

Apprenticeships Sydney Trains

Information pack



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How to use this information pack



Carefully read all the information in this pack.



Think about whether the role is right for you and your lifestyle.



You will be tested on how well you understand and retain the information in this pack throughout the application process, so study it carefully.

Becoming an Apprentice with Sydney Trains

Have you got what it takes?

We're so glad you're interested in an apprenticeship with Sydney Trains.

If you like working with your hands, want to get paid to learn a useful trade and are excited about where a career with Sydney Trains could take you — an apprenticeship is the perfect place to start!



The important stuff

- All apprenticeships run for four years except for telecommunications, which runs for three years. Your starting gross pay rate will be \$654.25 per week or \$994.60 per week for apprentices aged 21 or older.
- The full-time program will involve rotating to work at different depots every three or six months.
- Weekend and overnight shifts will be part of your apprenticeship depending on the needs of your placement team.
- You will need to work to a set roster which includes on-the-job training, classroom study (RTO – Registered Training Organisation) and rostered annual leave.
- You will complete your apprenticeship with an industry recognised qualification and plenty of great experience.

Program eligibility

- You must hold a current P1 provisional drivers licence or higher (or hold one by your program commencement date).
- You must be a minimum 17 years of age or older.
- You must be either:
 - An Australian citizen or permanent resident.
 - A New Zealand citizen with a current New Zealand passport.
 - A citizen of another country with a current visa that allows you to work in Australia for the full duration of your employment contract.

Apprenticeship disciplines

You can choose to apply for the following trades:

- Substation Electrician (Distribution)
- Signal Electrician
- Rail Traction
- Cable Jointer
- Ops Tech (Telecommunications)
- Rail Maintainer Electrical
- Rail Maintainer Mechanical
- Signal Fitter (Mechanic)
- Plant Mechanic
- Auto Electrical



Application top tips

We get a lot of applications for our apprenticeship program every year, so we want to make sure you have all the information you need to put together a winning application.

Before starting the application process, make sure you read the job advertisement and the attached position description thoroughly.

Choose your preferences carefully. You can apply for up to two disciplines. Each requires slightly different skills and will involve working from different locations so make sure you select disciplines that work best for you.

Take your time. When applying, read and answer every question carefully and honestly. Check re-read your application before you hit send to make sure you're putting your best foot forward.

Telecommunications

Telecommunications apprentices are trained to work with the complex communication and control systems and emerging technologies that keep our Sydney Trains network running.

You will learn to maintain, operate and repair communication systems as well as install, configure, operate, maintain, troubleshoot and repair telecommunications services in support of Rail Operations.

You'll also complete a Cert III Telecommunications Technology (unit code ICT30519) and Cert IV in Information Technology (Networking) (unit code ICT40120).

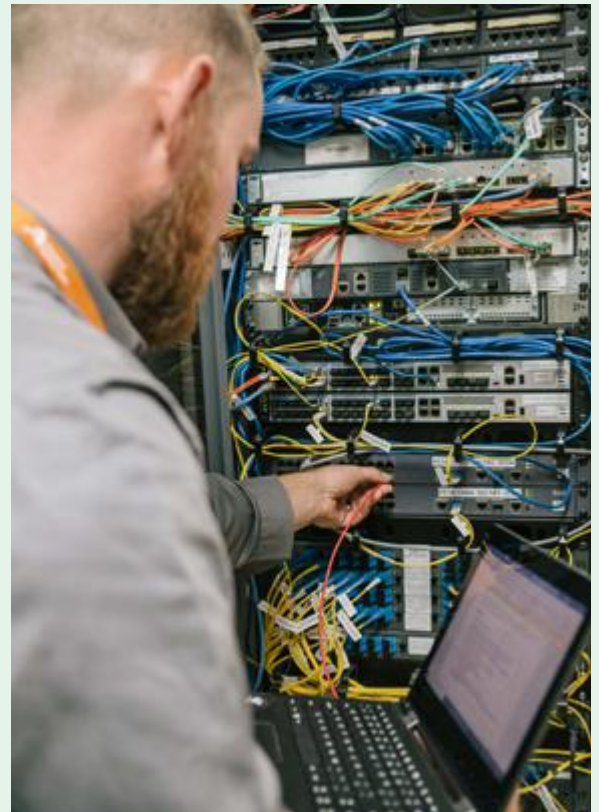
Rotations

Frequency

Every 3 months.

Locations

Various locations across the Sydney Metropolitan area.





Signal Electrician

As a Signal Electrician Apprentice, you will work on the installation and maintenance of electrical and mechanical signalling, point machines, colour light signals, power supplies, track circuits, control systems and multicore cabling systems.

You'll also complete a Cert III Electrotechnology Electrician (unit code UEE30820) and Cert IV in Rail Signalling (unit code UEE41223).

Rotations

Frequency

Every six months. You may also undertake an external rotation during your apprenticeship.

Locations

Clyde, Hamilton, Hornsby, Glenfield, Gosford, Sydenham, Sutherland, Wollongong, Blacktown and Lawson.





Substations

As a Substation Distribution Apprentice, you will help power our rail network. You will work on the installation and maintenance of electrical equipment in high voltage rail substations including rectifiers, transformers, and high and low voltage switchgears.

It also involves the installation and maintenance of general lighting and power services together with various types of electrical appliances.

You'll also complete a Cert III Electrotechnology Electrician (unit code UEE30820) and commence Cert IV in ESI-Substations (unit code UET40522).



Rotations

Frequency

Every six months. You may also undertake an external rotation during your apprenticeship.

Locations

Clyde, Hamilton, Hornsby, Glenfield, Gosford, Sydenham, Sutherland, Wollongong, Blacktown and Lawson.

Rail Traction

As a Rail Traction Apprentice, you will construct and maintain high voltage transmission lines and 1500-volt overhead rail-traction wiring and associated equipment.

You get to work outdoors with a variety of interesting track machines and lifting equipment. You will need to work at heights and in all kinds of weather. The work is physically demanding yet rewarding.

You'll also complete a Cert III - ESI - Rail Traction (unit code UET30721).

Rotations

Frequency

Every six months.

Locations

Clyde, Hamilton, Hornsby, Glenfield, Gosford, Sydenham, Sutherland, Wollongong, Blacktown and Lawson.



Cable Jointer

As a Cable Jointer apprentice, you will be trained to install and repair joints and terminations in insulated power supply cables in underground pipes, trenches, and overhead supply systems. You will also support the construction of substations and installing major pieces of equipment.

The work is primarily outdoors, you will need to work at heights and in all kinds of weather.

You'll also complete a Cert III ESI -Distribution Underground (unit code UET30821).

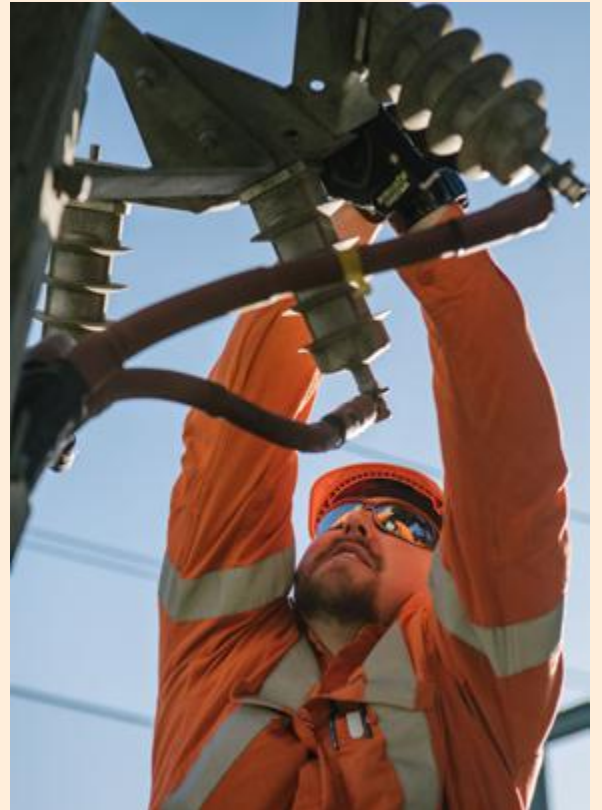
Rotations

Frequency

Rotations are between internal teams. You may also undertake an external rotation throughout your apprenticeship.

Locations

Clyde and various network locations.





Signal Fitter

Signal fitter apprentices are trained to work with various hand, power tools, lathes and welding equipment to install, repair and maintain signal mechanical and interlocking equipment.

In addition to specific interlocking and signal mechanical equipment, you will gain the skills, training and knowledge to install repair and maintain all varieties of mechanical signalling and points equipment, as well as being qualified as a thermite rail bond welder.

You'll also complete a Cert III Engineering - Mechanical Trade (unit code MEM30219).

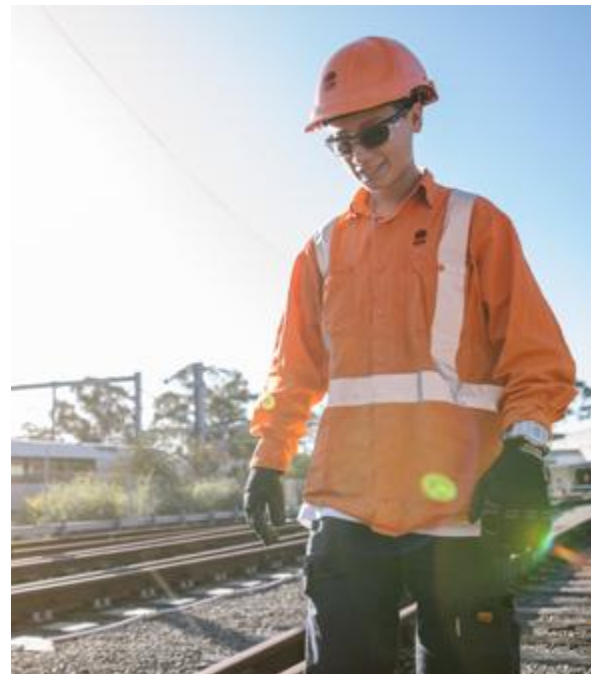
Rotations

Frequency

Every three to six months.

Locations

Clyde and various network locations.





Rail Maintainers (Electrical and Mechanical)

Rail Maintainer Apprentices are trained to perform mechanical and electrical fault diagnosis, plus repair and maintenance work on trains to keep the Sydney Trains network running smoothly. Working on both diesel and electric trains, tasks will include repair and maintenance work with brakes, doors, radios, suspensions, lighting and other parts. Mechanical and electrical training will be provided as part of this Apprenticeship.



You'll also complete a Cert III Electrotechnology Electrician (unit code UEE30820) for Fleet Electrician disciplines or a Cert III Engineering -Mechanical Trade (unit code MEM30219) for Fleet Mechanic disciplines.

Rotations

Frequency

Every six months.

Electrical apprentices may also undertake an external rotation throughout their apprenticeship.

Locations

Flemington, Hornsby, Auburn, Sydenham, Broadmeadow, Mortdale and Eveleigh.

Note that there is some flexibility around rotations located at Broadmeadow for apprentices living further away from these locations.

Plant Mechanic

Plant Mechanic apprentices are trained to repair and maintain mobile plant including forklifts, small excavators, skid steers and attachments, heavy track maintenance machines and the diesel engines that drive them, plus training for high-risk licences to operate this machinery.

As this machinery is mobile, you could be called to regional areas to stand by in readiness to perform repairs if required.

You'll also complete a Cert III Mobile Plant Technology (unit code AUR31220).

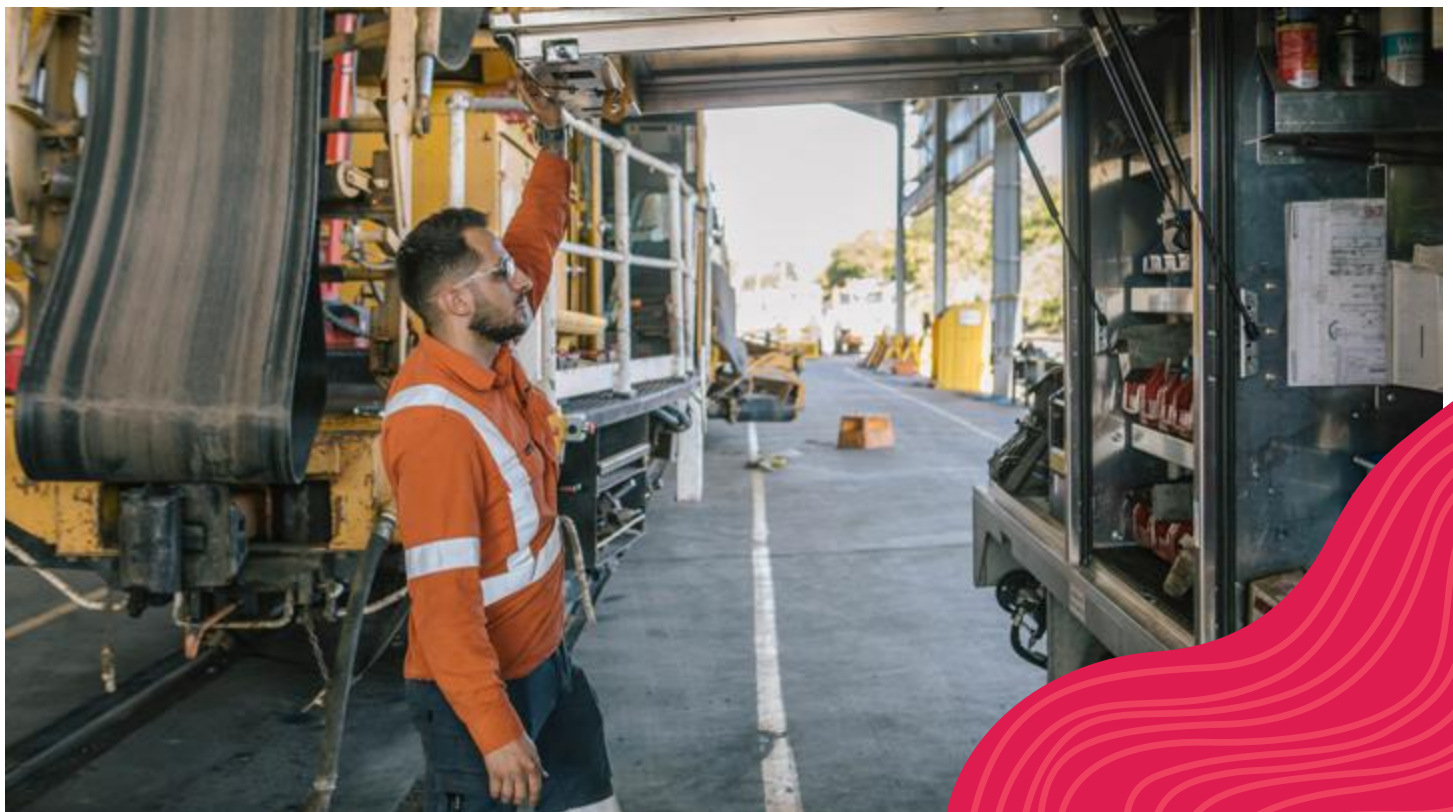
Rotations

Frequency

Rotations are between internal teams. You may also undertake an external rotation throughout your apprenticeship.

Location

Clyde and various network locations.



Auto Electrical

As an Auto Electrical Apprentice, you'll specialise in the electrical wiring of heavy plant machinery used across the rail network. You'll be trained to diagnose electrical faults and breakdowns both onsite and in the depot.

This includes installing new electrical components as well as maintaining and repairing existing systems. The work is primarily conducted outdoors and on-track, providing hands-on experience in real operational environments.

You'll also complete a Certificate III in Automotive Electrical Technology (unit code AUR30320).

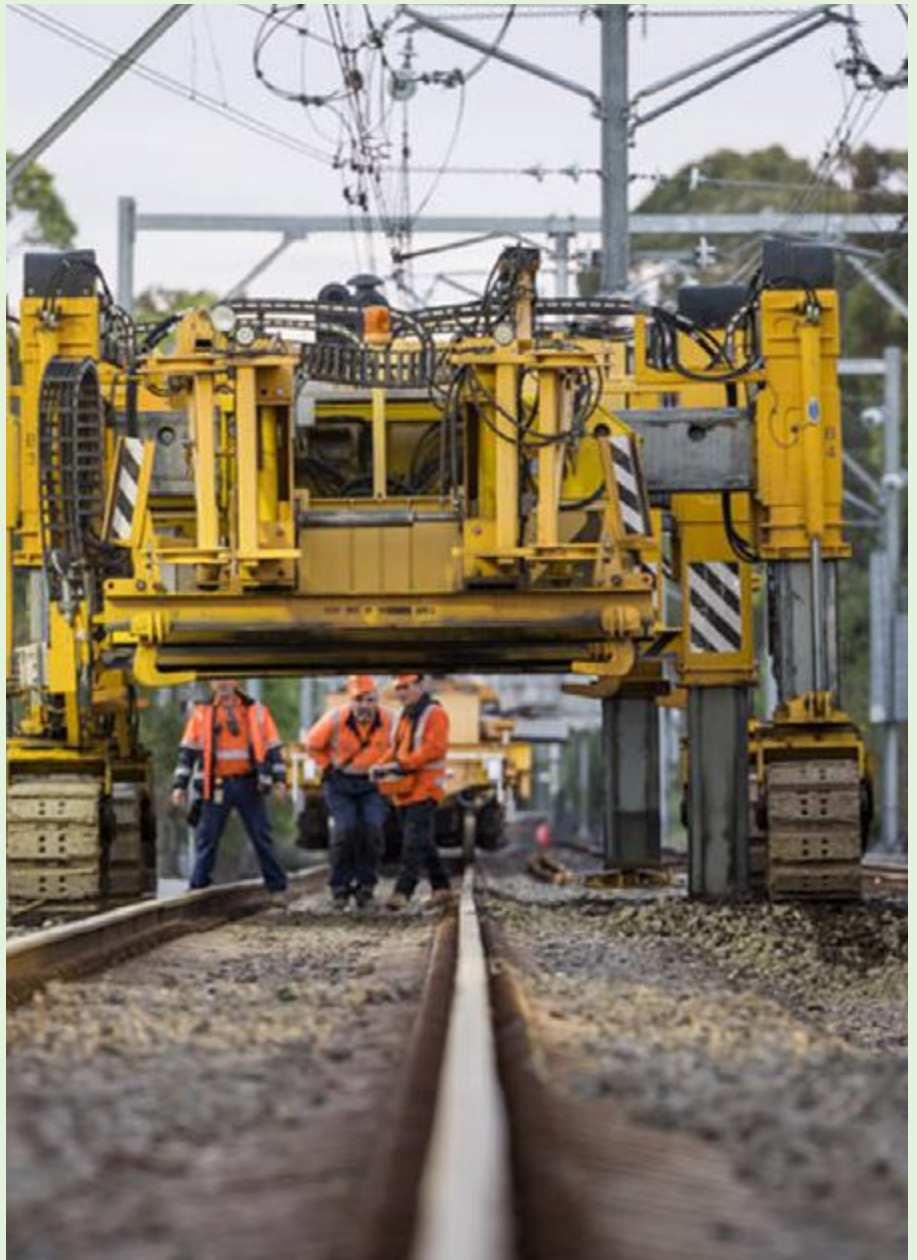
Rotations

Frequency

You will be required to undertake internal rotations. You may also undertake an external rotation.

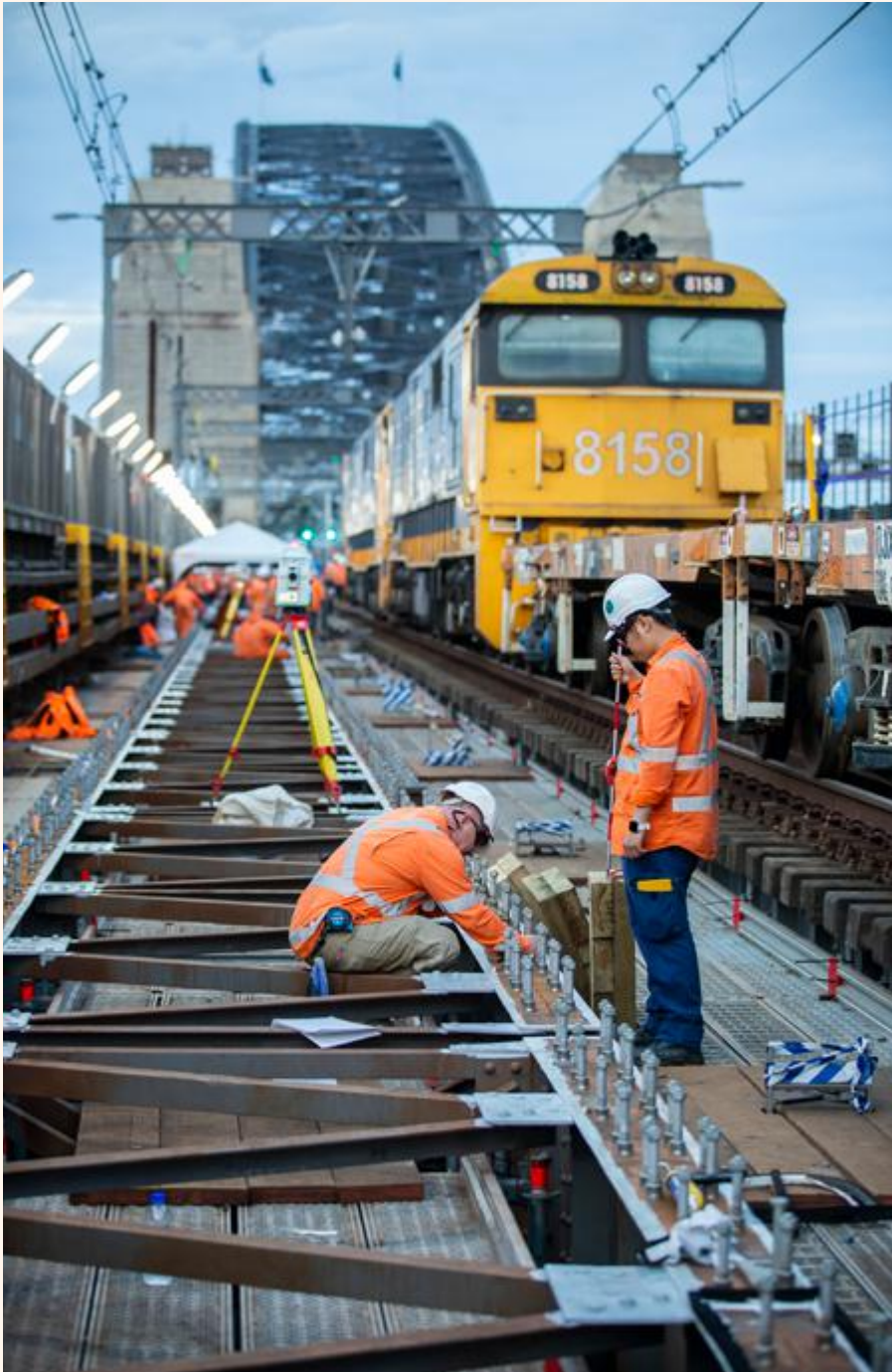
Locations

Clyde and various network locations.





About Engineering and Maintenance



Sydney Trains' Engineering and Maintenance Branch manages a \$1.5 billion annual maintenance program for Sydney Trains and NSW Trains.

Engineering and Maintenance is made up of 4,173 people working across NSW to deliver a safe, reliable passenger fleet and metropolitan rail network, meet growing customer demand and keep Sydney and NSW moving.

Engineering and Maintenance is made up of six functions:

- Major Works
- Network Maintenance
- Fleet Maintenance
- Commercial and Supply Chain
- Asset Management
- Engineering System Integrity

Whether its identifying infrastructure needs, or procuring goods and services, or the designing, building, operating, or maintaining transport infrastructure, each function plays an important role in every aspect of our network.

Working in Engineering and Maintenance brings so much variety. You could be part of rebuilding bushfire-affected infrastructure. You might be crunching data to inform future network upgrades. Or working with drones to assess for flood and landslip damage to railway infrastructure. Or helping deliver significant events like the FIFA World Cup or Grand Final Day.



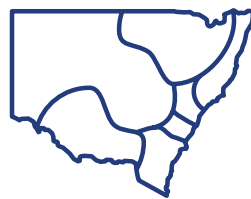
4,173

People in Engineering
and Maintenance



\$39 bn

Value of assets under
Sydney Trains management



364

Sydney Trains and NSW
TrainLink stations maintained

We operate
and maintain

2,190 electric and diesel cars

1,610 kilometres of track

948 kilometres of electrified
mainline track

1,548 kilometres of overhead
wiring

1,970 turnouts

3,972 signals

82 tunnels

97 substations

1,197 bridges

“We ultimately work as one team with a common purpose –our travelling customers. I love being involved in change and driving outcomes that directly benefit the communities we support.”

— Samiha Najem, AD Operational
Technology, Network Maintenance

About Sydney Trains

We operate rail services across the Sydney metropolitan area bounded by Berowra, Emu Plains, Macarthur, Richmond, Leppington, Cronulla, Bondi Junction and Waterfall. We also operate intercity services across NSW to Scone, Dungog, Richmond, Bathurst, Leppington, Goulburn, Bomaderry, and Port Kembla.

With a staff of over 13,000 people, Sydney Trains also operates and maintains assets such as tracks, trains, signals, overhead wiring, stations and facilities, as well as maintaining trains and a large proportion of the infrastructure used by NSW TrainLink. The total value of the asset portfolio we maintain is around \$44 billion, with a cost of operations of \$5 billion – which makes Sydney Trains the largest public transport system in Australia.

Sydney Trains also plays a vital role in supporting the freight supply chain, helping to transport goods and services across the rail network.

Find out more about [Sydney Trains](#)



↖ Watch the video

Deliver transport infrastructure projects across NSW

We're committed to delivering better transport for the future of NSW. Our current projects are helping to shape our cities, centres and communities for generations to come.

Explore all current projects via [Projects | Transport for NSW](#)

Our teams voted these as the top four reasons to work at Transport



**Flexible working/
work-life balance**



**Great teams and
co-workers**



Interesting projects



**Job impact in making
NSW a better place to
live, work and visit**



Work locations

Each network map outlines the depots within the Sydney Trains Sydney rail network and the Intercity trains network.



Intercity trains network

T Trains



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Employment matters, benefits and policy

Benefits and entitlement

Commencing base gross salary for Apprentices is \$654.25 per week or \$994.60 per week for apprentices aged 21 or older.

In addition, employees receive:

- Superannuation is paid at the standard rate under Australian legislation
- Penalty rates (as applicable)
- Shift allowances (as applicable)
- Annual leave loading
- Weekly tool allowance

Leave entitlements

- Annual leave: 5 weeks per year (shift workers)
- Long service leave: 2 months after 10 years of service
- Up to 14 weeks of paid parental leave, with a potential for 2 weeks bonus paid parental leave as part of up to 104 weeks of unpaid leave
- Sick leave: 15 days per year

Travel benefits

All Sydney Trains employees receive an employee travel pass valid on the NSW public transport system including:

- Sydney Trains
- NSW TrainLink
- State Transit Buses
- Sydney Ferries
- Sydney Metro
- Light Rail

Code of conduct

Sydney Trains employees must:

- Behave honestly, courteously and ethically
- Work in a safe, healthy and efficient manner
- Observe the enterprise agreement, policies and procedures, and job requirements
- Act in the best interests of Sydney Trains and its customers

Drug and alcohol policy

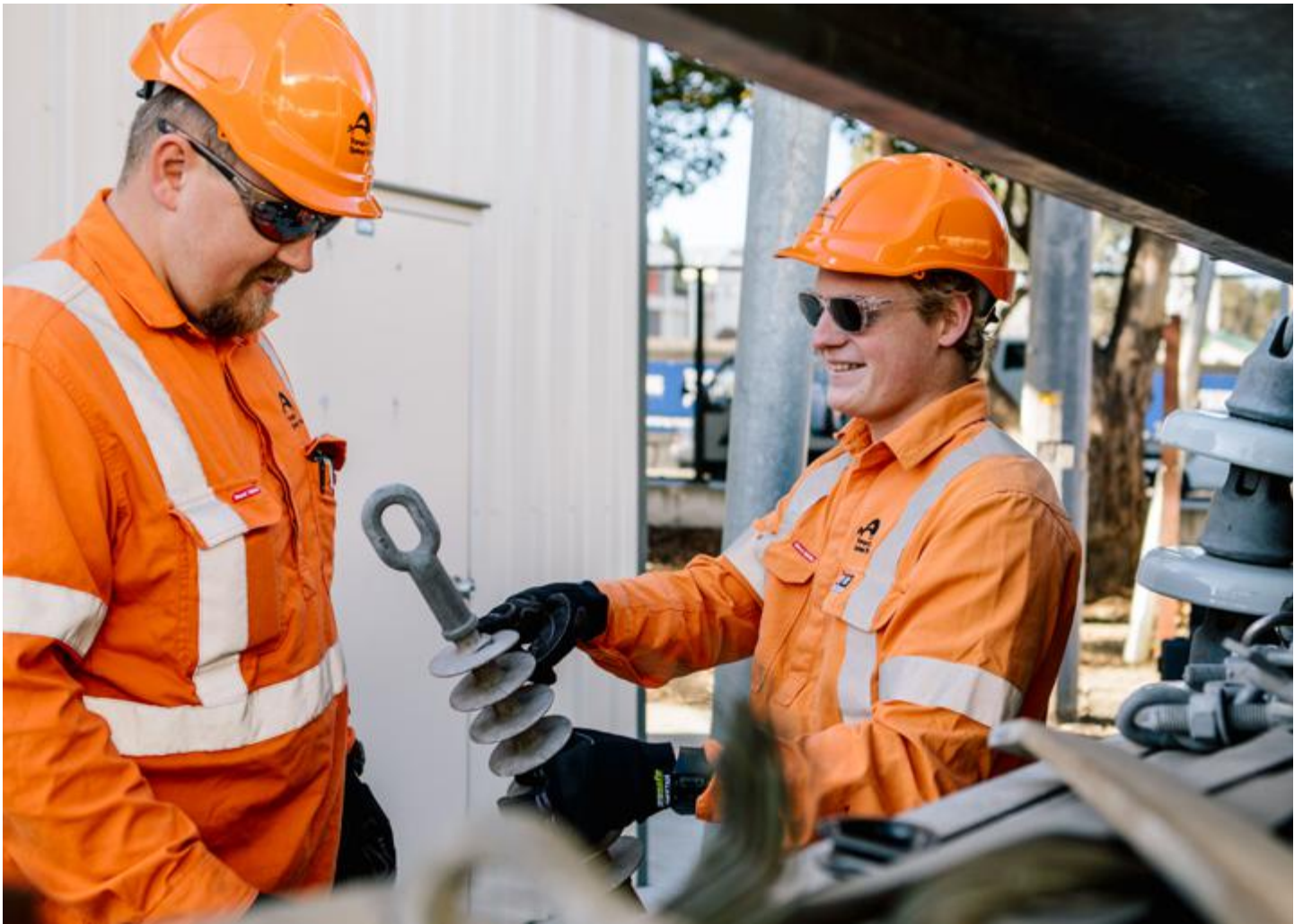
Sydney Trains is a drug and alcohol free workplace and is committed to providing a safe environment for all employees, contractors and customers through reducing the risks created by the use of drugs and alcohol.

To achieve this vision, everyone in the workplace is required to:

- Participate in our random drug and alcohol testing program
- Have test readings showing zero concentration of alcohol in the blood
- Have a test reading less than the cut off level stipulated in the Australian / New Zealand Standard 4308 (AS/NZS 4308) for tolerances of drugs
- Not have or sell alcohol or prohibited drugs in the workplace
- Not be in possession of any item or piece of equipment for the use or administration of a prohibited drug at any Sydney Trains workplace

The Sydney Trains Drug and Alcohol program is consistent with our corporate values and behaviours. It also provides support for our employees to remain drug and alcohol free while at work.

Measures to reduce safety risk, absenteeism and other effects in the workplace due to the consumption of drugs and alcohol will include the opportunity to self-identify and seek help, rehabilitation programs and education on drug and alcohol related issues.



The recruitment and selection process

Sydney Trains has a merit based recruitment and selection policy.

Merit is decided by taking into account the relevant position and assessing the skills, abilities, qualifications, experience and personal qualities of each applicant.

We use a variety of techniques to assess and validate key knowledge areas, critical skills and fit for the role:

- Pre-screening questions as part of your application
- Vieple video interview
- Assessment centre
- Medical assessment
- NSW Government employment review
- National Police Check
- Reference checks

Vieple video interview

As part of the recruitment process, you'll need to complete a video interview via [Vieple](#) using a device with video recording abilities.

The video interview format will allow you to think carefully about how you'd like to respond to each question before you record your answers and complete your interview at a time and location that suits you.

Assessment centre

Should you meet the job-related testing requirements, you will be invited to attend an assessment centre, which will consist of the following components:

Panel interview

You will be interviewed by the hiring manager and a talent representative. During this interview, you will be asked a series of behavioural questions relevant to the role you have applied for.

It's important to provide specific examples in your responses. One useful method is the STAR technique:

Situation or Task: Describe the situation you were in or the task you needed to complete.

Action: Explain the specific actions you took and why you chose that approach.

Result: Share the outcome of your actions and what you achieved.

Group activity

This exercise will assess your ability to communicate, collaborate, and problem-solve as part of a team.

Verification testing

You will undertake assessments to confirm the knowledge and skills required for the role, including relevant job-specific competencies.

NSW Government employment review

Service History Checks are undertaken on all current and previous Sydney Trains (RailCorp, State Rail or Rail Infrastructure Corporation RIC) employees. A Service History Check is also undertaken on all current NSW Government Agency employees.

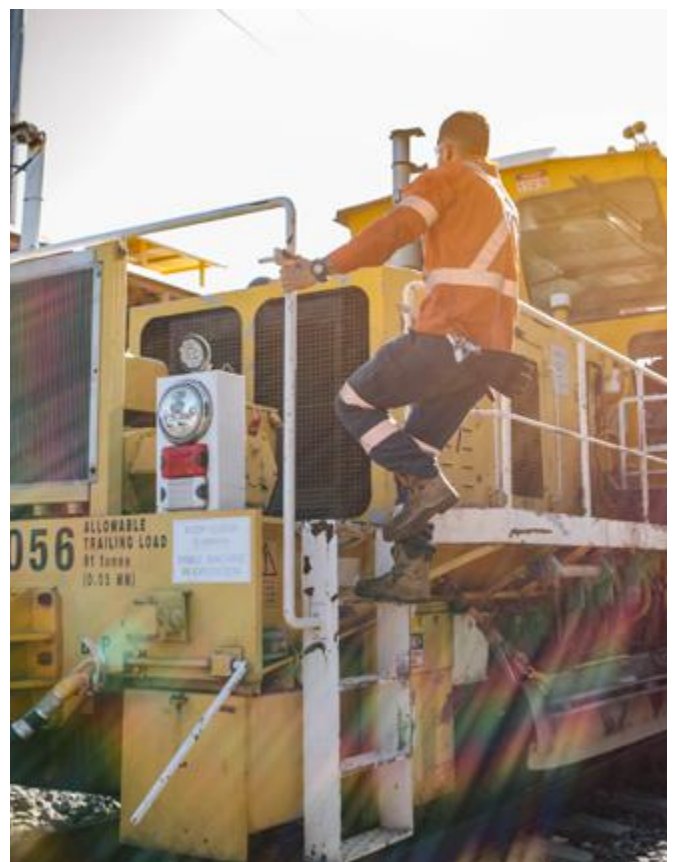
A satisfactory service check is required before an application will be progressed to the next stage.

Reference checks

In your application, you will be asked to provide the contact details of two recent work related referees.

Referees should be a current or previous manager or supervisor who can comment on your work performance within the last five years.

Referee details can be updated at the pre-employment check stage.



Medical assessment

Apprentices require a Category 1 medical assessment. The assessment covers physical and psychological health to determine if there are any conditions which could affect the ability to do rail safety work. Category 1 assessments include health questionnaires and clinical examination including vision (defective safe A).

Health questionnaire

The questionnaire helps identify health conditions which affect the ability to do category 1 rail safety work. It covers:

- General work tasks including accidents or near misses
- General health including medications and treatment
- Epworth Sleepiness Scale, a screening tool for sleep
- Disorders and excessive daytime sleepiness
- AUDIT questionnaire, a screen for alcohol dependence
- K10 questionnaire, a screen for anxiety and depression.

Clinical examination

A clinical examination is done during the assessment and covers:

- Cardiovascular assessment including blood pressure, pulse rate, heart sounds and peripheral pulses
- Mobility assessment (neurological and locomotion) of the neck, back, limbs and balance, tailored to job demands
- Examination of chest, lungs and abdomen
- Urinalysis to screen for protein and sugar in the urine
- Visual acuity, visual fields and colour vision
- Hearing using pure tone audiometry
- Drug and alcohol testing.

National Police Check

A National police check is conducted through an authorised agency on all external applicants.

Applicants found to have a criminal record will have their individual circumstances taken into consideration. Depending on the offence and when it occurred, a criminal record does not automatically disqualify candidates from the recruitment process.

Appointment process

This recruitment campaign aims to fill a number of Apprentice positions based in Sydney. If you are successful, you will be notified regarding your commencement date.

An Eligibility List of additional successful applicants may be created for future Apprentice vacancies (valid for up to eighteen months).

A three to six month probationary period from date of commencement applies to new starters and may be extended under certain circumstances.



Job related testing, more information

What is job related testing?

- Job-related testing is used by Transport for NSW (TfNSW) to assist in determining a candidate's suitability for employment
- Testing ensures that our selection decisions are objective and fair and based on a candidate's ability to perform in the role effectively
- Testing makes up just one component of the selection process
- All testing sessions are administered under standardised testing procedures, this means the same conditions for everyone

Job-related testing consent

When you lodge an application you give consent for TfNSW to:

- Undertake job-related testing with you
- Use the information gathered from testing to assist in determining your suitability for employment
- Use your results for research purposes - at which time any personal information such as your name and date of birth is removed
- Use the results to assist staff development, should you be appointed to the role
- Assist decision making of third parties in the event of a review (where applicable).

Validity of results

- The results for the Reading Comprehension you complete will remain valid for twelve months
- You will not be eligible to re-sit this test again within that time

Any valid testing results you have will be taken into consideration if you apply for other TfNSW roles in the next 12-months which use the same tests. i.e. if the same tests are used in the recruiting process for roles within Sydney Trains and NSW Trains, then the results from today will transfer over and remain valid for a 12-month period.

Job-related testing confidentiality

- All of the information collected throughout the job-related testing is treated with strict confidentiality
- Only those responsible for processing your application (Recruitment & Assessment Services) and the Selection Panel will have access to your test results
- It is important that you do your best. If you feel you cannot complete the test to the best of your ability on the day of your testing, please let us know and we may be able to reschedule you to another session.



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