



Getting Women on Track.

In 2021, Downer launched the Women on Track program, a paid traineeship dedicated to helping women kick-start their careers in the rail industry.

By targeting the program and recruitment towards women, Downer generated 12 applications for every one role.

The roles are entry-level positions combining a Certificate II in Electrotechnology with hands-on experience across Downer's flagship rolling stock projects.

In its first year, the program received 120 applications from women for 10 roles, has succeeded in retaining 90 per cent of participants in the rail industry, and was awarded Highly Commended at the Australasian Rail Industry Awards for Diversity and Inclusion Excellence.

Downer plans to continue the Women on Track program into the future.

Women on Track generates 12 applications for every one manufacturing and maintenance role.



The program was developed in partnership with the Victorian Rail Advocate's Jill Walsh. The program is ground-breaking and facilitates employment of women in the traditionally male dominated rail industry. It provides a dedicated channel for entry-level roles in the rail industry available exclusively to women.

During the recruitment phase, 120 women applied for the 10 roles indicating that there are women who want to be in the rail industry.

The program combines paid structured learning with key practical on-the-job experience across some of Downer's flagship Melbourne-based programs, including the manufacture of the High Capacity Metro Trains (HCMTs) at our Newport site, long-term maintenance of the HCMTs at our state-of-the-art Pakenham East Depot, or on the world's largest tram refurbishment project at East Preston.



As at November 2022, nine of the women remain in the rail industry, highlighting a 90 per cent retention rate.

The program offers women:

- A 12-month traineeship combining tailored and paid leading
- Completion of a Certificate II in Electrotechnology
- Hands-on experience across flagship rollingstock projects for Victoria
- Exposure to rollingstock manufacturing, product testing and maintenance
- Industry ready skills and qualifications.

For 2023, Downer is recruiting for a new intake.

