Appendix A: Bilateral Implementation Plan – National Skills Agreement Policy Initiatives

PRELIMINARIES

1. This implementation plan is made between the Commonwealth of Australia (Commonwealth) and Victoria under the 2024–2028 National Skills Agreement (the NSA) and should be read in conjunction with the NSA and the NSA Bilateral Implementation Plan Guidance.

2. Once executed, this implementation plan and any updates agreed with the Commonwealth, will be appended to the NSA and will be published on the Commonwealth's Federal Financial Relations website (https://federalfinancialrelations.gov.au).

3. This implementation plan is expected to expire on 31 December 2028 (in line with the NSA), or on completion of the initiative, including final performance reporting and processing of final payments against milestones.

4. In all public materials relating to the policy initiatives, Victoria will acknowledge the Commonwealth's contribution with the following statement: *The Victorian Renewable Energy TAFE Centre of Excellence* is a joint initiative between the Australian Government and Victorian Government.

REPORTING AND PAYMENTS

Reporting

5. Performance reporting will be due by 31 March and 30 September each year until the cessation of this Agreement, or the final payment is processed.

6. Victoria will provide to the Commonwealth a traffic light status and activity summary on all policy initiatives.

7. The Commonwealth will provide templates for the purposes of reporting.

Payments

8. The Commonwealth will make payment subject to performance reporting demonstrating the relevant milestone has been met.

9. As part of the performance reporting, Victoria will provide evidence of what has been delivered in the reporting period. Payments will be processed once performance reports have been assessed and accepted.

10. Where a payment is due at a reporting period (31 March and/or 30 September), Victoria will complete the relevant section of the reporting template and provide the evidence required as agreed in the Milestones and Payments associated with this Implementation Plan.

11. Under A92 of the NSA, if a State is unable to expend any Commonwealth funding provided for policy initiative milestone payments, the Commonwealth may reduce a future payment by an amount equivalent to the unspent funds.

TAFE CENTRES OF EXCELLENCE (Clause A112 to A116 of the NSA)

Victorian Renewable Energy TAFE Centre of Excellence

1) Outline and priority area(s) addressed:

The Victorian Renewable Energy TAFE Centre of Excellence (Renewable Energy COE) will be a national leader in training to support the integration of renewable energy generation and storage assets into the electricity system. It will focus on new types of energy generation, transmission infrastructure, distribution networks, demand management technologies and services, microgrids and distributed energy resources linked to home electrification. Through cutting-edge programs and industry partnerships, the Renewable Energy COE will equip the workforce with the skills needed to manage and optimise Australia's evolving energy systems.

Embedded in campuses across Victorian TAFEs and dual sector universities and led by TAFE Gippsland, the Renewable Energy COE's initial partners include South West TAFE, Holmesglen Institute and Federation TAFE.

As Australia works towards its legislated target of net zero greenhouse gas emissions by 2050, Victoria aims for 95% renewable energy generation by 2035. Achieving these goals is critical to mitigating environmental, health and economic risks posed by climate change, and to positioning Australia for new industrial and export opportunities emerging from the global shift to clean energy.

Addressing skills gaps in the energy workforce

Australia's energy transition requires a substantially larger workforce, but current training systems cannot meet this growing demand. For instance, the Powering Skills Organisation (PSO) estimates that 20,500 new electrician apprentices are needed each year to 2030, an increase of 40% annually. Beyond electricians, building and maintaining smart energy networks requires skills in digital technologies, data analytics, automation and cybersecurity. This calls for specialised professionals such as electrical engineers, data scientists and IT specialists, as well as workers with advanced skills in coding and software development.

The Renewable Energy COE responds to this challenge by collaborating with industry to identify workforce gaps and align training to support Australia's clean energy transition by equipping the workforce with future-ready skills across the entire energy lifecycle from emerging energy generation to modern distribution, transmission and home electrification. Through strategic partnerships and open knowledge exchange, the Renewable Energy COE will join with and support other Centres of Excellence to support the national upskilling required.

The Renewable Energy COE will offer new training in digital technologies like immersive simulation, virtual and augmented reality, and digital twin technology which can be shared nationally through the Clean Energy TAFE Centres of Excellence network.

It will also upskill workers for home electrification services, including solar panel installation, heat pump hot water systems, electric kitchen upgrades and energy storage solutions. These efforts align with national priorities, including Australian Renewable Energy Agency (ARENA) support for electrification demonstration projects and the Cheaper Home Batteries Program.

Key skill areas for consideration:

Smart networks (smart grids): The integration of diverse renewable energy sources into the existing electricity system requires a highly intelligent and flexible network. This demands skills in:

- **Digital technologies:** Understanding and implementing advanced digital systems for monitoring, control and management of electricity flow.
- **Data analytics and AI:** Interpreting vast amounts of data from smart meters and grid sensors to optimise energy distribution, predict demand and identify anomalies.
- **Cybersecurity:** Protecting critical energy infrastructure from cyber threats.
- **Automation and control systems:** Operating and maintaining automated systems that manage grid stability and efficiency.
- **Demand-side management:** Implementing strategies to balance energy supply and demand through intelligent consumer engagement.

Transmission: Expanding and upgrading the transmission network to carry renewable energy from generation sites (often remote) to demand centres is a massive undertaking. Required skills include:

- **High voltage electrical engineering:** Design, construction and maintenance of high-voltage transmission lines and substations.
- **Power system operations:** Managing the flow of electricity across the broader network, ensuring stability and reliability.
- **Civil construction:** Building the infrastructure for new transmission lines, including towers and foundations.
- **Project management:** Overseeing complex transmission infrastructure projects.
- **Environmental and land management:** Navigating the environmental, cultural and social impacts of large-scale infrastructure development.

Distribution: The local distribution networks need to evolve to accommodate distributed energy resources and bi-directional power flow. This requires skills in:

- **Low and medium voltage electrotechnology:** Installation, maintenance and fault finding in local distribution networks.
- **Microgrid design and operation:** Developing and managing localised energy grids that can operate independently or connected to the main grid.
- **Distributed energy resource integration:** Connecting and managing rooftop solar, battery storage and electric vehicles within the distribution network.
- **Smart metering and communication technologies:** Installing and using advanced metering infrastructure for efficient billing and grid management.

Whilst not the primary focus, the Renewable Energy COE will also draw on the expertise of other clean energy Centres of Excellence (e.g. Queensland TAFE Centre of Excellence Clean Energy Batteries) to share best practice, avoid duplication and ensure continued delivery of training for more apprentices to fill essential energy sector roles aligned to storage and home electrification.

There is an urgent and growing need to better align industry workforce requirements with the delivery of relevant, high-quality training at scale. Current efforts can be fragmented, with individual industry players forming direct relationships with Registered Training Organisations (RTOs), TAFEs and universities to deliver training. While these one-to-one arrangements may deliver short-term benefits for the employer(s) involved, they do not provide the strategic capability development needed to build a workforce capable of delivering Australia's renewable energy transition. They often result in duplication of effort, inconsistent training outcomes and suboptimal use of public and private investment.

The Renewable Energy COE will provide a coordinated approach to minimise investment duplication, combine technical capabilities, and leverage regional assets and the expertise of the national TAFE network and TAFE Centres of Excellence to deliver consistent, high-quality training outcomes at scale and better support industry.

The Renewable Energy COE will support workforce growth in the renewable energy sector through attracting new entrants, reskilling and upskilling existing workers to transition into the industry, and engaging with students and young people to support the pipeline of workers required to fulfil the job demands. Key training initiatives that will be investigated for development and delivery by the Renewable Energy COE will include:

- Gender-inclusive training that better replicates modern construction practices and maintenance and operations for current energy infrastructure and supports increased apprenticeships in overhead and underground electricity transmission and distribution.
- Energy Supply Industry (ESI) distribution training and accreditation, including a Diploma of ESI in Power Systems and Certificate III of ESI in Transmission.
- Advanced digital training and virtual reality technology to simulate real-life situations in renewable energy working environments, such as offshore wind or transmission infrastructure. This will enable students to train both on-site and remotely using virtual specialist equipment they would not normally have access to, reducing the safety risks of training in high-risk environments.
- Digitally enabled classrooms, a research and innovation lab and industry-responsive training programs.
- Large-scale renewable energy equipment such as wind turbine nacelles, control centre and SCADA simulators and wind turbine towers providing real world hands-on learning opportunities and industry engagement.

The Renewable Energy COE will also explore ways to integrate energy transition skills into traditional trades, uplifting conventional training to meet future workforce needs:

Traditional role	Traditional skills and knowledge	Additional skills and knowledge provided through the Renewable Energy COE
Electricians	Wiring, installation, maintenance of electrical systems.	Smart grids, smart home technologies, PV and battery design and installation.
Plumbers	Installation, repair and conversion of gas supply, water supply and drainage systems, heating, cooling and ventilation systems.	Solar hot water, heat pumps, smart plumbing systems.
Instrumentation and Control Technicians	Installation, maintenance and monitoring of electrical and mechanical systems.	Digital and remote sensing, integration, control and optimisation of energy generation, smart grids and distribution systems.
Mechanical engineers	Design mechanical equipment, machines, components, products for manufacture, and plant and systems for construction.	Knowledge of thermodynamics, fluid mechanics and heat transfer, designing hydropower infrastructure, optimising cooling systems and developing new energy storage technology such as thermochemical batteries and solar fuel.
Electrical engineers	Design, develop and supervise the manufacture, installation, operation and maintenance of equipment,	Design, development and maintenance of systems that harness energy from sources like solar, wind and hydro.

	machines and systems for the generation, distribution, utilisation and control of electric power.	
Transmission lines workers	Install, maintain, repair and patrol electrical sub-transmission and distribution systems.	Ensure the reliable operation of the electricity grid as it transitions to renewable sources.
New energy generation e.g. wind	Construction and then routine, preventative, corrective and reactive maintenance and operation of turbines and turbine blades.	Wind turbine and blade technicians, civil construction, maritime, welding, Global Wind Organization (GWO) certifications.
Surveyors	Plan, direct and conduct survey work to determine, delineate, plan and precisely position tracts of land, natural and constructed features, coastlines, marine floors and underground works, and manage related information systems.	Gather data for the design, construction and management of wind farms, solar arrays, transmission lines and other renewable energy infrastructure including topographic surveys, site assessments and as-built surveys.

The expected outcomes of the funding for the Renewable Energy COE include:

- **Increased training capacity and quality** resulting from enhanced infrastructure, equipment and training resources across the National TAFE network.
- A significant **increase of skilled workers** in the renewable energy sector, including electricians, engineers and technicians to meet the demands of the energy transition.
- **Enhanced digital skills and digital training** including immersive simulation, virtual and augmented reality and digital twin technology to prepare workers for advanced energy systems.
- **Improved coordination and collaboration** between industry, government, community and educational institutions to align training with industry needs, ensuring that the workforce is adequately prepared for emerging technologies and job roles.
- **Industry engagement and investment** to ensure that training programs remain relevant and responsive to industry needs and that industry invests to support the delivery of training at scale.
- **Support for regional workers** through accessibility to training in regional areas, addressing geographic mismatches and ensuring that renewable energy projects in these regions have the skilled workforce they need.
- **Attraction into the renewable energy industry** through promotion and informing school aged children, people from diverse backgrounds and transitioning workers about the career opportunities in the renewable energy workforce.
- **Economic and environmental benefits** through helping Australia achieve its renewable energy and net zero targets.
- **Transition support for workers** transitioning from fossil fuel-based energy production to renewable energy careers, particularly in regions like Gippsland.
- **Community engagement** ensures the energy transition is inclusive, locally supported and driven by shared knowledge, empowering regions to lead and learn together.

Alignment to National Priorities

Supporting the net zero transformation

The Australian Government is committed to the energy transition, with a legislated target of net zero greenhouse gas emissions by 2050. Achieving this goal will require a significant expansion of the energy workforce. However, the current pace of the transition is outstripping the capacity of the existing skills and training system. The Renewable Energy COE will play a vital role in addressing this gap by building national training capacity and enabling innovative, future-focused education solutions.

Building workforce capacity and capability by enabling apprenticeships

The Renewable Energy COE will support the Australian Government's priority to increase apprenticeship opportunities within the renewable energy sector. This initiative also aligns with broader national priorities, such as expanding the skilled trades workforce to meet growing demand in sectors like housing and construction, as workforce needs evolve across industries.

Ensuring Australia's digital and technology capability

To ensure Australia's workforce is equipped for the future, the Renewable Energy COE will deliver training that builds digital and technological skills essential for the renewable energy transition. Through initiatives such as a new renewable energy digital training centre at TAFE Gippsland in Morwell and specialised training for smart network roles, the Renewable Energy COE will ensure workers are prepared with the critical 21st century capabilities required to support a modern, resilient energy system.

Supporting priority cohorts

To grow the renewable energy workforce, the Renewable Energy COE will actively encourage participation from groups traditionally underrepresented in the energy sector. This includes the development and delivery of gender-inclusive training programs designed to promote gender equality and broaden access to renewable energy careers.

Net Zero Economy Authority (NZEA) priorities

The Renewable Energy COE will support Australia's NZEA priorities to assist transition of Gippsland based workers from fossil fuel-based energy production and associated supply chains by re- and up-skilling them for careers in the renewable energy sector.

2) Functions and activities of the TAFE Centre of Excellence:

A network approach with a flagship new digital training facility

The Renewable Energy COE will address the training needs of Australia's renewable energy sector and deliver the following key functions:

- Connect industry with the training system to collaboratively address workforce challenges for the renewable energy transition.
- Drive innovation to enhance high-quality industry-aligned skills and training.
- Support growth in apprenticeships, traineeships and internships.
- Help build awareness and excitement about career and training options in renewable energy.

A new $15 million renewable energy digital training centre at **TAFE Gippsland**'s Morwell campus will serve as a central anchor for the Renewable Energy COE. Integrated with Federation University's Morwell Innovation Centre (MIC), this state-of-the-art facility will feature immersive learning environments, digitally enabled classrooms, a research and innovation laboratory and industry-responsive training programs tailored to the evolving needs of the renewable energy sector. Leveraging recent investments in high-quality neighbouring facilities, including the MIC, Gippsland Tech School and Clean Energy Centre, the digital training centre will incorporate advanced digital training and simulation technologies, with a strong emphasis on digital skills development.

The renewable energy digital training centre will be a focal point for collaboration, attracting industry partners, educators, students and local communities. It will foster innovation and amplify impact at the local, national and global levels.

Importantly, the training content developed through the digital training centre may be delivered remotely and shared across the broader TAFE network, extending the benefits and supporting consistent, high-quality learning experiences regardless of location.

The Renewable Energy COE will also feature a new $10 million capital upgrade to the Electricity Supply Industry Training Centre at **Holmesglen Institute of TAFE**'s Chadstone campus to enhance facilities, equipment and technology to accommodate more apprentices, support gender-inclusive training and provide training that better replicates current energy infrastructure.

The Renewable Energy COE will deliver foundational and regionally adapted training, ensuring broad access with shared curriculum, a digital learning platform, trainer development and access to simulation tools and specialist equipment. It will also leverage existing resources such as the TAFE network shared courseware project, creating a stream focused on energy, and the Learning Asset Management Platform (LAMP) which can be utilised and shared with the clean energy TAFE Centre's of Excellence and National TAFE Network to enhance training outcomes.

The consortium of TAFE's leading the Renewable Energy COE enable expertise, infrastructure and place-based solutions to be leveraged across Victoria. With existing campuses in addition to the proposed new infrastructure embedded in key renewable energy zones, the network enables hands-on learning, rapid deployment of new training models and collaboration with well-established industry partnerships. This place-based approach ensures that innovation is grounded in community, duplication is avoided, and knowledge is shared across regions.

TAFE Gippsland plays a vital role in supporting the Gippsland region's energy transition. With strong industry alignment across a wide range of disciplines including electrotechnology, instrumentation and control, engineering, civil construction, plumbing, automotive and maritime, TAFE Gippsland is equipping the local workforce with the skills needed for a low-carbon future. Its 13 campuses across Gippsland, including specialist centres like SEAMEC, Forestec, and the Morwell Trades Skill Centre, serve as hubs of innovation and practical training, ensuring Gippsland is at the forefront of the renewable energy transition. TAFE Gippsland leads the Offshore Wind Skills Lab on behalf of the TAFE Network, in partnership with South West TAFE, Federation TAFE and Holmesglen Institute, and plays a key role in the Gippsland Regional Skills Network's Energy Industry Advisory Group. The Clean Energy Centre is currently under construction at the Morwell Campus and set to open in 2026.

Federation University's Mt Helen campus hosts the Asia Pacific Renewable Energy Training Centre (APRETC), the southern hemisphere's only wind worker training tower and the Asia Pacific's first

Global Wind Organisation-certified safety training program. APRETC's expansion into Gippsland, backed by global leaders like Iberdrola and Origin x RES, reinforces the region's role as a national hub for renewable energy workforce development. Complementing this, the Centre for New Energy Transition Research (CfNETR) drives applied research and innovation, securing over $5 million in project funding to improve productivity and efficiency across the sector.

South West TAFE plays a critical role in supporting the renewable energy supply chain through targeted training in welding, civil construction, electrical contracting and electric vehicle technologies. Its partnerships with Federation University and Deakin University are advancing training for electric vehicle technicians and fuel cell maintenance, while its leadership in the National TAFE Hydrogen Network ensures coordinated, high-quality training across Australia.

Holmesglen Institute supports Victoria's clean economy through specialised training in electrotechnology, the electricity supply industry (ESI) and sustainable construction. The ESI Training Centre at Chadstone is Australia's premier facility for electrical supply training, featuring extensive overhead and underground distribution infrastructure to train apprentices who are the next generation of lines workers. Its Moorabbin campus features purpose-built solar energy and electric vehicle charging infrastructure, enabling hands-on training in solar PV, battery storage and EV charging systems. Holmesglen also embeds sustainable practices into its building and construction programs, supported by advanced facilities like a fully electric smart home, and leads applied research through its role in the Building 4.0 Cooperative Research Centre.

Together, these institutions form a connected ecosystem of insight and innovation, facilitating knowledge exchange, minimising duplication and ensuring that regional campuses across Victoria, including those in the Gippsland and Western Victoria Renewable Energy Zones, are equipped to lead the national energy transition. Building on this strong foundation, they will establish the Renewable Energy COE and expand renewable energy training programs, with a strong focus on transmission, distribution and distributed energy networks.

The involvement of both Victorian TAFE and dual sector universities will support applied research opportunities and industry partnerships to collaborate on solving problems and improving training methods.

Innovative program development and delivery
The Renewable Energy COE's key outputs will be structured around 3 core pillars:

- **State-of-the-art training facilities and equipment**
  Purpose-built, modern facilities will replicate real-world industry conditions across offshore wind, transmission infrastructure, smart grids, control and operations, distributed energy systems and grid integration. These environments will provide hands-on, practical training aligned with current and emerging technologies.

- **Industry-led curriculum development**
  Training programs will be co-designed with employers, universities and research institutions to ensure content remains relevant to evolving technologies and workforce needs. Flexible and stackable qualifications and micro-credentials will support career mobility across roles and sectors, enabling workers to adapt to changing industry demands.

- **Embedded industry engagement**
  The Renewable Energy COE will act as a central hub for industry collaboration, curriculum co-design, pilot projects and workforce planning. This approach will ensure graduates are job-ready and that employers have confidence in the quality and relevance of training outcomes.

Specialist training streams will include transmission infrastructure, distribution networks, offshore wind, microgrids, clean energy supply chains and embedded digital and data skills for system operation, demand management, monitoring and optimisation. These streams will ensure the Renewable Energy COE delivers targeted, future-focused training that supports the development of a skilled and adaptable renewable energy workforce.

The Renewable Energy COE will provide leadership to support new training development across the national TAFE network. This will include leveraging the Victorian Government's $7 million investment in developing new VET Certificates in renewable energy being led by the Victorian Skills Authority (VSA) to support the development of new, innovative, industry informed training. The VSA is engaging with the national clean energy TAFE Centres of Excellence and proposing a community of practice to share these qualifications nationally.

Building awareness and interest in renewable energy careers and infrastructure
The Renewable Energy COE's flagship digital training facility at TAFE Gippsland will feature a public access community experiential centre to build awareness and interest in renewable energy careers through digital storytelling, simulated training and community engagement. It has the potential to become a destination for school student visits from across Australia and serve as an industry platform to showcase projects to potential workers, industry subcontractors, partners, investors, community and government. It can also contribute to community awareness and aspiration for adoption of electrification, battery storage and renewable energy infrastructure at home, and acceptance of large-scale renewable energy infrastructure in the regions.

Industry partnerships
To ensure strong collaboration with the renewable energy sector, an Industry Advisory Group (IAG) will be established. The IAG will comprise representatives from across renewable energy sector employers, peak bodies, unions, regulators, First People's organisations and government agencies. The IAG will provide workforce intelligence to ensure the Renewable Energy COE's training programs remain responsive and aligned with the needs of the renewable energy industry. It will help to inform priorities and drive innovation in training development and delivery by:

- Sharing insights on workforce and skills needs
- Identifying challenges and co-designing training solutions
- Supporting course and program design
- Engaging broader industry networks to participate in workforce development and Centre of Excellence activities
- Providing feedback on the effectiveness of the Renewable Energy COE's initiatives.

The IAG will also play a key role in helping the Renewable Energy COE to unlock additional funding through industry partnerships. This will boost the training sector's capacity to deliver necessary training at scale, benefiting the whole renewable energy sector including small and medium sized enterprises. Industry contributions may include investment in state-of-the-art training facilities, equipment, commitment for local workforce development and support to expand the training workforce.

SEC Victoria Pty Ltd will be an industry partner, collaborating with the Renewable Energy COE to support training delivery, apprenticeship and traineeship opportunities including a proposed Centre of Excellence branded renewable energy apprenticeship. This will be achieved through leveraging employment contracts on SEC asset generation and storage projects and household electrification programs. The partnership with SEC has the potential to set the standard for the broader industry partnership and investment model.

3) Partnerships and engagement:

Partner	Role in the Renewable Energy COE
The Renewable Energy COE's governance committee	The Renewable Energy COE will be governed by a committee comprising the CEOs of participating TAFEs and representatives from the Victorian Government. As the lead TAFE, TAFE Gippsland will chair the committee and coordinate governance activities. The Renewable Energy COE will initially be delivered through TAFE Gippsland, Federation University, South West TAFE and Holmesglen. TAFE Gippsland will also host the central management unit responsible for strategic leadership, governance secretariat support, financial management, industry engagement and investment facilitation, performance reporting and liaison with the national TAFE Centre of Excellence network.
Industry Advisory Group (IAG)	An Industry Advisory Group (IAG) will be established to ensure that the Renewable Energy COE's training programs remain aligned with the evolving needs of the renewable energy sector. The IAG will contribute valuable workforce intelligence and will be composed of organisations with the expertise, knowledge and industry networks necessary to inform priorities and foster innovation in training development and delivery. The IAG will comprise representatives from across renewable energy sector employers, peak bodies, unions, regulators, First People's organisations and government agencies. Initial engagement with industry from across generation/retail, transmission and distribution, regulators, unions, professional and peak bodies, indicated that support for the Centre of Excellence and interest in joining the IAG is generally strong and is consistent with industry's desire to work with government and the training sector to build a renewable energy workforce. The Renewable Energy COE will also leverage connections with other state and national industry advisory committees, working with other jurisdictions through the National TAFE Network and Jobs and Skills Councils.
Working groups	Working groups or sub committees will be established under the governance committee to focus on specific needs or projects. Examples are expected to include curriculum development needs, VET workforce capability building, research, innovation and applied research partnerships. The working groups will draw on the expertise of the IAG and broader renewable energy sector to connect industry with the skills and training system to collaboratively address challenges and opportunities.
Jobs and Skills Councils	Victoria acknowledges that there is the potential for duplication of effort between the TAFE Centre of Excellence and relevant JSCs. Victoria is committed to collaborating with the Commonwealth to maximise the collective benefit for the skills and training system through TAFE Centres of Excellence, and commits to early and regular engagement with relevant JSCs on all the TAFE Centre of Excellence's activities for the purposes of: • minimising the potential for duplication of effort

	• sharing learnings on best practice and support knowledge translation • partnering on projects of mutual interest where appropriate. JSCs have been established by the Australian Government to identify workforce and skills needs, map career pathways, develop VET training products and support training collaboration. The Renewable Energy COE will collaborate with the Powering Skills Organisation (PSO), the JSC for the energy, gas and renewables sector. By aligning with the PSO, the Renewable Energy COE can ensure its programs meet national standards and address emerging skills gaps within the renewable energy sector. The Renewable Energy COE will also collaborate with Future Skills Organisation JSC specifically around emerging industries such as cyber security and AI.
Victorian Skills Authority (VSA)	The Victorian Government has allocated $7 million to develop 'new VET certificates and other qualifications focused on renewable energy'. The VSA is leading this project in partnership with the TAFE sector and dual sector universities to develop new, innovative, industry informed training. The Renewable Energy COE will leverage this investment and partner with the VSA to develop a range of skilling responses including full qualifications and stackable skills sets such as short courses and accredited micro-credentials informed by the identified priorities of the Renewable Energy COE's IAG. The Renewable Energy COE will provide a unique value proposition by sharing these new VET Certificates with the National TAFE Network. The VSA is also engaging with the national clean energy TAFE Centres of Excellence and proposing a community of practice to share these qualifications nationally.
University partnerships	Victoria recognises the mutual benefits of collaboration between the VET and higher education sectors and commits the TAFE Centre of Excellence to developing partnerships to support and deliver on its objectives, including with universities, Jobs and Skills Councils (JSCs), employers and unions. These partnerships could take different forms and are likely to evolve over time, but could include: • university representation in the Renewable Energy COE's governance structure • exchanging expertise and experience in the design and delivery of education and training relevant to the Renewable Energy COE's governance, including higher apprenticeship pathways • establishing credit recognition arrangements and entry pathways between VET and higher education for education and training relevant to the Centre of Excellence • facilitating joint opportunities for applied research relevant to the TAFE Centre of Excellence. Federation University will be an initial partner in delivering the Renewable Energy COE. The involvement of both TAFEs and dual-sector universities in the Renewable Energy COE's delivery will

	support applied research opportunities and foster industry partnerships aimed at solving practical challenges and improving training methodologies. As part of the initiative to develop new VET Certificates in Renewable Energy, Swinburne University of Technology will lead a project focused on creating a certificate in Integrated Power Systems for the Renewable Built Environment. This project is being undertaken in collaboration with Federation University, TAFE Gippsland and South West TAFE.
SEC Victoria Pty Ltd	SEC Victoria Pty Ltd is a government-owned renewable energy company investing in renewable energy generation and storage projects and supporting the transition to all-electric households. SEC will be an industry partner, collaborating with the Renewable Energy COE to support apprenticeship and traineeship opportunities and contribute to the development of a Centre of Excellence branded renewable energy apprenticeship program.
TAFE Centres of Excellence and National TAFE Network	The Renewable Energy COE will work with the National TAFE Network once established to drive excellence in teaching and learning and best practice in skills development by TAFEs. This will be a critical collaboration for the Renewable Energy COE and Victoria commits to the Renewable Energy COE operating in such a way that it: • plays a national leadership role with employers, unions, universities, Jobs and Skills Councils and other relevant stakeholders to identify, develop and deliver education and training solutions that meet industry needs across Australia • partners with TAFEs and other public providers across Australia to assist them with non-financial support to build their capability and capacity to deliver responsive skills training for industries.
Diversification and regional access	The Jobs and Skills Australia workforce capacity study, *The Clean Energy Generation: workforce needs for a net zero economy* underscores that Australia's net zero transformation will require rapid and large-scale workforce growth - an effort that cannot succeed if significant segments of the population are excluded. This includes women, First Nations people, people with disability and recent migrants, whose skills and potential are often underutilised. The Renewable Energy COE will contribute to increased diversity of the energy workforce through proactive engagement with schools and the community and by providing opportunities to learn about and participate in experiential activities aimed at creating aspirations and encouraging increased participation of groups that are currently underrepresented including women, First peoples and migrants. This will be essential to provide the workforce required for the energy transition. The Renewable Energy COE will also support regional workers through increased access to training in regional areas, addressing geographic mismatches and ensuring that renewable energy projects in these regions have the skilled workforce they need.

First Peoples and Traditional Owners	Training a renewable energy workforce plays a vital role in supporting Victoria's commitments to First Peoples and Traditional Owners by creating inclusive pathways into secure, future-focused careers. The Victorian Government recognises Traditional Owners as rights holders with deep connections to Country and is prioritising self-determination and active participation of First Peoples in the energy transition, ensuring they are not only consulted but also empowered to shape and benefit from the transformation of the energy sector. The Renewable Energy COE will support this approach by designing training programs in line with Victoria's Marrung and Wurreker strategies to increase participation and retention of First Peoples by embedding cultural safety, respect and equity into training design and delivery within the Renewable Energy COE. This will help unlock underutilised skills, create economic opportunities and ensure that First Peoples are central to building and maintaining the infrastructure that affects their Country and communities.

Funding

The Renewable Energy COE will be funded through the Victorian Government's $50 million TAFE Clean Energy Fund, including $16 million already announced for projects at TAFE Gippsland, South West TAFE and Federation University, and $34 million of new funding for capital upgrades and new developments across several Victorian TAFEs to increase the capacity and quality of renewable energy training.

These will include:

- **$10 million** to upgrade the Electricity Supply Industry Training Centre at Holmesglen Institute
- **$15 million** to establish a new flagship renewable energy digital training facility at TAFE Gippsland in Morwell.

Commonwealth funding of **$25 million** will be used for operating costs including equipment, staffing and curriculum development across the Renewable Energy COE.

Commonwealth Investment ($)	State Investment ($)	Planned Start Date	Planned End Date
$25,000,000	$25,000,000	1 March 2026	31 December 2028

TAFE Centre of Excellence – approach to matched funding arrangements (clause A114 refers) – to be reconciled over the life of the NSA.

Details of matched funding	2025-26	2026-27	2027-28	2028-29	Total
Commonwealth	$2,500,000	$6,000,000	$11,000,000	$5,500,000	$25,000,000
State of Victoria	$7,800,000	$7,600,000	$9,600,000	$0,000,000	$25,000,000
Total	$10,300,000	$13,600,000	$20,600,000	$5,500,000	$50,000,000

The Victorian Government will provide details of their matched funding contributions at the end of each financial year, commencing 1 March 2026 until 31 December 2028. Final payments under this implementation plan may be reduced where the total contribution by the Victorian Government over the life of the project does not align with the Commonwealth contribution.

Performance Indicators

The Victorian Government has a robust monitoring and evaluation regime in place that considers the effectiveness of training delivery. This includes:

- tracking the number of government funded commencements and continuing students
- examining the extent to which priority groups are accessing training
- examining the extent to which training being delivered in the mainstream market aligns with government priority areas
- surveying students to ensure that training is meeting their needs and expectations, and that they are achieving their desired outcomes from training
- analysing the extent to which training leads to improved employment outcomes
- surveying employers and industry groups to understand their skills needs and satisfaction with training received by apprentices or trainees that they employ.
- examining the extent of community engagement and enhanced energy literacy

Materials developed through the Renewable Energy COE will be tested through the Shared Learning Resource Initiative, a Victorian TAFE Network-wide program on the development and distribution of training and assessment materials, to ensure quality benchmarks are met prior to being shared with TAFEs and other public providers nationally.

Evaluation arrangements

The Victorian Government will undertake evaluations of the Centres of Excellence initiatives, using qualitative and quantitative data to measure the effectiveness and impact regarding the measures described above. A more comprehensive plan for the evaluations will form part of the milestones of the Renewable Energy COE.

MILESTONES AND PAYMENTS – TAFE CENTRES OF EXCELLENCE

Milestone	Evidence	Payment Value Up To (Commonwealth funded)	Commonwealth reporting period
Milestone 1: Initial payment on agreement of bilateral implementation plan.	Bilateral implementation plan agreed with Commonwealth.	$2,500,000	N/A
Milestone 2: Commonwealth acceptance that Victoria has established the Victorian Renewable Energy TAFE Centre of Excellence, to be demonstrated by: • establishment of governance arrangement for the Renewable Energy COE's governance committee and Industry Advisory Group • agreed roles and responsibilities of each of the participating TAFEs delivering the Renewable Energy COE.	Report signed by relevant Victorian senior official that provides an update on progress of and/or attaches: • The Renewable Energy TAFE Centre of Excellence Activity Plan specifying timeframes and deliverables for key activities over the life of the NSA until December 2028 • approved Terms of Reference for the governance committee and Industry Advisory Group • formal agreement signed by each of the Renewable Energy COE's delivery TAFEs confirming partnership responsibilities and arrangements.	$3,000,000	30 September 2026
Milestone 3: Commonwealth acceptance of the Victorian Renewable Energy TAFE Centre of Excellence's continued operation to 31 March 2027, to be demonstrated by: • achievement of deliverables specified in the activity plan to 31 March 2027 • recruitment and onboarding of skilled staff, including project management, curriculum development, training delivery experts, industry engagement and a Director to oversee daily operations • development of a strategic approach to building industry relationships and secure investments to support workforce training • development of formalised partnerships with key industry stakeholders	Report signed by relevant Victorian senior official that provides an update on progress of and/or attaches: • an outline of progress against the deliverables specified in the activity plan to 31 March 2027 • an updated activity plan specifying timeframes and deliverables for key activities over the life of the NSA until December 2028 (if these have changed from the previously approved Project Plan) • an industry engagement and investment strategy • first formal industry partnership agreement signed • the Renewable Energy COE's facility use policy documentation.	$3,000,000	31 March 2027

• implementation of the Renewable Energy COE's facility use policies, including equipment use and maintenance guidelines and industry partnership model.			
Milestone 4: Commonwealth acceptance of the Victorian Renewable Energy TAFE Centre of Excellence's continued operation to 30 September 2027, to be demonstrated by: • achievement of deliverables specified in the activity plan to 30 September 2027 • detailed outline of the Renewable Energy COE's curriculum program including curriculum designed, reviewed and validated in collaboration with the Industry Advisory Group, as well as other industry, educational and government partners, encompassing accredited qualifications and short courses • proposed applied research projects involving innovation in renewable energy practices • an evaluation plan • a marketing and communications plan • ongoing partnership development activities with key stakeholder groups (including other TAFEs, employers, unions, universities and Jobs and Skills Councils).	Report signed by relevant Victorian senior official that provides an update on progress of and/or attaches: • an outline of progress against the deliverables specified in the activity plan to 30 September 2027 • an updated activity plan specifying timeframes and deliverables for key activities over the life of the NSA until December 2028 (if these have changed from the previously approved Project Plan) • curriculum design reports • applied research project plans • the Renewable Energy COE's evaluation plan • the Renewable Energy COE's marketing and communications plan.	$6,000,000	30 September 2027
Milestone 5: Commonwealth acceptance of the Victorian Renewable Energy TAFE Centre of Excellence's continued operation to 31 March 2028, to be demonstrated by: • achievement of deliverables specified in the activity plan to 31 March 2028 • updated activity plan for the Renewable Energy COE's operation to December 2028 • ongoing partnership development activities with key stakeholder groups (including other TAFEs,	Report signed by relevant Victorian senior official that provides an update on progress of and/or attaches: • an outline of progress against the deliverables specified in the activity plan to 31 March 2028 • an updated activity plan specifying timeframes and deliverables for key activities over the life of the NSA until December 2028 (if these have changed from the previously approved Project Plan) • updated activity plan for the Renewable Energy COE's operation to March 2028	$5,000,000	31 March 2028

employers, unions, universities and Jobs and Skills Councils).	• formal partnership agreements signed by industry partners • report on new training products created through industry investment • student enrolment, in-training and completion numbers.		
Milestone 6: Commonwealth acceptance of the Victorian Renewable Energy TAFE Centre of Excellence's continued operation to 30 September 2028, to be demonstrated by: • achievement of deliverables specified in the activity plan to 31 March 2028 • completion of an evaluation of the Victorian Renewable Energy COE • ongoing partnership development activities with key stakeholder groups (including other TAFEs, employers, unions, universities and Jobs and Skills Councils).	Report signed by relevant Victorian senior official that provides an update on progress of and/or attaches: • an outline of progress against the deliverables specified in the activity plan to 30 September 2028 • report on new training products created through industry investment • student enrolment, in-training and completion numbers.	$5,500,000	30 September 2028
	Total	**$25,000,000**	

The Parties have confirmed their commitment to this implementation plan as follows:

Signed *for and on behalf of the Commonwealth of Australia by*

The Honourable Andrew Giles MP
Minister for Skills and Training

23 / 11 / 2025

Signed *for and on behalf of the State of Victoria by*

The Honourable Gayle Tierney MP
Minister for Skills and TAFE

25 / 11 / 2025