

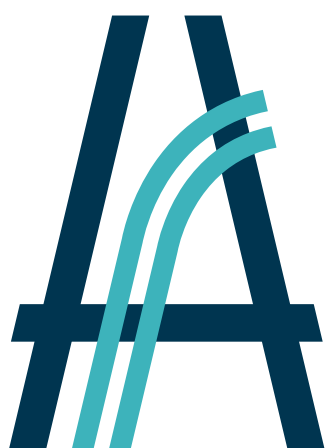


# The ARA Y-LAB Strategy

2024



**Australasian  
Railway  
Association**



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# About the Y-LAB

**The Young Leaders Advisory Board (Y-LAB) was established by the Australasian Railway Association (ARA) Board to harness the ideas of young talent across the Australasian rail industry and provide advice and input to the ARA, its Committees and Board.**

The purpose of the Y-LAB is to:

- Formally engage the younger generation of the Australasian rail industry on key industry issues.
- Provide a voice for and be a champion of the industry's younger demographic.

The Y-LAB develop an annual strategy to outline its key priorities for the year, demonstrating alignment with the broader ARA Board strategy.

The Y-LAB members are appointed from a competitive application process and have a tenure of two years.

The Y-LAB provides representation from across the various rail sectors and jurisdictions.



# Board Members



**James Forrest**

Senior System Assurance  
Engineer - John Holland Group  
May 2022 – 30 June 2024



**Jorge Martin Gistau**

Business Development Manager -  
Ricardo Rail Australia Pty Ltd  
May 2022 – 30 June 2024



**Samiha Najem**

Associate Director Operational  
Technology - Sydney Trains  
May 2022 – 30 June 2024



**Sebastian Smith**

Wayside Solutions & Services  
Manager - ARTC  
May 2022 – 30 June 2024



**Kelly Douglas**

Head of Infrastructure  
Governance - Metro Trains  
Melbourne  
1 July 2023 – 30 June 2025



**Charlotte Robinson**

HR Manager - Alstom  
1 July 2023 – 30 June 2025



**Ben Cribb**

Operations Manager NSW - One  
Rail Australia Pty Ltd  
1 July 2023 – 30 June 2025



**Lauren Fraser**

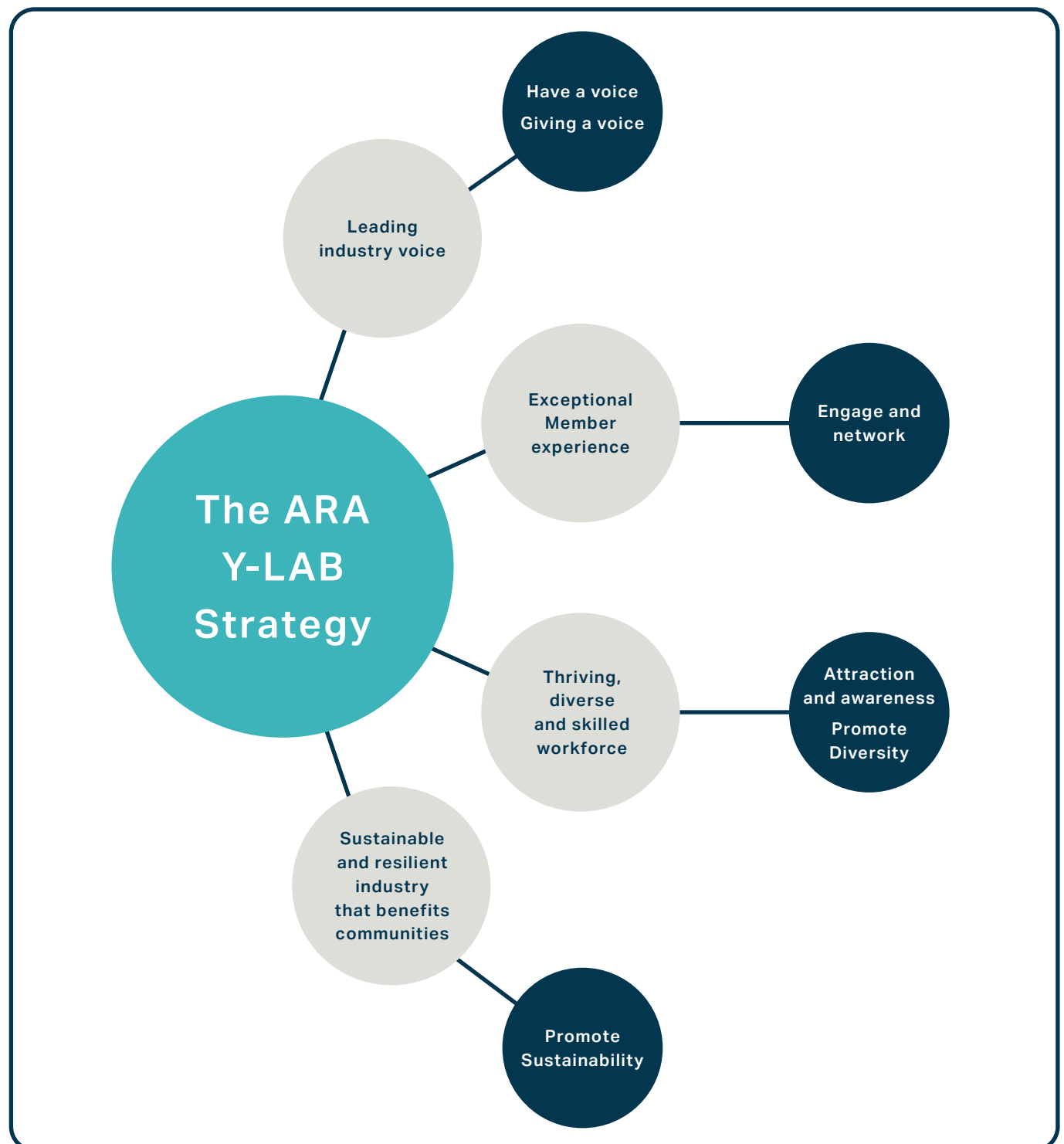
Senior Systems Engineer - GHD  
1 July 2023 – 30 June 2025



# Strategy overview

## Our purpose

To represent young rail professionals' interests on key issues to the ARA, its committees and the Board.





# Key deliverables

The Y-LAB's 2024 strategy closely aligns with the ARA Strategic Plan 2022-25.

## Have a voice

### Attendance on ARA Executive Committees

- Each Y-LAB member attends at least one Executive Committee per year and additionally that each Executive Committee has representation from at least one Y-LAB member at each meeting.
- The Y-LAB to outline its purpose and refreshed strategy to each Executive Committee once per year, including creating one action item in the strategy around engaging / championing the youth.

### Attendance at and sharing outcomes of the Y-LAB Quarterly Meetings

- Each Y-LAB member attends at least three meetings per year and provides quarterly update to the ARA board.
- Complete LinkedIn posts on outcomes of committee meetings to give exposure to Young Rail Professional where information can be shared.

### Connect with young rail professional members

- Provide a Quarterly Young Rail Professionals Update in the ARA Weekly Update.



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## Giving a voice

### Engagement with Young Rail Professionals

- The Y-LAB members to represent Young Rail Professionals (YRP) on ARA industry panels.
- Engage with other Young Rail Professionals groups to learn from their initiatives and determine opportunity to collaborate.
- The Y-LAB to contribute in the selection process for any ARA-sponsored initiative such as awards, scholarships and programs, each year.
- Identify direct points of contact in member organisations to communicate with member YRP groups.



## Engage and network

### Networking forums/events

- The Y-LAB hosts at least two YRP events per year. Active involvement and representation, including quarterly coffee catchups for young rail professionals and pre-events for young professionals, at each ARA lunch and dinner, where possible.

### Outreach to Young Rail Professional members - Outreach on LinkedIn network

- Increase membership on YRP LinkedIn Network by 10% (currently 643 members).
- The Y-LAB to consult with YRP Members on the Y-LAB Strategy.
- Investigate the benefit of a Young Rail Ambassadors program.
- Monthly Y-LAB posts on YRP LinkedIn network.



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## Attraction and awareness

### Engagement with Universities and Schools

- The Y-LAB members to explore opportunities for university and school.

### Supporting the ARA on its Work in Rail project

- The Y-LAB actively contributes to the development of the Work in Rail website and advocates for the ARA to establish a working with schools strategy.
- The Y-LAB to host a Work in Rail Lunch and Learn and host a site visit promoting Work in Rail live.

### Social Media Engagement

- The Y-LAB to work with the ARA on campaigns to share 'a day in the life of' stories about rail employees, engage on social media platforms and contribute to the Work in Rail Instagram account. These stories could also be stored on the Work in Rail website.



## Promote Diversity

### Diversity knowledge sharing and engagement

- The Y-LAB to promote diversity via posts (share stories on LinkedIn on positive examples of diversity and inclusion), events and outreach.
- The Y-LAB to support diversity case studies.

### The ARA Women in Rail Strategy

- Promote and contribute to the ARA Women in Rail Strategy.
- Promote the ARA's Women in Rail Networking Events to the Young Rail Professionals Network.
- Promote and contribute to the ARA's Women in Rail Strategy by presenting Work in Rail to a female high school annually.



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## Promote Sustainability

### Feature sustainable case studies on the ARA website. Lead, develop, implement.

- Share sustainability case studies with the YRP network.

### Sustainability advocacy

- Share at least two themed sustainability LinkedIn posts per year.







#### Contact Details

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