



# Mindyarra

Transport for NSW

## Regional Rail Mindyarra Maintenance Centre project

Stories of success for our mob

February 2025

# Acknowledgement of Country

Transport for NSW acknowledges the Wiradjuri Nation as the Traditional Custodians of the lands on which we work on this project and pays respect to Elders past and present.

Yiradhu Marang, welcome to our first bulletin highlighting the many achievements being realised as part of the Regional Rail project for Aboriginal people in the Dubbo region.

Over the last few years, Transport for NSW and Momentum Trains have been working closely with representatives from Wiradjuri and other Aboriginal nations to employ local Aboriginal businesses and peoples to build the new Mindyarra Maintenance Centre here in Dubbo.

Yarning with the Aboriginal Working Group and recognised local Aboriginal businesses and organisations has led to some great success stories and benefits to our mob. We will continue to work closely with Momentum Trains and their subcontractors including CPB Contractors, UGL and CAF to ensure we continue to align with the local community. Some of these success stories are highlighted in this bulletin.

Our railways connect Aboriginal people to their families, history and culture and are used for economic and social purposes.

The Aboriginal Working Group for the project supports pathways for Aboriginal businesses and employees, including tender writing workshops, a school-based traineeship program and a pre-employment program with Aboriginal participants.

Developing the skills base in rural areas is key to providing employment pathways for trainees and apprentices, as well as boosting Aboriginal participation in the workforce and the number of women in non-traditional trades.

## How the maintenance centre got its name!

The Regional Rail project established an Aboriginal Working Group for advice and support on achieving Aboriginal participation outcomes.

Transport for NSW and the Aboriginal Working Group collaborated with over 19 Aboriginal groups from various Nations to deliver the name 'Mindyarra Maintenance Centre'.

Mindyarra - pronounced Min-Dga-Rra - is a Wiradjuri word, meaning 'to fix or repair'. It represents the literal work that will occur at the maintenance centre and Transport's continued efforts to support reconciliation.

**[Click on this link to view the video on MMC website](#)**

### Mindyarra

We have recently completed building the new maintenance centre in Dubbo.

Train testing, commissioning, fit out, completion works and ongoing maintenance activities have started on site. This means the maintenance centre will operate 24 hours a day, 7 days a week.

The maintenance centre is operated by UGL Contractors, part of the Momentum Trains consortium on behalf of Transport for NSW.

### Inside the new maintenance centre



Noise walls at the maintenance centre



Two of the fleet inside the main building



# Involving local people and businesses

The Regional Rail project offers significant opportunities for local businesses and people to support jobs and skills for a more diverse and inclusive workforce and supply chain. This is managed through the Jobs, Skills and Industry Participation Program which is continuing to deliver great outcomes for the local community. These include providing about 200 jobs during construction and 50 ongoing roles during operation.

The program continues to provide opportunities for long-term employment and skills development. Find out more below.

## Meet Kelly Powell, Leading Hand

In 2023, a project team member sat down with Wiradjuri woman Kelly Powell to yarn about her career in rail. Kelly was a leading hand with CPB Contractors during construction of the Mindyarra Maintenance Centre.

Kelly spoke about how the leading hand position was a broad role, supervising a crew of about 20 people. During this time, Kelly also had the opportunity to mentor a young Aboriginal woman from Goochoo who had relocated to Dubbo to work on the project.

Kelly said, *"I want to inspire more Aboriginal women to come on and do what I do. We definitely need more in this industry. It is male-dominated, and as for the mob, we learn by seeing and doing so positive role models are important."*



Kelly Powell leading hand with CPB Contractors

Kelly's story is a great example of how the Jobs, Skills and Industry Participation (JSIP) program develops the skills base in Regional NSW. The key to achieving JSIP priorities is by providing employment pathways, like the path that Kelly is taking to develop transferable skills, which she can take with her to other projects in the region.

Through collaboration between Transport for NSW, Training Services NSW and Momentum Trains, workforce development was planned and offered to the community, including the tickets Kelly has completed.

## Success of the School Based Apprenticeship Program

Over the last few years, the project has been supporting the School Based Apprenticeship (SBAT) Program. UGL partnered with Skillset to launch the program. From that first pool of 12 applicants in 2021, six high school students were selected to complete traineeships in business administration and the automotive fields.

A standout success from that first pool of applicants was Bronte Gibson - Bronte won the SBAT Trainee of the Year Award (2022) and secured a site administrator position with UGL. The program continues to be supported by the project and delivers great outcomes for the local workforce and businesses.

## Pre-Employment Program

As part of the project, two Pre-Employment Program's (PEP) have been carried out.

PEPs are a six-week program which focus on skills development, training and qualifications for people in the Dubbo area, along with providing employment opportunities in the infrastructure industry.



Pre-Employment Program (PEP) graduates



Achieved 85% completion rate with Aboriginal participants



## Compliance Rail -Regional NSW based business

Compliance Rail is a full-service Aboriginal rail business founded by father-son team, Barry and Luke Dickerson. With offices in Parkes and the Hunter Valley, they have forged their name in the Australian Rail Industry by working closely with their clients to ensure safe project delivery. Compliance Rail coordinated the safe working arrangements during track works at Mindyarra.

Ensuring their staff's training and accreditations are consistently up to date, Compliance Rail owner Barry Dickinson said *"Working in the rail corridor can present a number of challenges to worksite safety and with ongoing training and accreditation we make sure that our personnel are trained to the highest standards and are fully qualified to protect any rail worksite"*



Compliance Rail coordinated the safe working arrangements during trackworks at Mindyarra

## I Need a Cleaner

The Dubbo based I need a Cleaner is a family-run Aboriginal business that provided cleaning services at Mindyarra during the construction phase. The team attended one of the Regional Rail's Tender Writing workshops, which gave them the skills to create quality assurance, environmental and safety policies, and the confidence to seek large commercial contracts.

Business owner Kerry Riley said their business tripled in size and employed two trainees while working at Mindyarra. The project also enabled employees to receive white card and rail training. "Our business has grown further than we ever imagined, creating more local jobs."



I need a cleaner - business owners Kerry and Dean Riley

## Diran Ngurumbang Consulting

One example of an Aboriginal business participating in the project is Diran Ngurumbang Consulting, based in Narromine. The business is owned by Paul Brydon, known to locals as 'Midnight', and provides specialist environmental and heritage services.

As part of the Regional Rail Project, Momentum Trains worked with Paul to register his business with Supply Nation, Australia's largest directory of Aboriginal and Torres Strait Islander businesses.



Deon Allen (Momentum Trains), Tatum (Summit Employment) and Paul (Diran Ngurumbang Consulting)



# Showcasing local Aboriginal artwork

Explore the Dubbo area through the eyes of three local Aboriginal artists who share their interpretation of stories gathered from local Wiradjuri Elders and community relating to transport and the new Mindyarra Maintenance Centre.

As part of the Regional Rail project, three Aboriginal artists were selected to create artwork communicating the rich and ancient history of the region through physical and spiritual belonging, and connection to the Country.

The artists - Wiradjuri woman Teresa Yasserie, Worimi man Kirk Watts, and Muruwari, Kunja and Wiradjuri man Robert Salt, explored themes of transport through western NSW and stories of Stolen Generations children being taken away on trains in their artwork.

The artworks created are now displayed in the administration building at the maintenance centre.

**Read about the artists and the artwork created for this project by [clicking this link to see a video.](#)**



Aunty Sandra Riley opening the art exhibition in Dubbo



Community members viewing the artwork

## National Tree Day 2023

As part of National Tree Day, the Regional Rail project partnered with Buninyong Public School in Dubbo. A group of 20 students from years 5 and 6 joined forces with project team members to plant trees and shrubs in the school grounds.

Our mission was to revamp the school's yarning circle, a vital hub for cultural lessons and gatherings.

Together, we planted over 60 Australian native plants and trees, creating a beautiful sensory yarning circle and pathway to the school's veggie patch.

Our commitment to sustainability and community engagement was evident on this special day, where trees were planted not only in the ground but also in the hearts and minds of young learners in Dubbo.



Students and project team members planting trees



# Industry Participation

The Regional Rail project provides a significant opportunity to support jobs and skills for a more diverse and inclusive workforce and supply chain through the Jobs, Skills and Industry Participation (JSIP) program.

As part of this program, significant Industry Participation outcomes have been achieved so far at the Regional Rail Mindyarra Maintenance Centre, with major achievements including:

- Exceeding requirements for awarding work to Australian and New Zealand (ANZ) Small to Medium Enterprises (SMEs) with less than 200 employees. So far, we have achieved about 91% of the total spend of goods and supply during construction with ANZ SMEs.
- Exceeding the Aboriginal Participation in Construction target for awarding Recognised Aboriginal Businesses (RABs) work at the maintenance centre. This has been approximately five times more than the required project spend.
- The project's Pre-employment Program, which prepares local people for jobs, either at the Mindyarra Maintenance Centre in Dubbo or with local businesses, has achieved an 85% completion rate with Aboriginal participants.

**Click on Jobs, Skills and Industry Participation program for more information about this program and its achievements.**

## Key statistics



19% Aboriginal Sustainable Regional Jobs



10% Aboriginal people in workforce



20% Aboriginal apprentices

\* statistics provided by Momentum Trains for August 2024



Significant industry participation outcomes have been achieved



National Tree Day 2023 - Buninyong Public School, Dubbo

## Contact us:



Project Infoline: **1800 684 490**



**projects@transport.nsw.gov.au**



**Mindyarra Maintenance Centre website**



### Interpreter service

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