

# Tasmanian Implementation Plan 2021–22

## PROJECT AGREEMENT FOR ENERGISING TASMANIA

### PART 1: PRELIMINARIES

1. This Implementation Plan is created subject to the provisions of the Project Agreement for Energising Tasmania and should be read in conjunction with that Agreement.
2. The objective in the Project Agreement is to support Tasmania to build a skilled workforce equipped with the expertise needed for the Battery of the Nation initiative and more broadly the renewable energy and related sectors in Tasmania.
3. Energising Tasmania will establish:
  - a. a new training grants fund to deliver up to 2,500 fully subsidised training places in areas of identified skills need and provide up to \$1,000 per learner to assist with non-tuition fee costs (such as training materials);
  - b. a new training market development fund to support capacity building of training providers (including trainer recruitment, upskilling trainers, supporting trainers to relocate) as well as developing courses and delivery methods that meet the needs of industry;
  - c. a new workforce development fund to deliver an industry-led workforce development plan to inform and drive priority training and undertake activities identified in the plan that support necessary workforce development; and
  - d. a new industry advisory group dedicated to building the skills needed to support the Battery of the Nation initiative and more broadly the renewable energy and related sectors that will engage with employers and registered training organisations and support the development of the workforce plan and implementation of activities identified in the plan.

### PART 2: TERMS OF THIS IMPLEMENTATION PLAN

4. This Implementation Plan will commence as soon as it is agreed between the Commonwealth of Australia, represented by the First Assistant Secretary, Apprenticeships and Workforce Skills, Department of Education, Skills and Employment and the state of Tasmania, represented by the General Manager, Skills Tasmania, or equivalent authorised officer.
5. The purpose of this Implementation Plan is to provide the public with an indication of how Tasmania intends to deliver specific outputs under the Project Agreement for Energising Tasmania.

6. This Implementation Plan will cease on agreement to an updated 2022-23 Implementation Plan. This Implementation Plan may cease earlier if, under clause 7 of the Project Agreement, the parties terminate the Agreement in writing.
7. This Implementation Plan may be varied by written agreement between the Commonwealth and Tasmania.
8. The Parties to this Implementation Plan do not intend any of the provisions to be legally enforceable. However, that does not lessen the Parties' commitment to the plan and its full implementation.

## **PART 3: STRATEGY FOR TASMANIAN IMPLEMENTATION**

### **Project information**

9. The Project Agreement will support a Tasmanian workforce that is better equipped with the priority skills necessary to build Tasmania's capability in the renewable energy and related sectors and to support the Battery of the Nation initiative. The planned 2021-22 activities for each of the project outputs is provided in the Table 1 below.

TABLE 1: INDICATIVE PROJECT ACTIVITIES AND MILESTONES FOR ENERGISING TASMANIA REPORTING PERIOD (1 MAY 2021 TO 30 APRIL 2022)

Outputs	Activity 1	Activity 2	Activity 3	Activity 4
<b>Training grants fund</b> (Energising Tasmania Training Fund (the Fund))	July 2021  Extend and revise funding guidelines for Round 1 of the Fund, including expansion of the eligible qualification list.  Promote the Fund and communicate changes to the public, RTOs and employers.	June-September 2021  Develop revised funding guidelines for 2021-22 Round 2 Training Fund Program including skillsets by applications and a new class of eligible learner (those transitioning into the energy and infrastructure sector). Communication activities of the Fund including: <ul style="list-style-type: none"> <li>Increasing strategic communication to the public, RTOs and employers</li> <li>Increase promotion of the Fund</li> <li>Refine and endorse the Communication Strategy</li> </ul>	September 2021-March 2022  Continue to promote the Fund  Deliver up to an additional 700 fully subsidised training places	April 2022  Review training grants fund in consultation with the Committee to inform the 2022-23 Implementation Plan.
<b>Training market development fund (TMD Fund)</b>	May 2021  Finalise grant deeds for 2020-21 TMD Grants program	August 2021  Release revised funding guidelines for 2021-22 Training Market Development Fund Program. This will include the expanded qualification list to match the Training Grants Fund	March 2022  Monitor delivery of 2020-21 TMD Grants program and make available up to an additional 7 priority qualifications, skillsets or training programs under the 2021-22 Training Market Development Program	April 2022  Review training market development fund in consultation with the Committee to inform the 2022-23 Implementation Plan.
<b>Workforce development fund (WD Fund)</b>	May 2021  Initiate Stage 2 workforce development planning activities in consultation with the Committee and industry and monitor delivery of 2020-21 WD Grants program	August 2021  Release revised funding guidelines for 2021-22 Workforce Development Fund Program.	March 2022  Monitor delivery of 2020-21 and 2021-22 WD Grants program	April 2022  Review workforce development fund planning and activities in consultation with the Committee to inform the 2022-23 Implementation Plan.
<b>Industry advisory group</b> Tasmanian Energy and Infrastructure Workforce Advisory Committee (the Committee)	June 2021  Committee review and endorse revised guidelines for Training Grants, TMD and WD fund programs.	August 2021  Support release of revised funding programs including engaging stakeholders as part of Communication Plan.	November 2021  Monitor and evaluate delivery of funding programs and workforce development planning activities.	April 2022  Review and evaluate delivery of funding programs and workforce development planning activities, and agree priority activities for 2022-23 Implementation Plan

## Estimated costs

10. The maximum financial contribution to be provided by the Commonwealth for the project to the jurisdiction is \$16.143 million (\$4.629 million in 2021–22) payable in accordance with milestones set out in Part 4 of the Project Agreement. All payments are exclusive of GST.
11. The estimated overall budget (exclusive of GST) is set out in Table 2. The budget is indicative only and Tasmania retains the flexibility to move funds between components and/or years, as long as outcomes are not affected. The Commonwealth contribution can only be moved between years with the agreement of the Commonwealth.

**Table 2: Estimated financial contributions**

(\$ million)	2019- 20	2020- 21	2021- 22	2022- 23	Total
<b>Estimated total budget</b>	<b>2.251</b>	<b>4.565</b>	<b>4.629</b>	<b>4.698</b>	<b>16.143</b>
Less estimated National Partnership Payments	2.251	4.565	4.629	4.698	16.143
Balance of non-Commonwealth contributions	0.0	0.0	0.0	0.0	0.0

## Risk management

12. A risk management plan is in place. Risks have been actively identified, entered into a risk log and categorised in terms of impact and likelihood.

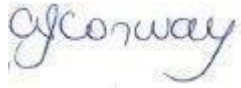
## Tasmanian Context

13. In developing this Implementation Plan, consideration has been given to the Tasmanian context. Key factors that have influenced the proposed direction are:
  - (a) A number of sectors of the Tasmanian economy, including the energy and related sectors, are experiencing labour shortages in entry, semi-skilled and professional roles. High priorities are for para-professionals, high skilled trades, site and project managers, and team leaders. Recently completed workforce development plans with Engineers Australia and the Civil Contractors Federation (CCF) have identified there are skills needs gaps applicable to the engineering profession.
  - (b) Battery of the Nation and other large renewable energy and related infrastructure projects, need to be supported to make long-term investments, knowing there will be a reliable pipeline of highly qualified workers available to meet their needs. Thorough workforce development planning is needed in the sector to ensure industry and learners are incentivised into qualifications that will have immediate employment opportunities, as well as supporting the longer-term needs of industry.
  - (c) The training market in Tasmania is experiencing capacity issues in delivering the training needed for the energy and related sectors. Responding to industry demand has been constrained by a gap in credible training offerings and industry-integrated models of delivery and shortfalls in providers with the necessary teaching capability. Stimulating demand for training without addressing these issues is likely to be counterproductive.

- (d) The Tasmanian Government, through Skills Tasmania, have worked closely with the Tasmanian Energy and Infrastructure Workforce Advisory Committee on the 2020-21 program of activity.
  - (e) Since 2017-18, the Tasmanian Government has focused training effort and funding on apprenticeships and traineeships (largely in response to the National Partnership) reducing capacity to support non-apprenticeships and traineeship qualifications.
  - (f) Certificate I and II level qualifications play a particularly important role in the Tasmanian training market. For those with lower education attainment and literacy and numeracy levels, these qualifications provide a legitimate pathway into full qualifications in energy related areas
  - (g) The project activities and milestones are exclusive of any activities that may be delivered under JobTrainer or any other Commonwealth funded program.
14. Specific policies and initiatives that provide context for this Implementation Plan include:
- (a) The Tasmanian Government delivery of Skilling Australians Fund project and associated elements, Building Tasmania's Skills (1 July 2018 to 30 June 2022), focusing on increasing the number of apprentices and trainees and employment-related training opportunities in Tasmania in areas of industry need. Energising Tasmania is intended to complement training effort under the Skilling Australians Fund.
  - (b) The Australian and Tasmanian Governments Project Agreement for Marinus Link to progress towards the delivery of the definition and approvals phase of the Marinus Link project.
  - (c) The Battery of the Nation initiative, investigating and developing pathways of future development opportunities for Tasmania to make a greater contribution to the National Electricity Market (NEM).
  - (d) The Tasmanian Government's Renewable Energy Action Plan, outlining the vision and suite of actions to develop renewable energy generation in Tasmania over the coming 20 years.
  - (e) The Tasmanian Government's Renewable Hydrogen Action Plan, setting out the vision to capitalise on our existing and expandable low-cost reliable renewable energy sources to become a world-leader in large-scale renewable hydrogen production for domestic use and export.
  - (f) The Premier's Economic and Social Recovery Advisory Council (PESRAC), established to provide advice to the Premier on strategies and initiatives to support the short to medium, and the longer term recovery from COVID-19. PESRAC delivered an Interim Report to the Premier in July 2020.
  - (g) The Tasmanian 30-Year Infrastructure Strategy which has been prepared to assist in informing the Tasmanian Government's infrastructure investment decisions and to ensure appropriate long term planning for Tasmania's future. The draft Strategy builds on the existing Tasmanian Infrastructure Pipeline, which identifies strategic infrastructure investments planned in the State over the next ten years.

**Sign off**

The Parties have confirmed their commitment to this agreement as follows:



**Signature**

**Date** 16 August 2021

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General Manager, Skills Tasmania

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**Date** 20 September 2021

**Signature**

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First Assistant Secretary, Apprenticeships and Workforce Skills Division  
Department of Education, Skills, and Employment