

# Infrastructure Skills Legacy Program

**VET**  
Vocational Education & Training

Future-proofing  
the construction  
of NSW



**300,000**

extra construction workers  
required nationally over  
the next decade<sup>1</sup>



**Just 1%**

of jobs in building and  
construction trades currently  
occupied by women



**Just 5%**

of jobs in building trades  
currently occupied by Aboriginal  
and Torres Strait Islander people

The Infrastructure Skills Legacy Program unlocks the potential of the NSW Government's record \$73.3 billion infrastructure investment to boost the number of skilled construction workers and create fresh pathways to employment across the state.

The NSW Government has worked closely with private industry and other government agencies to establish ambitious and achievable training and employment targets for major infrastructure projects.

These targets will allow existing workers to learn new skills on the job and significantly increase the representation of young people, Aboriginal and Torres Strait Islander people and women in the construction industry. They will also ensure workers from the local region are targeted for employment and skill development opportunities, helping address existing skills shortages.

The Infrastructure Skills Legacy Program is consistent with the NSW Government's \$100 million Smart, Skilled and Hired package, a targeted youth employment program to create new work pathways including traineeships and apprenticeships.

The initiative will focus on three initial demonstration projects—Sydney Metro (rail), Lismore Base Hospital Stage 3B redevelopment (health) and WestConnex New M4 (roads). Over time, these targets will be assessed and refined before potentially applying to future infrastructure projects.

In total, it is expected around 16,500 workers could learn new skills or enter the construction industry through the three demonstration projects over five years.

<sup>1</sup> Master Builders Association, Towards 2020 Policy for Australian Apprenticeship Reforms, 2025



For more information visit



[training.nsw.gov.au](https://training.nsw.gov.au)

# Message from the Minister



The NSW Government wants the people of NSW to benefit from the state's record infrastructure investment.

We want the benefits to extend not only to those who will eventually use the infrastructure, but also to the many thousands of workers who will gain new skills while building and delivering these projects.

The Infrastructure Skills Legacy Program will help us deliver a major skills dividend from our \$73.3 billion investment in infrastructure.

It will help generate positive social outcomes for disadvantaged groups in the community, create greater diversity in the workforce and help close the skills gap in our construction industry.

The program aims to give workers a unique opportunity to learn new skills that lead to sustainable employment.

This outcome has only been possible due to the fantastic cooperation of infrastructure agencies across government and the support of major construction companies and members of the Apprenticeship Compact.

I would like to thank them all for their strong support and dedication in creating a better skills future for our construction industry.

**The Hon. John Barilaro MP**

Deputy Premier  
Minister for Regional NSW  
Minister for Skills  
Minister for Small Business

## About the demonstration projects

The demonstration projects have been selected to help deliver initial outcomes from the Infrastructure Skills Legacy Program.



### Sydney Metro Transport for NSW

Sydney Metro is Australia's biggest public transport project. This new 21st century railway will deliver 31 metro stations and more than 65 km of new metro rail from the city's north-west, under Sydney Harbour, through new CBD railway stations and beyond to the south-west.

Sydney Metro will help boost Sydney's overall rail capacity by 60 per cent, moving an extra 100,000 people an hour during peak times.

The Infrastructure Skills Legacy Program will help Sydney Metro deliver significant new skills outcomes from the \$20 billion infrastructure investment, both in the final delivery of the Northwest metro line opening in 2019, and throughout construction of the City & Southwest metro line commencing in December 2017.

Find out more  
[sydneymetro.info](http://sydneymetro.info)



## Lismore Base Hospital Stage 3B redevelopment

**NSW Health Infrastructure**

Lismore Based Hospital is a major public referral hospital providing healthcare services for communities across the state's Far North Coast.

With a fast growing population, the \$180 million Lismore Base Hospital Stage 3B redevelopment will be a significant boost to the future healthcare needs of the region.

New 12-storey and 4-storey towers will feature new and improved services and facilities for patients. These include an expanded emergency department, a new renal unit, women's care unit, paediatric unit, peri-operative services, in-patient services, expanded critical care, operating theatres, medical imaging, support areas, a helipad and multi-story car park.

With main works on the project to commence in late 2016, the Infrastructure Skills Legacy Program will offer immediate employment and vocational opportunities to the local region until the project's completion in 2020.

Find out more  
[lbhredemption.health.nsw.gov.au](http://lbhredemption.health.nsw.gov.au)



## WestConnex New M4

**Sydney Motorway Corporation**

WestConnex is the largest transport and urban renewal project in Australia and a critical part of the NSW Government's integrated transport solution, providing public transport and road infrastructure to keep Sydney moving. WestConnex will widen and extend the M4 and M5 and join them together to form a continuous, free flowing motorway with connections to the city, airport and port.

The first tunnel section of WestConnex, the New M4, will support more than 4,000 direct and indirect jobs and around 190 apprentices or trainees.

When WestConnex is completed, motorists will be able to travel from Penrith to the Anzac Bridge without stopping at a single traffic light. The project value is \$3.8 billion with completion planned for early 2019.

The Infrastructure Skills Legacy Program will assist the WestConnex New M4 project meet its commitments to substantial skills, training and employment outcomes for the Greater Western Sydney region.

Find out more  
[westconnex.com.au/projects/m4-east](http://westconnex.com.au/projects/m4-east)

## About the targets

The program's targets will increase the skills of existing construction workers, provide opportunities for young people, disadvantaged and under-represented groups, and provide local employment and training. They include:

- 20% of the total labour force of a project to be made up of 'learning workers' (defined as trainees and workers who need to update their qualifications to meet the needs of the infrastructure project)
- 20% of all trades positions on a project to be made up of apprentices
- double the number of women in trade-related work (up from the NSW average of 1% to 2%)
- 1.5% of the total contract value of a project to support Aboriginal and Torres Strait Islander participation
- 8% of the total project workforce aged less than 25 years
- strategies to ensure projects employ and train people from the local region.

Civil construction projects by their specific nature offer a specialised set of skills training opportunities, and therefore may consider a target of 10% of their total labour cost, subject to individual project requirements, applied to apprentices and learning workers combined.

These targets ensure the projects assist in increasing the skills of existing construction workers, support workers in the surrounding region and employ new workers to the construction industry from non-traditional backgrounds.

They also help ensure a greater number of young people are given opportunities to work on the state's biggest infrastructure projects.

The Infrastructure Skills Legacy Program will establish the foundation and measures by which future infrastructure projects can deliver positive social outcomes and significant skills dividends.

## How were the targets developed?

The targets were the result of consultation between the construction industry, the Apprenticeship Compact and government infrastructure agencies. The message from industry was that government had a clear leadership role in setting these targets, given its over-arching role in developing a skilled workforce to support the state's ongoing economic growth.

## What is the Apprenticeship Compact?

The Apprenticeship Compact is an industry consortium that forms part of the NSW Government's Reskilling NSW plan and includes the following members:

- Australian Constructors Association
- Australian Industry Group
- Civil Contractors Federation
- Housing Industry Association
- Master Builders Association
- Motor Traders Association
- NSW Business Chamber.

## How will you monitor and enforce the targets?

The Department of Industry will monitor adherence to the minimum training and employment targets on the three demonstration projects. The targets will be written into building and construction contracts as a key performance measure to track their achievement.

Failure to meet the targets will jeopardise a contractor's tender for future development projects.

## Will the targets be extended to other infrastructure projects?

The NSW Department of Industry will monitor and assess the targets over a 12-month period to inform their implementation on other major infrastructure projects. The unique characteristics of the three demonstration projects will enable assessment and refinement of the targets to suit the varying scenarios of future projects.

## What other initiatives do you have in place to support skills growth?

Training Services NSW provides support to employers, and their apprentices and trainees through a range of initiatives including:

- Bert Evans Apprentice Scholarships assisting apprentices in NSW who have demonstrated hardship
- Regional Vocational Education and Training (VET) Pathways to support 15- to 19-year-olds
- Retrenched Workers Assistance Program
- A range of programs to support employment and skill development for Aboriginal people, including mentoring for Aboriginal apprentices and trainees
- Continuing Apprentices Placement Service (CAPS) providing a free job matching service for out-of-trade apprentices.



For more information visit

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