The Rail-specific components of the TLI Transport and Logistics Training Package provides the only nationally recognised Vocational Education and Training (VET) qualifications for occupations involved in: rail infrastructure, track protection, shunting, rail track vehicle driving, tram or light rail infrastructure, customer service, rail driving, rail track surfacing, signalling, electric passenger train guard, track protection, heritage locomotive assistant or steam locomotive fireman, train driving, safety investigation, network control, safety management, tram/light rail control and rail operations management. (AIS 2017).
Industry Overview

The rail industry provides important freight and passenger services in Queensland. It connects geographically separated areas for commuters, provides transportation solutions for industry and the local communities and supports the tourism industry. The industry also faces exciting challenges and opportunities from technological change, including the development of a new fully-autonomous rail system.\(^1\) Investment in the road and rail transport network will be necessary to support growth of Brisbane’s sea and air ports, with rail freight expected to double by 2020 in Queensland.\(^2\)

### Key Metrics (Australia)

<table>
<thead>
<tr>
<th>Metric</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue ($b)</td>
<td>25.52B</td>
</tr>
<tr>
<td>Profit ($b)</td>
<td>1.80 B</td>
</tr>
<tr>
<td>Average Wage ($)</td>
<td>$113,185.78</td>
</tr>
<tr>
<td>No. of Businesses</td>
<td>977</td>
</tr>
<tr>
<td>Employment Growth to 2023 (%)</td>
<td>5.5%</td>
</tr>
<tr>
<td>Workforce in QLD</td>
<td>10,478</td>
</tr>
<tr>
<td>Enterprises in QLD</td>
<td>10</td>
</tr>
<tr>
<td>Composition (Small/ Med/ Lrg)</td>
<td>79% Small</td>
</tr>
</tbody>
</table>


### Workforce Composition – Queensland Rail

Although accounting for 20 per cent of the Australian population, the Queensland Rail industry accounts for 31.5 per cent of the national rail workforce\(^3\) and has a workforce of 10,478.\(^4\)

While the total workforce is reported to have dropped by 41 per cent in thirty years, female participation has grown by 14 per cent over the same period.\(^5\) There could be a link between the increase in women’s participation in the industry and a small increase in the rate of casualisation. However, decisions by businesses to create a more flexible and responsive workforce are also influencing the rate of casualisation.

### Demographics

<table>
<thead>
<tr>
<th>Metric</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average age</td>
<td>45.9</td>
</tr>
<tr>
<td>Demographics</td>
<td></td>
</tr>
<tr>
<td>14 percent female</td>
<td></td>
</tr>
<tr>
<td>84 percent male</td>
<td></td>
</tr>
<tr>
<td>Distribution</td>
<td>51 per cent of the rail workforce is in South East Queensland.</td>
</tr>
</tbody>
</table>


---

\(^1\) Australian Industry Standard - Rail Skills Forecast 2018 (draft)


\(^3\) Australian Industry Standard - Rail Skills Forecast 2018 (draft)


\(^5\) Australian Industry Standard - Rail Skills Forecast 2017
Projected Employment & Skills Growth

The forecasted skill priorities and employment trends have been informed by international, national and state-based trends, stakeholder engagement and industry consultation.

Queensland Rail manages and maintains more than 6615 km of track (mainline only, excludes sidings, passing loops and yards)⁶ and employs more than 6,500 people⁷. Queensland Rail’s Citytrain product primarily services the commuter passenger market in South East Queensland (SEQ), with more than 51 million passenger trips undertaken in the 2016-17 financial year⁸.

Aurizon operates and manages Australia’s largest export coal rail network, the Central Queensland Coal Network. Connecting more than 50 mines to 5 major export ports, plus many domestic consumers, providing pivotal connections to Queensland’s coal industry⁹.

Rail Passenger Transport
The rail passenger transport industry is estimated to continue to grow over the next five years through government investment in new supply and increased consumer demand. Industry employment has slowly grown over the past five years, despite rapidly rising passenger volumes since operators have undertaken labour-reducing measures. Industry employment is expected to grow over the next five years, with major players increasing activity and adding capacity to rail networks¹⁰.

Rail Freight
Rail freight infrastructure in Queensland is owned and operated by a range of organisations, including Queensland Rail, Glencore and Aurizon. Rail freight has become increasingly prominent over the past decade due to an increase in mineral production and export volumes following Queensland’s mining boom. Industry employment is predicted to rise to accommodate growing demand and the increased number of freight services. Businesses are expected to invest in automation to reduce the need for labour, which will constrain the pace of employment growth¹¹.

Railway Track Construction
Queensland has an above-average share of industry activity. Industry employment has declined over the past five years due to many establishments closing on the completion of construction projects in remote mining locations. Industry employment is projected to climb at an annualised 0.9 per cent over the next five years. Rail construction projects require highly technical and specialist skills to successfully manage complex tasks such as track laying, signalling and tunnel construction. Therefore, the industry employs a large and highly skilled workforce that requires high salaries¹².

Railway Manufacturing / Repair / Maintenance
Total employment has decreased as operators have reduced costs and restructured their operations. Many domestic manufacturers have outsourced labour-intensive manufacturing operations to foreign countries, reducing their domestic workforce as a result. The Queensland Government has put in large orders for new trains and trams supporting growth in this segment. However, recent government-funded projects have favoured overseas manufacturing. The industry is expected to grow at a slow rate due to outsourcing and cutting operating costs¹³. The industry is labour-intensive and relies on skilled workers to perform duties.

Queensland are acknowledged as the market leader for rail research, training and innovation¹⁴.

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¹⁰ IBISWorld Industry Report I4720 – Rail Passenger Transport in Australia, 2017
¹¹ IBISWorld Industry Report I4710 – Rail Freight Transport in Australia, 2018
¹² IBISWorld Industry Report C2393 – Railway Equipment Manufacturing and Repair in Australia, 2018
¹³ IBISWorld Industry Report C2393 – Railway Equipment Manufacturing and Repair in Australia, 2018
¹⁴ Australasian Railway Association – The Changing Face of Rail, a journey to the employer of choice
Emerging Industry Disruption Influences

**Ageing Workforce**
The rail industry is also facing an ageing workforce with over 50 per cent of the workforce over the age of 45 years. Due to the nature of the industry many employees (train drivers) work untraditional hours and therefore have a range of health-related conditions\(^1\). Only 11 per cent of the workforce is under the age of 30, which provides a negative impact for future skill shortages. Attraction and retention strategies for new entrants is a focus by industry to support its future.

**Service Demand**
Demand for public transport is largely driven by population growth and more CBD-centralised job creation.

**Technology**
There has been a significant increase in the use of technology for automating ticketing sales. Smart card technology for ticketing has also been implemented across the state. Industry operators rarely update vehicles due to the extreme expense of such changes, therefore technology on many passenger trains is limited\(^16\).

**Environment**
There has been an increase in the use of passenger rail to support environmental impacts. Key players within industry have environmental management plans to effectively monitor energy use and carbon emissions to remain compliant with environmental legislation.

**Safety and Regulation**
New safety systems will greatly improve the safety of track workers and the overall network efficiency. Worker skills in safety critical communications and training in safety of human factors will need to remain a strong focus into the future.\(^17\)

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\(^15\) Australian Industry Standards — Rail IRC Key Findings 2018
\(^16\) IBISWorld Industry Report I4720 Rail Passenger Transport in Australia, 2017
\(^17\) Australian Industry Standard — Rail Skills Forecast 2018 (draft)

In 2016-17, Queensland Rail commenced its journey to introduce European Train Control System (ETCS) technology to the network.

This will enhance existing safety systems, virtually eliminating the risk of collision due to speeding and replace 26 per cent of the SEQ rail network’s ageing signalling equipment\(^18\).

Safety is an ongoing concern for the industry. The Office of the National Rail Safety Regulator has recommended more work to develop an in-depth understanding of factors that cause safety risks, and how to mitigate those risk through systemised processes\(^19\).

**Automation**
There has been significant focus on driverless trains across industry. The Federal Government have invested in Satellite Based Augmentation Systems (SBAS) to increase the capacity of navigational systems. These changes bring consequences for new workforce skills that will be required for industry\(^20\). As autonomous systems are established the roles associated with the existing workforce will change and demand new skills. The rail industry is using Augmented Realty to trial new infrastructure and simulate in-real-time training\(^21\).

**Big Data**
Big data is contributing to massive changes across the rail workforce with new systems in wireless data and sensors growing rapidly across industry. These systems are used to capture data to predict maintenance\(^22\).
Regional Considerations

Infrastructure projects in regional locations create a significant number of jobs in the development phase as well as ongoing job roles year-on-year. Accordingly, these projects will shape the future skills and training needs based on direct and indirect job creation and continuing service demand.

Brisbane

The passenger rail network is reaching the limits of its capacity. With an initial investment of $5.4 billion, the Queensland Government plans to deliver a new high-speed, high-frequency mass transit network from Dutton Park to Bowen Hills. This project will increase the rail capacity of the inner-city network improving travel time reliability and quicker journey times.

The Australian Government has committed funding to the Inland Rail project linking Melbourne and Brisbane to open new market opportunities in western New South Wales and Victoria. Development of the Inland Rail link will provide an economic boost to both Brisbane and the surrounding region. The new rail link is currently proposed to terminate at Acacia Ridge. The project will be delivered by via Public and Private Partnership (PPP) that will be responsible for sourcing the workforce, initially focussing on rail construction skills when the PPP is awarded in mid-2019.

Survey responses noted that these infrastructure projects will be “looking to draw upon scarce resources.”

Freight capacity, efficiency and safety can be improved by maximising the use of rail for container and bulk material movements, particularly to and from the Port of Brisbane.

Gold Coast and Logan - Beaudesert

During the Commonwealth Games in April 2018, the Gold Coast’s light rail was in operation 24/7, carrying almost 100,000 passengers per day. The line is 20.3 km in length, has 19 stations and 18 trams with bus connections at key activity centres. An allocation of $5 million was recently made for the business case for Stage 3A from Broadbeach South to Burleigh Heads.

Light rail is new in the region and as a result, there isn’t a pool of qualified staff to employ. In addition, training packages are yet to catch up with the changing face of the industry and include the light rail sector.

Survey responses were optimistic, saying “over the next 3 - 5 years we should see more candidates with light rail experience due to the planned development in light rail over Australia.”

Ipswich

Ipswich is home to Queensland’s first railway line. With well-established rail infrastructure, the city has planning underway to link Ipswich to the Melbourne-Brisbane inland rail network. There are long-term state government plans to extend the rail line to service high growth areas in the region, although funding is yet to be allocated.

Sunshine Coast, Moreton Bay and Wide Bay

The Sunshine Coast Council is working towards the delivery of light rail on the Sunshine Coast by 2025. Current work is focussed on better understanding the costings and developing planning strategies for the coastal corridor. The provision of light rail has the potential to create almost 9,000 jobs during construction and operation and boosting an estimated $3.6 billion of benefits back into the economy.

Toowoomba and Darling Downs – Maranoa

Passenger rail services for the region are provided by Queensland Rail’s “The Westlander” service. Resources such as large thermal coal deposits in the Surat Basin and future demand for LNG will drive the exploration and production of CSG. There will be an increased demand for rail freight movements in and out of the region. Further freight tasks are expected to drive the demand for rail transport and infrastructure in the region and include the...
supply chains for coal, petroleum products, grains and cereals and meat and livestock from the Darling Downs to the Port of Brisbane.

**Central Queensland (Fitzroy)**

A tilt train service runs between Brisbane and Rockhampton, offering passengers a high-speed journey. Passenger services are also available of Spirit of Queensland and Spirit of the Outback. Aurizon offers five return rail freight services a week from the Port of Brisbane to destinations including Gladstone and Rockhampton and one return rail service a week from Rockhampton to Winton.

**Mackay – Isaac – Whitsunday**

The North Coast Line transports goods and people up and down the coast and between regions. Dedicated freight rail connects mining areas with ports and allows farmers to efficiently transport sugar cane to be processed.

**Townsville**

Passenger rail services are available from Brisbane to Townsville on The Spirit of Queensland and from Townsville to Mt Isa on The Inlander.

The Mount Isa line consists of over 1,000km of track which extends from Stuart (near Townsville) to Mount Isa. The line services several communities along the line for the conveyance of minerals concentrates, fertiliser, acid, fuel, refined metals, cattle and general freight. This line provides the critical link from the North West minerals province to the Port of Townsville where many bulk products are exported. It experiences some of the harshest weather conditions in Queensland including periods of extreme heat and flooding monsoonal rain. Blanket speed restrictions can be set during extreme heat in the summer months to reduce the risk of an incident from track instability

**The Inland Rail Project**

The Inland Rail project is a first-of-its-kind for Australia, connecting regional Australia to domestic and international markets, providing a national freight network between Melbourne and Brisbane. It’s the largest freight rail infrastructure project in Australia and is expected to be operational in 2024-2025.

Two million tonnes of agricultural freight are expected to switch from road to rail, with a total of 8.9 million tonnes of agricultural freight more efficiently diverted to inland rail. The project will reduce costs for intercapital freight travelling between Melbourne and Brisbane by $10 per tonne and offer a transit time between those capital cities of less than 24 hours.
Queensland Rail Network Map\textsuperscript{15}

Aurizon Network Map\textsuperscript{16}

\textsuperscript{15} http://www.qca.org.au/Rail/Queensland-Rail/Qld-Rail-rail-systems

\textsuperscript{16} http://www.qca.org.au/Rail/Queensland-Rail/Aurizon-Network-detail
## Supply & Demand SWOT Analysis of Labour & Skills Supply

<table>
<thead>
<tr>
<th>STRENGTHS</th>
<th>WEAKNESSES</th>
</tr>
</thead>
</table>
| • Technological improvements that increase efficiency and safety are of benefit to the sector.  
• Rail imposes fewer costs on the community in terms of accidents, congestion and emissions than road[^37].  
• The industry pays above average wages due to the highly skilled nature of many jobs. | • New infrastructure projects will require a substantial recruitment of workers experienced in these types of large-scale projects.  
• The rail industry has expressed concern about recruiting workers who have varying skill capabilities on infrastructure projects. Plans and strategies to address these issues with the skill capabilities of workers will be required to ensure the projects are delivered safely, on time and to an excellent standard[^38]. |

<table>
<thead>
<tr>
<th>OPPORTUNITIES</th>
<th>THREATS</th>
</tr>
</thead>
</table>
| • The growth of autonomous systems and vehicles in the rail industry is expected to have significant effects on the workforce, and the skills needed to operate new systems[^39].  
• New technological systems being developed and adopted need to be operable across states and territories and over different networks and will require new and revised skill needs throughout the workforce[^40].  
• Big Data is transforming the skill needs of the rail industry, there will be demand for operators to be able to interpret and analyse this data[^41]. | • Inability of the sector to predict when the ageing workforce will retire and therefore undertake successful succession planning.  
• Loss of knowledge and experience when the ageing workforce retires.  
• High barriers to entry have resulted in industry establishment and enterprise numbers remaining stagnant[^42]. |

Known & Emerging Future Job Roles

Rail Job Shortages
The Australian Industry Standards identified the following in demand job roles:

1. Train Drivers
2. Signalling Technicians
3. Educators, Trainers and Assessors
4. Train Controllers
5. Track Workers

In the main, industry feedback supported this view and highlighted a number of additional roles considered as potential future job shortages:

- Construction roles for Inland Rail Project 2020-2025
- Engineering Professionals
- Infrastructure Engineers
- Rail Safety Investigators

Industry Identified Current Job Shortages

Source: T&L Future Ready Industry Survey Responses

Industry Identified Future Job Shortages

Source: T&L Future Ready Industry Survey Responses

Industry Identified Training Preference

<table>
<thead>
<tr>
<th>JOB ROLE</th>
<th>ACCREDITED VET FULL QUALIFICATION</th>
<th>ACCREDITED SKILL SET</th>
<th>PRIVATE TRAINING</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Train Drivers</td>
<td>50%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>2. Signalling Technicians</td>
<td>50%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>3. Educators, Trainers and Assessors</td>
<td>100%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>4. Train Controllers</td>
<td>50%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>5. Track Maintenance Technicians</td>
<td>50%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

*limited survey responses due to Queensland Rail being the primary operator in Queensland.

43 AIS Skills Forecast 2018 – Rail
44 T&L Future Ready Industry Survey Responses
Known & Emerging Future Skill Priorities

Rail Skill Shortages
The Australian Industry Standards identified the following skill priorities:

1. Operational
2. Health/ Safety
3. Driving
4. Infrastructure
5. Signalling

Industry supported this view with shifting priorities given to each when considering shortages currently being experienced or those likely to be experienced in the future. Additional comments around skills include:

- Improved skills across construction with upcoming large projects and infrastructure.
- Rail safety
- Light Rail experience due to planned development in Light Rail across Australia.

Industry Identified Current Skill Shortages

<table>
<thead>
<tr>
<th>SKILLS</th>
<th>ACCREDITED VET FULL QUALIFICATION</th>
<th>ACCREDITED SKILL SET</th>
<th>PRIVATE TRAINING</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Electrical Signalling</td>
<td>50%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>2. Work Health and Safety (WHS)</td>
<td>50%</td>
<td>0%</td>
<td>50%</td>
</tr>
<tr>
<td>3. Repair/ Maintenance</td>
<td>50%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>4. Driving/ Shunting</td>
<td>50%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>5. Computer Skills</td>
<td>0%</td>
<td>0%</td>
<td>100%</td>
</tr>
</tbody>
</table>

*limited survey responses due to Queensland Rail being the primary operator in Queensland.

Source: T&L Future Ready Industry Survey Responses

Industry Identified Future Skill Shortages

<table>
<thead>
<tr>
<th>SKILLS</th>
<th>ACCREDITED VET FULL QUALIFICATION</th>
<th>ACCREDITED SKILL SET</th>
<th>PRIVATE TRAINING</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Electrical Signalling</td>
<td>50%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>2. Work Health &amp; Safety</td>
<td>33%</td>
<td>33%</td>
<td>0%</td>
</tr>
<tr>
<td>3. Repair/ Maintenance</td>
<td>34%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>4. Driving/ Shunting</td>
<td>33%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>5. Computer Skills</td>
<td>0%</td>
<td>0%</td>
<td>100%</td>
</tr>
</tbody>
</table>

*limited survey responses due to Queensland Rail being the primary operator in Queensland.

45 AIS Skills Forecast 2018 – Rail
Research by the Australian Government Department of Jobs and Small Business, Job Outlook website also highlights there is moderate future growth across the industry. This may due to the variability in role classifications. The role of Ticket Salesperson is forecast as moderate, however with the continued growth of automation for ticket sales this is like to decrease.

This snapshot is helpful in calling out opportunities and possible strategies to attract new workforce pools, for example increased female participation or offering part-time/ flexible working arrangements to improve gender ratios.

<table>
<thead>
<tr>
<th>Railway Track Workers</th>
<th>Train &amp; Tram Drivers</th>
<th>Ticket Salesperson</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Fast Facts</strong></td>
<td><strong>Fast Facts</strong></td>
<td><strong>Fast Facts</strong></td>
</tr>
<tr>
<td>$1,800 Before Tax</td>
<td>$1,136 Before Tax</td>
<td></td>
</tr>
<tr>
<td>Future Growth</td>
<td>Future Growth</td>
<td>Future Growth</td>
</tr>
<tr>
<td>moderate</td>
<td>moderate</td>
<td>moderate</td>
</tr>
<tr>
<td>Skill Level</td>
<td>Skill Level</td>
<td>Skill Level</td>
</tr>
<tr>
<td>Certificate II or III</td>
<td>Certificate II or III</td>
<td>High School or Certificate I</td>
</tr>
<tr>
<td>Employment Size</td>
<td>Employment Size</td>
<td>Employment Size</td>
</tr>
<tr>
<td>3800</td>
<td>15,400</td>
<td>18,900</td>
</tr>
<tr>
<td>Unemployment</td>
<td>Unemployment</td>
<td>Unemployment</td>
</tr>
<tr>
<td>average</td>
<td>average</td>
<td>above average</td>
</tr>
<tr>
<td>Male Share</td>
<td>Male Share</td>
<td>Male Share</td>
</tr>
<tr>
<td>92.4%</td>
<td>88.3%</td>
<td>26.4%</td>
</tr>
<tr>
<td>Female Share</td>
<td>Female Share</td>
<td>Female Share</td>
</tr>
<tr>
<td>7.6%</td>
<td>11.7%</td>
<td>73.6%</td>
</tr>
<tr>
<td>Full-Time Share</td>
<td>Full-Time Share</td>
<td>Full-Time Share</td>
</tr>
<tr>
<td>93.5%</td>
<td>90.7%</td>
<td>52.1%</td>
</tr>
</tbody>
</table>

Source: Australian Government - Job Outlook

Training & Skilling Strategies

Accredited Training
The Rail Training Package is the only nationally recognised VET qualifications covering rail infrastructure, light rail, tram and train driving, rail operations management, signalling and safety management.47

<table>
<thead>
<tr>
<th>Qualifications</th>
<th>26</th>
</tr>
</thead>
<tbody>
<tr>
<td>Skill Sets</td>
<td>53</td>
</tr>
<tr>
<td>Units of competency</td>
<td>245</td>
</tr>
</tbody>
</table>

Source: Australian Industry Standards - Rail Industry 2018 Key Findings Discussion Paper

This package includes the qualifications for the following occupations:

- Rail Infrastructure Worker
- Track Protection Worker
- Shunter
- Rail Track Vehicle driving
- Tram or Light Rail Infrastructure Worker
- Customer Service Personnel
- Rail and Train Drivers
- Rail Track Worker
- Signalling Technician
- Electric Passenger Train Guard
- Heritage Locomotive Assistant
- Steam Locomotive Fireman
- Safety Investigators
- Network Controller
- Safety Managers
- Tram/Light Rail Controller
- Rail Operations Manager

Training Enrolments
Enrolments for the Certificate II rail qualification nearly tripled between 2014 and 2016. This is due to increase demand in Rail Infrastructure and Track Protection. Certificate III and Certificate IV enrolments have remained stagnant over the last three years48.

Industry surveyed preferred formal training for the majority of roles, complemented with private and in-house training49.

47 Australian Industry Standard - Rail Skills Forecast 2018
48 Australian Industry Standard - Rail Skills Forecast 2018
49 T&L FUTURE READY SURVEY
The Rail-specific qualifications in the TLI Transport and Logistics Training Package are:

Certificates
- Certificate II in Tram or Light Rail Infrastructure
- Certificate II in Rail Customer Service
- Certificate II in Rail Infrastructure
- Certificate II in Rail Track Vehicle Driving
- Certificate II in Shunting
- Certificate II in Track Protection
- Certificate III Heritage Locomotive Assistant or Steam Locomotive Fireman
- Certificate III in Rail Driving
- Certificate III in Tram or Light Rail Infrastructure
- Certificate III in Mechanical Rail Signalling
- Certificate III in Rail Track Surfacing
- Certificate III in Rail Structures
- Certificate III in Electric Passenger Train Guard
- Certificate III in Rail Infrastructure
- Certificate III in Track Protection
- Certificate III in Rail Signalling
- Certificate III in Terminal Train Driving
- Certificate III in Rail Yard Coordination
- Certificate III in Rail Customer Service
- Certificate IV in Tram/Light Rail Control
- Certificate IV in Rail Network Control
- Certificate IV in Rail Safety Investigation
- Certificate IV in Rail Infrastructure
- Certificate IV in Train Driving
- Certificate IV in Rail Safety Management

Diploma - Advanced Diploma
- Diploma of Rail Operations Management

Employees within rail workforce need a minimum of a Certificate IV to gain entry to industry.

The Vocational Education and Training (VET) sector and training package development has undergone considerable changes to improve its relevance and responsiveness to the changing industry needs.

Ongoing agility in the training package development will be needed to meet the future workforce needs and some measures to achieve this include review of package design and an increase in skill sets, with the aim of improved workforce mobility.

There is a growing demand for trainers and assessors to have strong systems understanding and e-learning development capability. There is also a need from industry to deliver quality training within a simulator learning space.

Industry’s Feedback on Accredited Training

“Not many training courses that support Light Rail at present, we have created or edited those that are out there to suit our current workforce.”

“Part of the challenge for VET is to penetrate the market within the rail sector.”

“Attraction of experienced trainers is an ongoing issue for the rail industry, as remuneration and other benefits for those working as drivers or as operational staff are often more favourable than for trainers.”

66 RTOs in QLD

T&L FUTURE READY SURVEY

AIS Rail IRC Skills Forecast 2017
Non-Accredited Training

- The emphasis for staff to be multi-skilled has been highlighted across industries.
- Technology is ever-changing and technology-based skills for specific industries will drive training needs for the future. These may be better delivered by specialists or the provider of the technology platform themselves.

Private and In-house
The fundamental skills identified by industry for continued growth and effective staff training include technology, IT skills, regulatory compliance and navigation.

All industry surveyed offered some form of in-house training for specialty skills, and most businesses support staff through up-skilling and reskilling of staff via external providers53.

Survey respondents indicated that inconsistencies with training quality across the sector, Registered Training Organisations’ having poorly skilled trainers and assessors providing qualifications without meeting the skill requirements as reasons for considering a private training as an option.

Emerging Training Trends
- Shorter course durations preferred and more flexibility in skill sets
- Light Rail training across industry
- Data and technology
- Apply accident and emergency procedures

Metro Academy
The Metro Academy is an RTO delivering both nationally recognised units of competence and non-accredited programs for the rail workforce. Offering e-learning courses and generic skill development across equal employment, management and bullying and harassment55.

Real Serious Games
Real Serious Games, Exner Group and SafetyJourney have formed a consortium and developed training that combines educational training with gamification and virtual reality.

The Centre for Railway Engineering at CQU
The Centre for Railway Engineering at CQU has created a comprehensive numerical simulation tool to improve issues within the industry56.

Other Government Initiatives
Awareness - Job Outlook is an initiative of the Australian Government Department of Jobs and Small Business. Job Outlook provides information about Australian careers, labour market trends and employment projections.

Industry’s Commitment to Diversity57
- Job networks and through diversity and inclusion initiatives – Survey
- Accredited training via the proposed new traineeship arrangements
- School to work programs and traineeships

“While traditional face-to-face delivery is still widely used in the industry, other methods used in stand-alone or blended programs include onsite, online, and virtual reality58.”

John Holland
John Holland have an extensive list of accredited and non-accredited rail course that are aligned with the Rail Industry Worker Program. Non-accredited training courses include track essentials and management skills54.

53 T&L FUTURE READY SURVEY
56 https://www.cqu.edu.au/research/organisations/centre-for-railway-engineering
57 T&L FUTURE READY SURVEY