

# Tasmanian Implementation Plan 2022–23

## 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. In accordance with the Project Agreement, Energising Tasmania has established:
  - a. a new training grants fund (the Energising Tasmanian Training 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 (the Tasmanian Energy and Infrastructure Workforce Advisory Committee) 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 Foundation Skills, Department of Employment and Workplace Relations 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 completion of the 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 2022-22 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 2022 TO 30 APRIL 2023)**

Outputs	Activity 1	Activity 2	Activity 3	Activity 4
<p><b>Training grants fund</b> (Energising Tasmania Training Fund (the Fund))</p>	<p>June-July 2022</p> <p>Promote the fund to the potential learners, RTOs and employers.</p> <p>Promotional activity to include sponsorship of the Tasmanian Renewable Energy Conference (industry/RTO), and direct engagement with training organisations (RTOs).</p> <p>Particular areas of focus are:</p> <ul style="list-style-type: none"> <li>• Entry level skills sets to support civil construction, including increasing availability of heavy vehicle training.</li> <li>• Skill sets to support electricians and the electrical contractor sector.</li> </ul>	<p>June-November 2022 –</p> <p>Revise funding guidelines for 2022-23 Round 3 Training Fund</p> <p>Potential area of focus is critical skills for highly specialised roles.</p> <p>Continue communication activities of the Fund in coordination with the Renewables, Climate and Future Industries Tasmania (ReCFIT) community communication campaign. These activities are learner and community focused.</p>	<p>September 2022-March 2023 –</p> <p>Continue to promote the Fund</p> <p>Make available up to an additional 700 fully subsidised training places</p>	<p>April 2023 –</p> <p>Review training grants fund in consultation with the Committee to inform the project review, lessons learned and ongoing energy sector workforce development and training activity.</p>

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<p><b>Training market development fund (TMD Fund)</b></p>	<p>May-June 2022 –  Liaise with training organisations to support increased training availability and uptake of TMD Grants program</p>	<p>July-November 2022 –  Assess closing Round 2 TMD Grants applications and issue grants to successful applicants.  Review the TMD in consultation with the Committee to inform the Round 3 TMD priorities and guidelines.</p>	<p>November 2022 –  Release revised TMD guidelines for 2022-23  Indicative opening 19 November 2022, closing 30 March 2023.</p>	<p>January-April 2023  Monitor delivery of 2022-23 TMD Grants program and make available funding to support priority qualifications, skillsets or training programs.</p>
<p><b>Workforce development fund (WD Fund)</b></p>	<p>May 2022 – June 2022  Monitor delivery of 2020-21 and 2022-23 WD Fund program.</p>	<p>August – September 2022  Review funding priorities and guidelines for 2022-23 WD Fund Program.</p>	<p>October 2023 – November 2023  Release Guidelines for 2022-23 WD Fund Program. Assess applications and grants.</p>	<p>December 2022- April 2023  Monitor delivery of 2021-22 and 2022-23 WD Grants program</p>
<p><b>Industry advisory group</b> (Tasmanian Energy and Infrastructure Workforce Advisory Committee (the Committee))</p>	<p>June– August 2022  Support funding programs and Communication Plan oversight.</p>	<p>November 2022  Review and evaluate delivery of funding programs, guidelines and workforce development planning activities, and agree priority activities for 2022-23 Implementation Plan</p>	<p>November -December 2022  Review Workforce Planning for Stage 2, including identifying priority occupations and training, particularly for career transition from other sectors. Analysis will be informed by the WFD Plan Stage 1, 2021 Census information, updated major energy project planning and further industry consultations on critical occupations</p>	<p>April 2023 –  Review and evaluate Energising Tasmania programs identifying lessons learned and making recommendations for future actions and provide DEWR with any lessons learned.</p>

## Estimated costs

10. The maximum financial contribution to be provided by the Commonwealth for the project to the jurisdiction is \$16.143 million (\$4.698 million in 2022–23 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. Workforce development plans completed with Engineers Australia and the Civil Contractors Federation (CCF), and the Workforce Development Plan for the Energy Sector (Stage 1) identified 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.

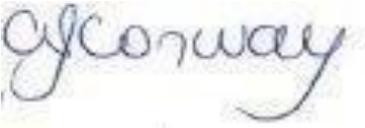
- (d) The Tasmanian Government, through Skills Tasmania, have worked closely with the Tasmanian Energy and Infrastructure Workforce Advisory Committee on the program of activity.
14. Specific policies and initiatives that provide context for this Implementation Plan include:
- (a) The Tasmanian Government 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 (3 August 2019 to 30 June 2020) the purpose of which was to progress towards the delivery of the definition and approvals phase of the Marinus Link project.
  - (c) The Federation Funding Agreement for the Support for Project Marinus & the delivery of Tarraleah Hydro Power Scheme Redevelopment (3 April 2022 to 30 June 2025) supporting the Australian Government's commitment to providing reliable, secure and affordable energy to all Australians through two Tasmanian projects: the delivery of Marinus Link and North West Transmission Developments (NWTD) (collectively referred to as Project Marinus), and the delivery of the Tarraleah Hydro Power Scheme Redevelopment (Tarraleah).
  - (d) The Battery of the Nation initiative, investigating and developing pathways of future development opportunities for Tasmania to make a greater contribution to the National Energy Market (NEM).
  - (e) 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.
  - (f) 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.
  - (g) 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.
  - (h) 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.
  - (i) At the Jobs and Skills Summit, the Australian Government agreed 36 initiatives to help build a bigger, better trained and more productive workforce, boost real wages and living standards and create more opportunities for more Australians, including:
    - a. An additional \$1 billion in joint Federal-State funding for fee-free TAFE in 2023 and accelerated delivery of 465,000 fee-free TAFE places;
    - b. Improve access to jobs and training pathways for women, First Nations people, regional Australians and culturally and linguistically diverse people;

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- c. A coordinated approach with industry, unions, local governments and communities to assist affected workers and regional communities prosper in a clean energy future;
- d. Task Jobs and Skills Australia, once established, to commission a workforce capacity study on the clean energy workforce; and
- e. Train 10,000 New Energy Apprentices and fund a New Energy Skills Program.

**Sign off**

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

**Signature** 

**Date** 11 October 2022

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General Manager, Skills and Workforce



**Date** 19 October 2022

**Signature**

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First Assistant Secretary, Apprenticeships and Foundation Skills Division  
Department of Employment and Workplace Relations