

# Australia

## New South Wales' Infrastructure Skills Legacy Program



**TYPE OF TOOL**  
*Capacity building*



**MAIN SECTORS**  
*All sectors*



**THEME**  
*Gender*



**INFRASTRUCTURE GOVERNANCE PILLARS**  
*Efficient and effective public procurement*

### In a nutshell



**OBJECTIVE:** The Infrastructure Skills Legacy Program aims to support contractors in increasing diversity of their workforce.



**Agency in charge**  
Training Services NSW



**Levels of government**  
Sub-national



**Year of implementation**  
2016



**Current status**  
Fully operational

### Overview

The state of New South Wales (NSW) in Australia adopted an “Infrastructure Skills Legacy Program” to support contractors in increasing diversity of their workforce and is a mandatory requirement (since 1 July 2020) for all infrastructure projects over 100 million AUD in New South Wales. The program sets a number of skills, training and diversity targets that agencies and construction contractors need to meet, including 2% of the trades workforce to be women. The targets will allow existing workers to learn new skills on the job, increase the number of apprenticeship opportunities available on NSW Government infrastructure projects, increase the representation of young people, Aboriginal people and women in the construction industry, and ensure workers from surrounding areas are targeted for training and employment to help address existing skills shortages across NSW. The program specifically encourages contractors to increase female representation in non-traditional occupations such as environmental or construction management, drafting and civil engineering. The Training Management Guidelines provide strategies for the achievement of these targets, for example training new entrant workers and upskilling for existing ones. Contractors should also implement a system to record, track and report the compliance with diversity targets, including providing data on the number of female employees and hours of work in trade related tasks.

From June 2016 to 30 September 2021, infrastructure projects under the Infrastructure Skills Legacy Program have demonstrated strong performance against the diversity targets. The average percentage of women in non-traditional trades/roles across key projects under the program has been 4% against the target of 2%.

#### REFERENCES:

- Training Services NSW, *Infrastructure Skills Legacy Program*, [https://www.training.nsw.gov.au/programs\\_services/funded\\_other/islp/index.html](https://www.training.nsw.gov.au/programs_services/funded_other/islp/index.html)