right job is important for meaningful, long-term employment.

Creating a diverse workforce and long-term employment opportunities is important for the industry's longevity and retention. Partnerships like these are an important way to engage with First Nations communities in a meaningful way and also creates pathways for future leaders in our business.

John Holland and the Clontarf Foundation continue to collaborate, giving under-represented and un-tapped talent a meaningful pathway in the rail, transport and construction industry.



JH Team with students L-R, Charlie Arida, Regina Wootton, Lee Thompson, Claire Bridges, Sami Serwa

## The Approach

In 2022 John Holland attended 11 events with the Clontarf Foundation, including hosting a class of Year 10 students from the Western Sydney district at the NSW Rail Services depot in Sydney's Seven Hills. The students and Clontarf staff were shown the various disciplines involved in the rail industry such as mechanical, electrical, OHW, track and signalling. The aim of this visit was to show the boys and the Clontarf staff the wide array of jobs available in the rail, transport and construction industries, and reinforce that there is an opportunity for anyone.

Following this site visit two students approached John Holland about participating in a one week-long work experience opportunity on our projects. In November 2022 Alex worked with our Southwest Metro Corridor project (SWMC), and Tuqiri on the More Trains More Services project (MTMS). The students were shown how the various components of rail systems work together and an opportunity to understand future career pathways in rail through the forward pipeline, including Sydney Metro West.

In 2023, Tuqiri will commence a Rail Infrastructure Cert II school based traineeship on the MTMS project, giving him a great advance into a career in rail while finishing his HSE, and Alex will visit the Metro Trains Sydney (MTS) train depot and train control centre to explore roles in transport operations.

The coordination of these three initiatives has involved the collaboration between John Holland, Clontarf and the Department of Education.

## Outcomes and Achievements



Established initiatives to increase diversity in the workforce through collaborative partnerships.



Built a strong relationship with the Clontarf Foundation, a key organisation to engage with First Nations Peoples.



Engagement with young future talent to encourage an interest in STEM and the rail, transport and construction industries.

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*The worksite visit to John Holland's Seven Hills Workshop was a particular highlight for the boys. The hands-on experience and guidance they received resulted in four of the boys developing an interest in doing a Civil Engineering, Mechanical and Signalling Trade, and all four want to do work experience at John Holland.*

- **James Finlayson, Clontarf Foundation Partnership Manager**

*One of my favourite things was being around new people in that environment... My advice to students doing work experience is to just go for it, you are going to learn a lot from it, it's a very good experience, I learnt a lot.*

- **Student, Tuqiri**

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## Contact us

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