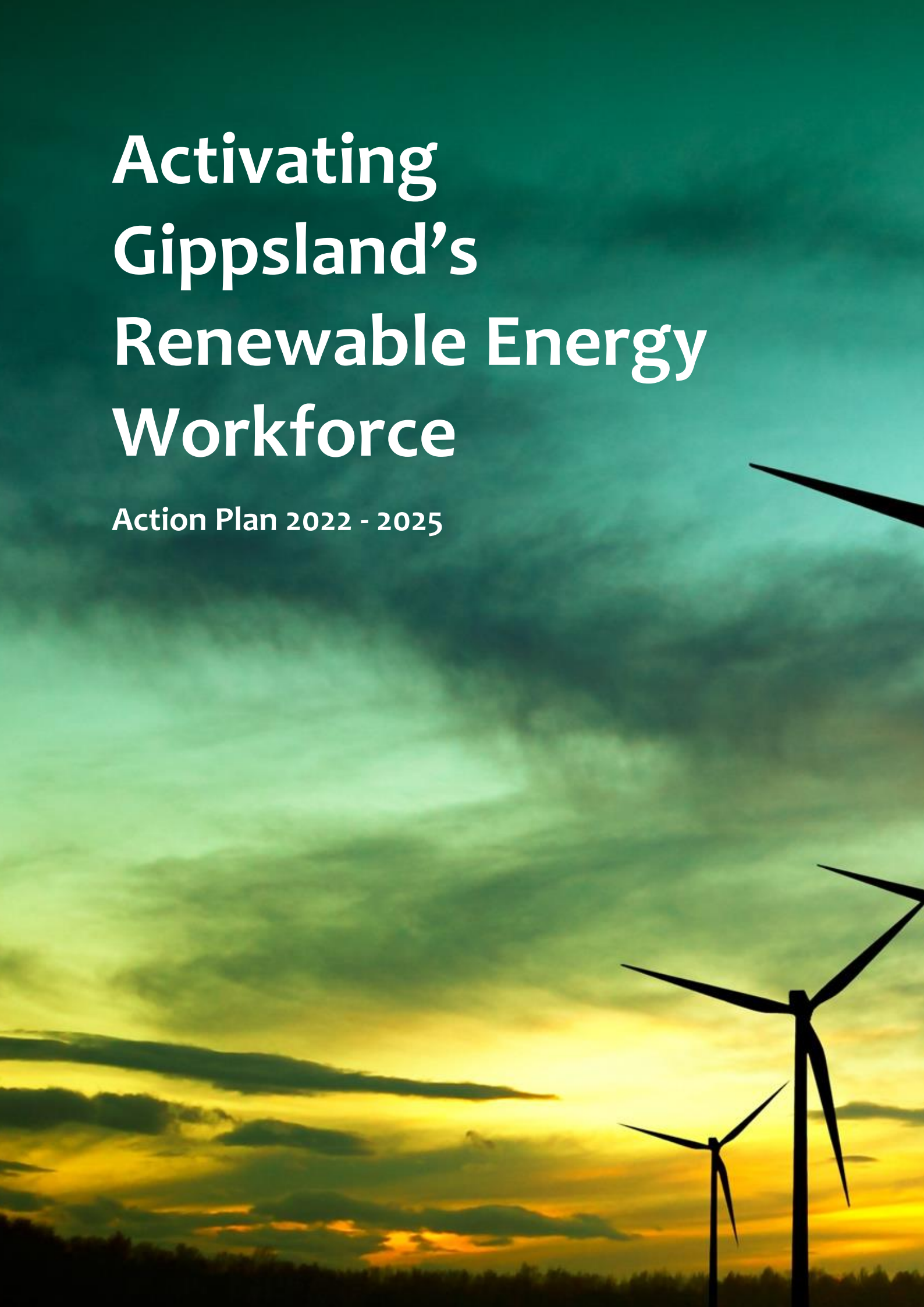


Activating Gippsland's Renewable Energy Workforce

Action Plan 2022 - 2025





Australian
Renewables Academy

**Australian
Renewables Academy**

acknowledges the
Gunai/Kurnai and Bunurong
People as the Traditional
Custodians of this place we
now call Gippsland, and we
acknowledge their continued
connection to Country. We pay
respect to Aboriginal and
Torres Strait Islander Elders
past, present and emerging.



Introduction

In December 2021, the Australian Renewables Academy (ARA) hosted the inaugural *Activating Gippsland's Renewable Energy Workforce* Forum in Sale. The purpose of the Forum was two-fold: firstly, to explore the opportunities emerging from rapid scale up of the renewable energy sector in Gippsland; and, secondly, to agree on actions that industry, businesses and community stakeholders can take together, with the support of governments, to grow a local renewable energy workforce for the Gippsland region.

The Honourable Lily D'Ambrosio, Victorian Minister for Energy, Environment and Climate Change, Minister for Solar Homes, made an opening address to the Forum. The Minister's Address was followed by three speakers who provided a national, regional and local context to consider in planning, recruiting and skilling a renewable energy workforce:

Dr Chris Briggs, UTS, Renewable Energy Jobs – a National Perspective,
Dr Sue Olney, University of Melbourne, Building a Regional Workforce,
Cr Ian Bye, Mayor of Wellington Shire Council, the Local Perspective.

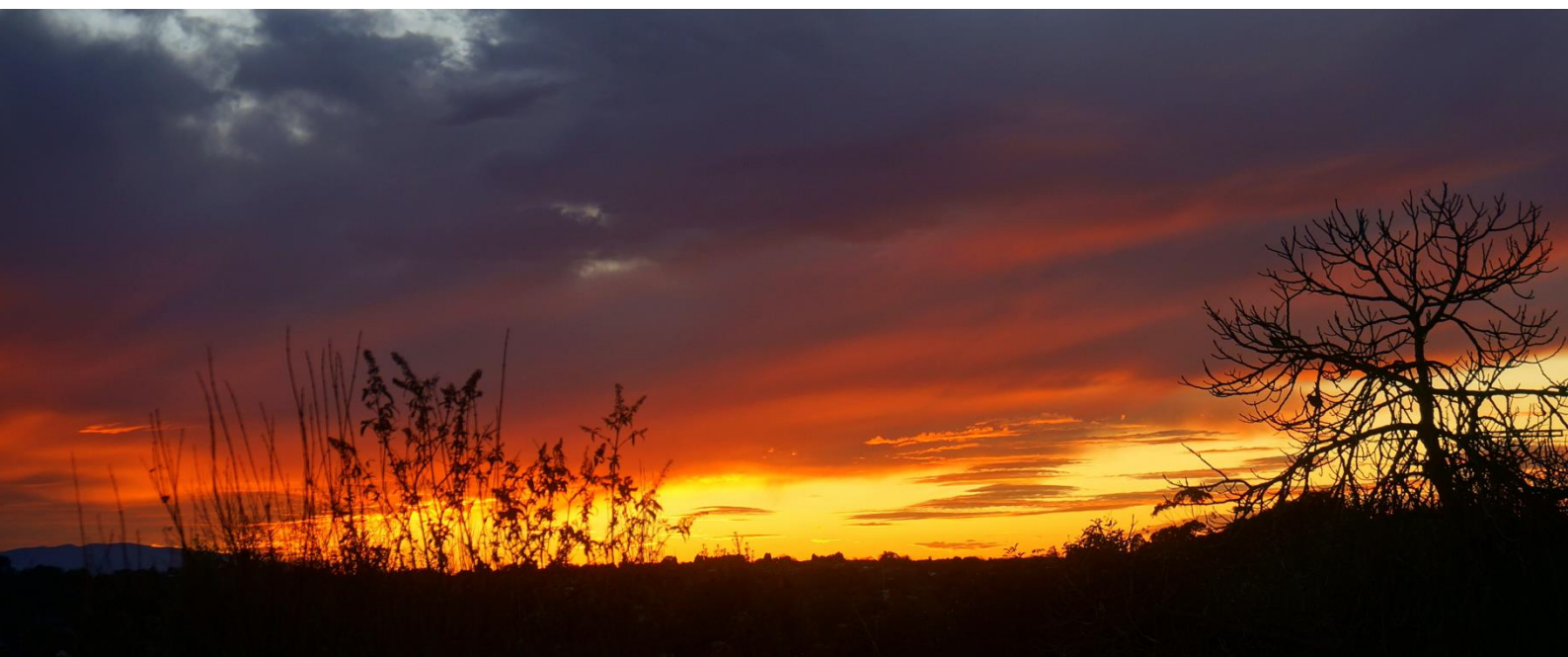
The Forum heard that the Australian Energy Market Operator (AEMO) is preparing for an energy grid dominated by renewable energy. Around half the coal-fired power stations in Australia are scheduled to retire in the late 2020s/early 2030s, and transition to clean energy is accelerating.

Major skills shortages are evident in the broader economy as demand for labour outstrips supply, with up to one-third of jobs predicted to be unfilled in the coming year. Over the longer term, there is an ongoing risk associated with labour shortages, as over 40% of the current workforce is approaching retirement in the next 15-years.

The renewable energy industry is likely to experience skills and labour shortage as it competes with the infrastructure and resource sectors for employees. The industry faces major challenges to increasing local employment, avoiding skill shortages, enhancing regional benefits, and creating social licence.

In Gippsland, in the coming 3 – 5 years, significant investment and growth in the renewable energy sector is predicted, with indications that the new investment could be as large as \$30bn. Growth of this magnitude will need 12 – 15,000 workers by 2025, with the sector requiring the first tranche of workers in 2022.

Forum participants considered the immediate and longer-term challenges facing Gippsland and potential collaborative actions that can ensure the community optimises the benefits of these renewable energy developments for all.



The following themes, opportunities and challenges were identified by the Forum participants as critical for consideration in activating Gippsland's renewable energy workforce:

Marketing and promotion

Challenges (Problems)	Opportunities (Solutions)
<p>Energy jobs can seem intimidating and appear mathematics heavy. Immediacy of need – (2022 - 2025). Worker fears relating to change.</p>	<p>A shared narrative for stakeholders to communicate:</p> <ul style="list-style-type: none"> - Exciting new renewable energy industries adventure. - Real jobs available to local people. - Long term community benefit. - A beautiful region with lifestyle opportunities.

Demand for workers and skills

Challenges (Problems)	Opportunities (Solutions)
<p>Candidate shortage generally and so need to: Inspire potential workers. Transition existing energy workforce</p> <ul style="list-style-type: none"> - Address perception of lower wages. - Attract, train and retain a diverse workforce - Reach young people, women, Indigenous, people with disability, people from CALD communities. - Understand the pipeline of projects and avoid a boom-and-bust cycle. - Minimise the use of FIFO workforce options - Ensure workers live and spend in the region 	<p>Transition existing workforce – Identify transferable skills, provide fast track careers. Map the pipeline of work and understand short and long-term jobs, and locations and the opportunity for workforce mobility from project to project.</p> <p>Long-term workforce planning, coordinated across all renewable energy sectors to cover all skills – green hydrogen, solar, offshore and onshore wind, bioenergy, geothermal, wave and battery.</p> <p>Work with Victorian Skills Authority (VSA) to identify skills requirements.</p> <p>Use government initiatives to address gaps. Attract new renewable energy experts, including academics, to live and work in Gippsland</p>

New vocational education and training

Challenges (Problems)	Opportunities (Solutions)
<p>Increase access to, uptake of, VET and tertiary studies in local Institutions/providers in the region and improve access to options for online learning:</p> <ul style="list-style-type: none"> - Need new energy skills learning training products and pathways that meet industry and worker demand. - Lack of Govt funding to support new renewable energy course development. - Potential for duplication of effort. - Partner with schools to create careers early. 	<p>Industry driven development of training products and courses – efficient, able to meet diverse needs, interactive, micro-credentials - stackable, skillsets.</p> <p>Industry, Local Government and Committee for Wellington to advocate for training.</p> <p>Existing initiatives – Federation University new energy tertiary courses in 2023.</p> <p>Workforce Plus (WfP)/ARA Entry to Renewables Course.</p> <p>WfP/ARA/Sale College Women in STEM initiative.</p> <p>Link to the Broadening Horizons program.</p> <p>Work with schools, TAFE and Universities to create careers.</p> <p>Latrobe Valley Authority (LVA) Energy Skills Mapping to inform development needs and identify transferable skills from industries such as Oil, Gas and Coal and Timber.</p>

Connectivity and collaboration

Challenges (Problems)	Opportunities (Solutions)
<p>Need cooperation and collaboration between stakeholders:</p> <ul style="list-style-type: none"> - Misalignment of state and federal renewable energy policies. - Skills investment needs to be driven by industry - Lack of shared infrastructure – competing on a spiderweb of powerlines. - Strategies to include workforce, infrastructure and community planning. - All Gippsland LGAs need to be in the room. 	<p>Coordination of government services and funding (a local coordinating body).</p> <p>Stakeholder coordination and collaboration to avoid duplication and capitalise on opportunities.</p> <p>Gippsland as a manufacturing hub for the circular economy - vehicle building (eg H2X), contractors and services that can pivot quickly.</p> <p>Legislation/policy support for the industry and the region.</p>

Community and Infrastructure

Challenges (Problems)	Opportunities (Solutions)
<p>New renewables construction will be in or close to small communities that will need infrastructure and services.</p> <ul style="list-style-type: none">- Problem of housing availability and quality across Gippsland.- Need to fast track residential and industrial zoning across all 6 councils.- Transport infrastructure needs upgrading, freight/logistics – shipping costs, passenger & freight train upgrades need scoping (workforce needs to have the ability to travel from Sale-Melbourne with reliable regular services).- New energy infrastructure needs to link to the grid.- Gippsland REZ needs to be prioritised now by VicGrid in terms of timing (not 4-5 year delivery).- Need to demonstrate community benefit/ownership	<p>Collaborate to address the housing shortage, including affordable and social housing. Community benefits sharing strategy to ensure benefits across the social spectrum, especially to low SES communities, and hard-hit regions such as East Gippsland.</p> <p>Investment in civil infrastructure – upgrade and gold plate required infrastructure e.g., roads.</p> <p>Develop initiatives to engage the community and build enthusiasm.</p> <p>Support the growth of local manufacturing. Attract peri-urban industries to Gippsland, especially linked to supplying the renewable energy industry.</p> <p>Education facilities to provide for increase in population.</p> <p>Joint community consultation and community grants by all RE projects for greater impact and streamlined approach.</p>



Activating Gippsland's Renewable Energy Workforce - Action Plan 2022 - 2025

1 Action: Marketing & promotion

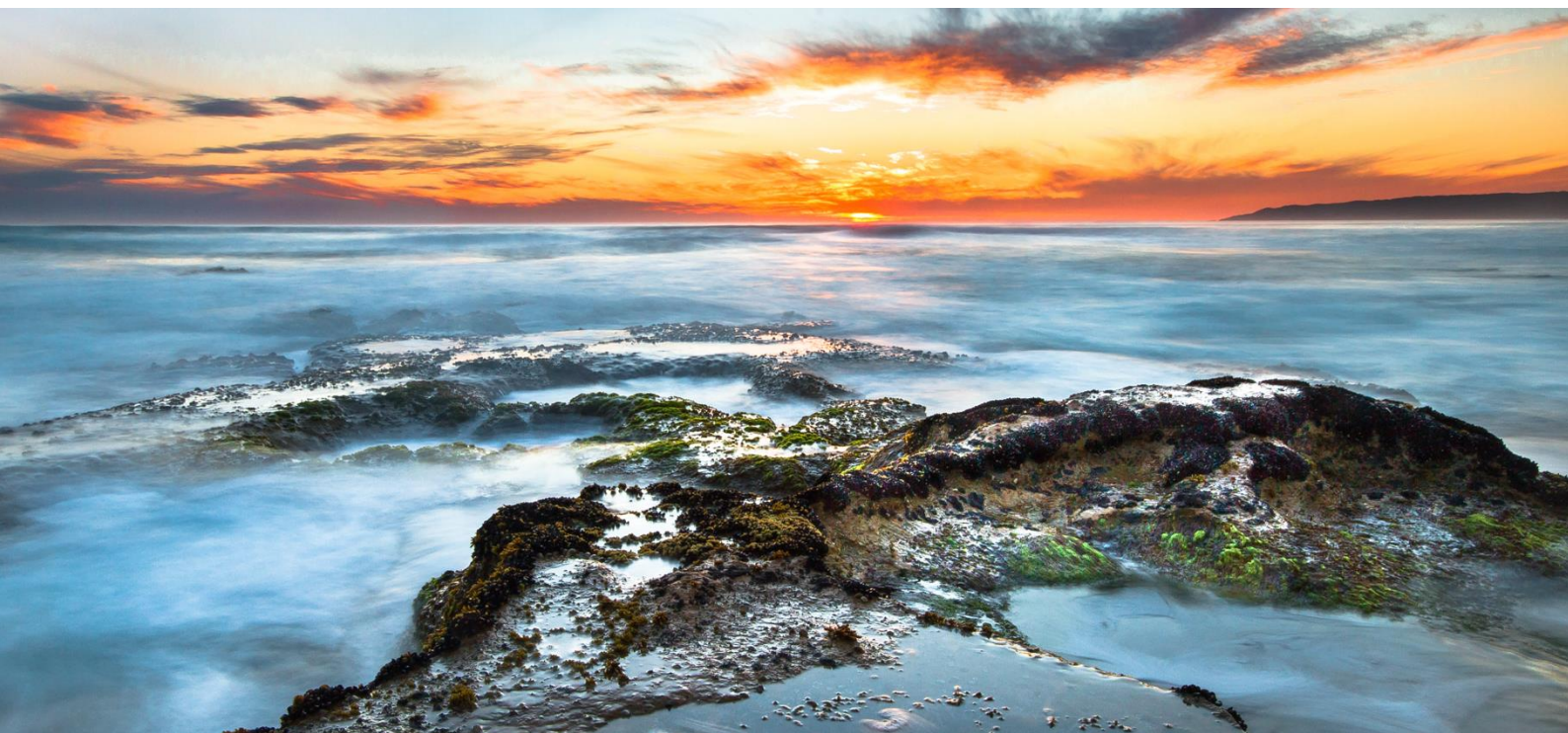
Deliverables	Lead Stakeholders	Timeframe
1.1 A comprehensive Marketing and Promotion Plan targeting the potential workforce, to showcase opportunities to create a shared narrative about renewable energy industries in Gippsland.	Wellington Shire Council (WSC)	2022
1.2 Engage with schools, employers, job agencies, the community to build the social licence.	WSC, Industry	2022 - 2025

2 Action: Demand for workers and skills

Deliverables	Lead Stakeholders	Timeframe
2.1 Renewable Energy Workforce and Skills Strategy drawing on: <ul style="list-style-type: none"> - Wellington Shire Council Renewable Energy Readiness & Impact Study (to be completed end of 2022) - LVA Energy Skills Mapping on transitioning worker skills sets from power stations, oil and gas and timber industries. - Work of Victorian Skills Authority (VSA) - Local Aboriginal organisations to identify possible Aboriginal Land and Water custodian roles. 	Industry, ARA, GBS, WSC, WfP, TAFE Gippsland, LVA	2022 - 2023
2.2 Efficient, targeted access to a skilled workforce <ul style="list-style-type: none"> - Single platform for industry and potential employees to facilitate 	ARA, GBS	2022 - 2023

3 Action: New vocational education and training

Deliverables	Lead Stakeholders	Timeframe
3.1 Develop training courses, resources, modes of delivery and infrastructure to support workforce skilling, including apprenticeships, earn and learn models, interactive digital experiences, work placements.	ARA, WfP, TAFE Gippsland, Federation University, Skills and Jobs Centres	2022 - 2025
3.2 Facilitate a roundtable on innovation and best practice education.	ARA	2022
3.3 Facilitate industry and school collaboration to create careers and deliver innovation in work placements and tasters.	Industry, ARA, WfP, Skills & Jobs Centre	2022 - 2025



4 Action: Collaboration and Connectivity

Deliverables	Lead Stakeholders	Timeframe
4.1 Facilitate Activating Gippsland's Renewable Energy Workforce Action Plan 2022 – 2025 progress through: <ul style="list-style-type: none">- An annual Activating Gippsland's Renewable Energy Workforce Forum- Working Parties- Shared communication platform	ARA	2022 - 2025
4.2 Develop a local/regional system to support coordination and ensure information is available about Federal, State and Local Government initiatives.	LVA	2022 - 2025
4.3 Collaborate to engage/activate a diverse local labour market	WfP	2022 - 2025
4.4 Work together to seek funding for training and upskilling.	ARA, Industry	2022 - 2025
4.5 Develop a common stakeholder and community engagement approach between developers/industry	NIC, Industry	2022 - 2023

5 Action: Community and Infrastructure

Deliverables	Lead Stakeholders	Timeframe
<p>5.1 Develop a Community Benefits Sharing Strategy to drive coordination of effort on:</p> <ul style="list-style-type: none">- housing availability (including affordable and social housing),- engagement of people traditionally locked out of the labour market,- availability of technology,- strategies to mitigate social disruption- collective impact.	WSC, MGA, NIC	2022 - 2025
<p>5.2 Support the work of the Wellington Shire Council in facilitating a collaborative approach between Federal, State and Local Government to planning, infrastructure and workforce.</p>	Industry	2022 - 2025



Lead Stakeholders

Australian Renewables Academy (ARA)

Federation University

Industry

Latrobe Valley Authority (LVA)

Skills and Jobs Centres

TAFE Gippsland

Workforce Plus (WFP)

Wellington Shire Council (WSC)





Forum Attendees

First Name	Surname	Organisation
Craig	Binotto	AGA Apprenticeships Plus (MAS)
Renee	Briggs	AGA Apprenticeships Plus (MAS)
Adam	Rees	APM Employment Services
Dean	Bloom	APM Employment Services
Dr Abe	Nezamian	Asset Life-Cycle Management Solutions
Jane	Oakley	AusNet Services
Damien	Sanford	AusNet Services / Mondo
Damian	Sullivan	Brotherhood of St Laurence
Tony	Cantwell	Committee for Gippsland
David	Anderson	Committee for Wellington
Grant	Williams	Darwin Innovation Hub
Christine	Brooks	Department of Education (VIC)
Jeremy	Brewer	Department of Education (VIC)
Robyn	Downie	Department of Education (VIC)
Stan	Krpan	Department of Environment, Land, Water and Planning
Ruth	Fitzclarence	Department of Jobs, Precincts and Regions
Chantel	Mills	Department of Education Skills and Employment
Trent	Cahoon	Department of Education Skills and Employment
Graeme	Dyer	Dyers Transport
Istvan	Szecsei	Elecsome
Neeraj	Das	Elecsome
Dr. Rakibuzzaman	Shah	Federation University Australia
Leigh	Kennedy	Federation University Australia
Rachael	Newton	GBS Recruitment
Rob	Darby	GBS Recruitment
Darren	McCubbin	Gippsland Climate Change Network
Esther	Lloyd	Gippsland Climate Change Network
Lesia	Clark	Gippsland Forestry Hub
Charles	Solomon	Gunaikurnai Land and Waters Aboriginal Corporation
Sandra	Patten	Gunaikurnai Land and Waters Aboriginal Corporation
Anthony	Lamb	Green Investment Group
Brendan	Norman	H2X Global
Anthony	Clucas	H2X Global
Victoria	Munro	H2X Global
Ben	Burgess	Imagine Online
Desiree	Drivas	Imagine Online
Glen	McColl	Latrobe City Council
Ashley	Hall	Latrobe Valley Authority (LVA)
Tony	Flynn	Latrobe Valley Authority
Rhonda	Renwick	Latrobe Valley Bus Lines
Brett	Singh	Marathon Industries
Lorenzo	De Virgilio	Marathon Industries
Maureen	Kerr	Marathon Industries

Dean	Gray	MEGT
Dr Sangeetha	Chandrashekeran	Melbourne Sustainability Institute
Bernadette	O'Connor	Management Governance Australia (MGA)/Workforce Plus (WfP)/ARA
David	Moody	MGA/Workforce Plus (WfP)
Eddie	Chapman	MGA/Workforce Plus
Josh	Baker	MGA/Workforce Plus
Raquel	Harris	MGA/Workforce Plus
Samantha	Trew	MGA/Workforce Plus
Sharon	Clements	MGA/Workforce Plus
Eddie	Chapman	MGA/Workforce Plus
Peter	Wellins	Energising Skills Participant
Shaun	Trew	MGA/Workforce Plus
Dan	Clancey	Nanoo Nanoo
Eloise	Tripodi	Nanoo Nanoo
Scott	McArdle	Nexsys Industries Consulting (NIC)/ARA
Nam	Quach	Octopus Investments Australia
Liz	Radcliffe	OSMI
Guy	Dawson	Payless Promotions
Deb	Daff	Sale College
Levinia	Olsen	Sale College
Howard	Stobo	Skillinvest
Tyson	Sinclair	Skillinvest
King	Arthur	Solis RE
Minister Lily	D'Ambrosio	Minister for Energy, Environment and Climate Change
Darren	Beggs	Sureways
Jackson	Long	TAFE Gippsland
Joe	Rettino	TAFE Gippsland
Makayla	Power	TAFE Gippsland
Owen	Chapman	TAFE Gippsland
Tina	Bradshaw	TAFE Gippsland
Arnold	Dix	Underworks
Dr Sue	Olney	University of Melbourne
Chris	Briggs	University of Technology Sydney
Brent	McAlister	Wellington Shire Council (WSC)
David	Morcom	Wellington Shire Council
Mayor Ian	Bye	Wellington Shire Council
Kate	Foster	Wellington Shire Council
Cr Carolyn	Crossley	Wellington Shire Council
Evan	Henry	WPC Group
Janine	McPhee	WPC Group