

National Energy Workforce Strategy

What we heard

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Consultations

To inform the first draft of the National Energy Workforce Strategy (NEWS), the Australian Government consulted on a discussion paper which outlined the 3 key focus areas and priority cohorts. Stakeholders were invited to 'have your say' on the discussion paper, with consultation running from 1 August – 13 September 2024.

We received submissions from members of the public, community and advocacy groups, state, territory and local governments, industry peak bodies, unions and academia. Submissions were supported by online targeted engagements with key stakeholders to support insights from the submission process.

Consultation

- Total number of written submissions: 78
- Organisations: 64
- Individuals/Other: 14

Targeted engagements

- Targeted 1:1 consultations: 26
- Roundtable consultations: 18
- Working Groups & Committees: 3

Location

ACT: 5	NT: 1	QLD: 11	SA: 2
NSW: 16	TAS: 0	VIC: 32	WA: 11

Area

City: 62	Regional: 16
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Targeted 1:1 consultations

and

Roundtable consultations

Finalising the NEWS



Public Consultation period

Present to Energy Ministers

What we heard – Attraction and Retention

Key insights

• General

- Awareness of clean energy careers and pathways critical
- Job security – data on project pipelines is needed
- Training capability – shortage of VET trainers, facilities and equipment

• Women, First Nations and other diversity groups

- Clean energy jobs are seen as all 'dirty jobs' not suitable for women
- Recruitment processes need to reflect audience being engaged
- Migration – faster recognition of overseas acquired qualifications
- Increased promotion of roles to diversity groups by reps that align with those groups' values – this will drive trust and engagement
- Greater support services – childcare, flexible work hours, etc

• Regional Australia

- Increase availability of VET training in regional areas
- Boom-bust development cycles in regional areas sending mixed signals about viability of emerging industries and job security
- Infrastructure improvements in regional communities to attract, retain and support clean energy workers e.g. medical, housing, transport etc

Summary of suggested actions

- * Education awareness at secondary schools – career pathways info
- * Skills/jobs matching information more readily available

- * Safety regulations to keep pace with adoption of new fuels and technologies

- * Incentivise employers to employ diverse groups and diverse groups to move to regions.

- * Recruitment panels to reflect audience to which jobs is hoping to appeal to e.g. if women are targeted, have female members on interview panels

- * Subsidise wage gap for VET trainers

- * Include disability charities and community organisations to help with recruitment process and drive trust and engagement

- * Partner with local councils to conduct local-level planning

- * Clear identification of roles required to support sector
- * Clear communication of pay rates would encourage more people to consider roles in clean energy sector

- * Improve infrastructure and support services in regional areas
- * Offer tax incentive/rebate to entice people to live in regional areas.

What we heard – Data

Key insights

- ANSZCO codes are too generic.
- Clear definition of what is included in the clean energy sector
- Labour market data – current availability of skills, education pipeline. Granular workforce data required on a regional level
- Data on current and future proposed projects (pipeline), project locations and workforce needs.
- Data from VET sector – uptake, completions, number waiting to secure training spots (student pipeline)

Summary of suggested actions

* National register of large projects (planned and in construction), including S&T projects

* RTOs in VET space to report their student data in more real time. Current student data & waitlist numbers.

* Improved data on labour market and the availability of skills/talent - granular regional level data.

* Fund and resource comprehensive and regular Energy Employment Report modelled on USEER

* Data on types of opportunities, roles, skills, expected demand, career pathways etc. to assist with advocating for why a person should chose a clean energy career

* Introduction of a National Skills Passport to aide with mobility and skills recognition

* Underemployment data in locations where large green energy projects will commence

What we heard – Coordination

Key insights

- Need to reduce duplication
- Establish a Clean Energy Jobs Commissioner to support energy transition and coordinate work programs across all levels of government, with industry and unions.
- Licencing for trades – eliminate interstate conflicts
- Marketing and communicating benefits of a career in clean energy
- Holistic approach to workforce planning required

Summary of suggested actions

* Increase funding to JSC's who already have workforce matters under their remit.

* Establish a Clean Energy Jobs Commissioner to collaborate across all levels of govt, industry and unions to support energy transition.

* Regular and sustained collaboration across government, with industry and educational institutions to ensure alignment of national goals.

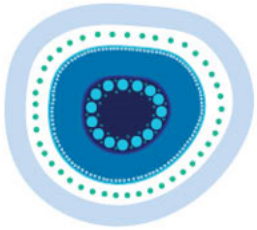
* national harmonisation of the Mutual Recognition Amendment Bill

* Include Local Government in any policy and planning coordination to ensure local infrastructure and service provisions are considered

* National register of roles/skills critical to delivery of clean energy, accessible by employers, educators, job seekers, students, parents etc

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We acknowledge the Traditional Owners of Country throughout Australia and recognise their continuing connection to land, waters and culture. We pay our respects to their Elders past and present.

