

# IS YOUR CAREER ON TRACK?

**RAILCAREERS**<sup>®</sup> A NETWORK OF OPPORTUNITIES

## EMPLOYMENT PROGRAMS

Whether you are leaving school or seeking a career change, the rail industry has a number of different programs to engage and train new workers. Rail is in a period of significant growth and these programs provide a network of opportunities for employees to become involved in projects which make a real difference to urban and regional economies, and the lives of those living across Australia and New Zealand.

### Apprenticeship

Apprentices are the future of the Australasian rail industry. Apprenticeships provide an opportunity for people of all ages to perform meaningful work whilst receiving on-going training. An apprentice is usually engaged via a training contract in a trade, as identified under the Australian Qualification Framework. This includes a Certificate 3 in a trade, such as an Electrician, Fitter, or a Boilermaker; or via a school based apprenticeship which allows students, typically those in years 10, 11 and 12, to continue studying at school while training towards a qualification in their chosen profession. This training may occur at work, school, or with a training organisation. A school based apprentice is required to work a minimum of 48 days per year in the workplace. School based apprentices don't accumulate sick leave or holidays, and are only paid while at work with their employer. On completion of school and satisfactory performance while on the job, the apprentice will automatically convert to a full time apprenticeship.

### Graduate position

The rail industry offers career opportunities for motivated and talented graduates from a diverse range of academic backgrounds. A graduate is someone who will graduate, or has already graduated, with a minimum of an undergraduate degree. A graduate has a base level of competence and plenty of potential that is ready to be

realised and is ready to transition from university life to working life via the graduate program pathway. A graduate is usually technically raw, but energetic and willing to learn through real job experiences, on the job training and development. They may have some previous work experience, or may have participated in programs such as vacation, cooperative or internship programs.



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## Internship

Internships are available for undergraduate students who are looking at gaining practical experience whilst they are undertaking their studies. An internship is either paid employment or an unpaid placement for students in their final year of university to work in their chosen study discipline. Generally, students complete an internship during a semester of university, working for a company for 1–5 days per week. An internship may involve general workplace learning or work on a defined project. The intern's role is to support technical or professional staff to achieve project outcomes whilst also fulfilling study commitments. Internships are a great way to develop networking opportunities whilst working on projects that will significantly benefit the Australasian rail industry. Internships are available in a range of disciplines across Australasia, including Engineering, Business/ Humanities, Customer Service, and Information Technology.

## Scholarship

A scholarship is usually offered to students who demonstrate outstanding commitment to excellence in their chosen field of study. A company scholarship holder will receive a grant each semester to spend on university fees, text books, or rent — it is usually their choice. A scholarship holder must maintain a company

prescribed Grade Point Average (GPA) level for each semester to retain the scholarship support. A scholarship holder is guaranteed paid vacation work, progressive career development and training, the use of first-class technology and systems, and guaranteed employment upon completion of their degree that can be bound for prescribed term at the conclusion of their scholarship.

## Traineeship

Traineeships play an important role by providing skilled workers to the Australasian rail industry. They provide individuals with an opportunity to combine practical experience and training whilst earning a wage.

A traineeship within the rail industry can include sectors such as Rail Operations and Rail Infrastructure, along with non-trade areas such as Business Administration and Information Technology. Traineeships can either be completed full-time or part-time, or a combination of both. Upon successful completion, trainees are awarded with a nationally recognised qualification.



IMAGE COURTESY OF SYDNEY TRAINS