

Wind Worker Training Centre

Information Session
8 May 2025



Energy,
Environment
and Climate Action

Welcome to the Wind Worker Training Centre information session

- Please note that this session will be recorded
- Audio and video functionality has been disabled for attendees
- If you have questions throughout, please ask them using the Q&A function
- We will address as many questions as possible at the end of the presentation and take all other questions on notice and provide a response through updated FAQs in the next week



We acknowledge and respect Victorian Traditional Owners as the original custodians of Victoria's land and waters, their unique ability to care for Country and deep spiritual connection to it.

We honour Elders past and present whose knowledge and wisdom has ensured the continuation of culture and traditional practices.

DEECA is committed to genuinely partnering with Victorian Traditional Owners and Victoria's Aboriginal community to progress their aspirations.

Probity

Role of the Probity Advisor

- RSM Australia has been engaged as Probity Advisor
- Provide independent advice and guidance
- Highest standard of Probity throughout the process
 - is defensible, and able to withstand internal and external scrutiny
 - fairness and impartiality, ensuring:
 - no Applicant is given an unfair advantage
 - no Applicant is unfairly disadvantaged
- Consistency, transparency and accountability of the grant process
- Security and confidentiality of Project and Respondent materials
- Management of conflicts of interests
- Accountability of the process

Probity Advisor Contact Details

Tranquility Clinton
Partner,
0430 442 047
tranquility.clinton@rsm.com.au

Lily Quinn
Assistant Manager
0434 198 875
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Applicant Obligations

- Market Process v Business As Usual
 - Do not discuss this process during any active engagements you may have with DEECA
- Unauthorised communication – Communications must be directed through the approved channels
- Improper assistance – Respondents must not seek or obtain the assistance from DEECA or other areas of Government in preparing their response
- No lobbying of DEECA or Government employees
- Avoid anti-competitive conduct and declare any conflicts
- Comply with the requirements of the Application process:
 - Closing time / Lodgement Requirements
 - Address the assessment criteria / questions
- Be explicit in your response.
 - Do not leave room for assumptions.

Introduction and Agenda

1. Introduction
2. Policy setting
3. About the Wind Worker Training Centre
4. Eligibility and assessment criteria
5. Application process and timing
6. Questions and answers



Growing a skilled and diverse wind energy workforce

The Wind Worker Training Centre will deliver training for the onshore and offshore wind sectors through quality, innovative and industry-responsive training.

The training will be inclusive of all skill and career levels while making sure there is opportunity for existing workers to retrain and upskill, including transitioning workers.

To achieve this, it is anticipated that the lead delivery partner will be part of a consortium including industry, education and other key stakeholders.



Policy setting



LOCAL JOBS FIRST

Offshore Wind Energy Implementation Statement 4

Offshore Wind Energy Victoria

Implementation Statement 4

April 2025



Implementation Statement 4 provides key updates on:



Procurement



Transmission



Ports



Legislation and regulatory frameworks



Workforce and industry development



Protecting the environment



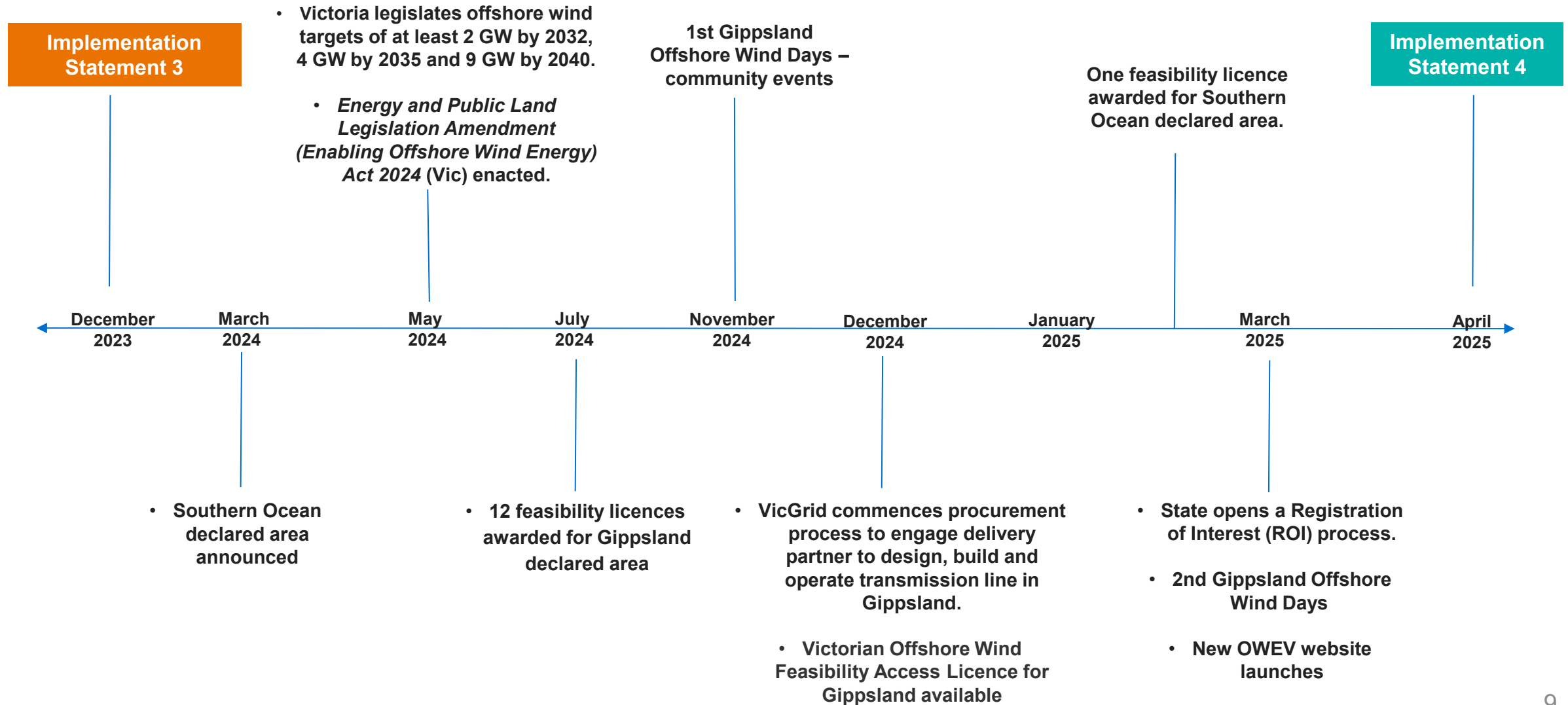
Traditional Owner partnerships



Community and industry engagement

Implementation Statements guide industry, stakeholders and the community on how the Victorian Government is developing offshore wind energy.

Offshore wind - key milestones





Offshore wind - procurement

With the opening of a Registration of Interest process, the Victorian Government continues to lead the way in developing an offshore wind industry in Australia.



We have heard through market soundings that an efficient, effective and robust process is needed for the support of industry aiming to build Victoria's first 2 GW of offshore wind infrastructure.

The ROI process provides information to offshore wind feasibility licence holders on:

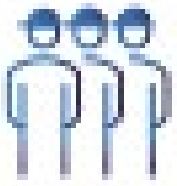
- draft contract terms
- guidance on stakeholder engagement
- expectations relating to the *Local Jobs First Act 2003* (LJFA)
- information needed to inform a future Request for Proposal (RFP)

Feedback from participants in the ROI will:

- help inform the finalisation of the auction and support package design

ROI and RFP timing gives feasibility licence holders additional time to:

- commence and gather essential feasibility study data following the finalisation of Commonwealth management plan regulations in December 2024



Workforce and industry development

The Victorian Government is progressing a range of workforce and industry development initiatives to support the timely delivery of Australia's first offshore wind projects.

- Victorian Energy Jobs Plan
- Women in Energy Strategy
- Wind Worker Training Centre
- Renewable Energy Jobs Taskforce (The Taskforce)

The ROI process indicates to feasibility licence holders:

- how the state's **Social Procurement Framework** will be applied, including setting stretch-targets and proposing initiatives for supporting the participation of women, the First Peoples of Victoria and disadvantaged Victorians
- requirements for a **supply chain strategy** and planning to engage with, integrate and support local suppliers throughout the project
- requirements for a **workforce development strategy**, outlining plans for supporting the immediate and long-term development and productivity of workers in the offshore wind industry, including those from transitioning industries

Local content requirements for offshore wind

- Maximise local content during the capital expenditure phase
- Meet 80 per cent local content during the operations and maintenance phase (2032 onwards, as averaged over a 30-year period)
- Demonstrate plans to meet the Major Projects Skills Guarantee - to have 10 per cent of all labour hours performed by local apprentices, trainees and cadets
- Maximise the use of locally made-steel, products and services

Wind workforce data

- A broad range of occupations are required for onshore and offshore wind
- Over 94% of the offshore wind and 96% of the onshore wind workforce will require qualifications and training of at least Certificate IV or higher
- Both workforces are expected to have significant numbers in Victoria's regional areas
- The **Victorian Energy Jobs Plan**, set for release in 2025, will contain more information on Victoria's energy sector workforce

The Wind Worker Factsheet is available online with the Application Guidelines



Victorian Energy Jobs Plan Consultation Paper



- Opportunity to grow needed skills locally and reduce the need to compete for these skills nationally and internationally



- Locate the worker training centres in regional areas where the skills are needed



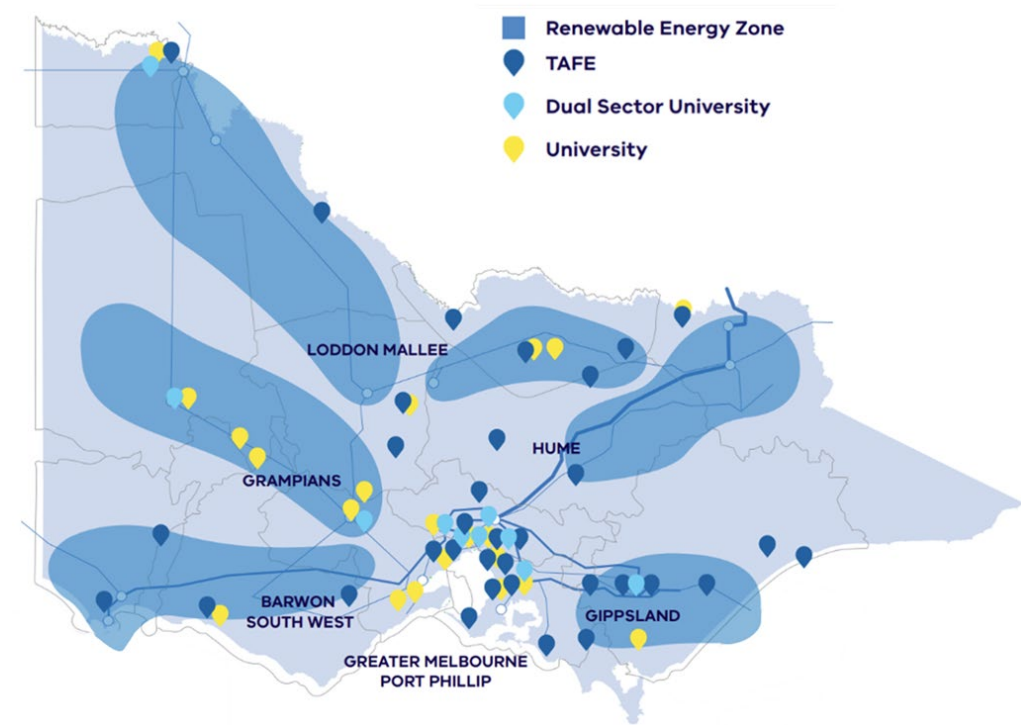
- Co-locate with industry to maximise efficiencies and create regional 'hubs'



- Position Victoria as a renewable energy training and education leader



- Establish the Worker Training Centres with cross-sector collaboration and communication



Source: Victorian Government, Victorian Energy Jobs Plan Consultation Paper 2024

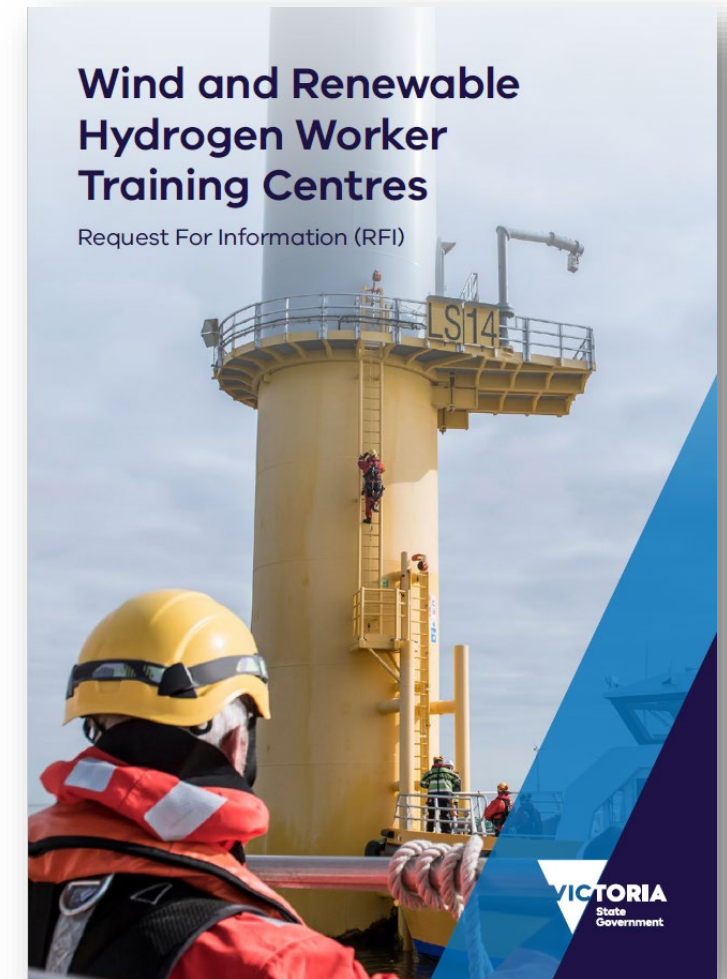
Request for Information *Open on Engage Victoria between 22 August – 30 October 2024*

Purpose:

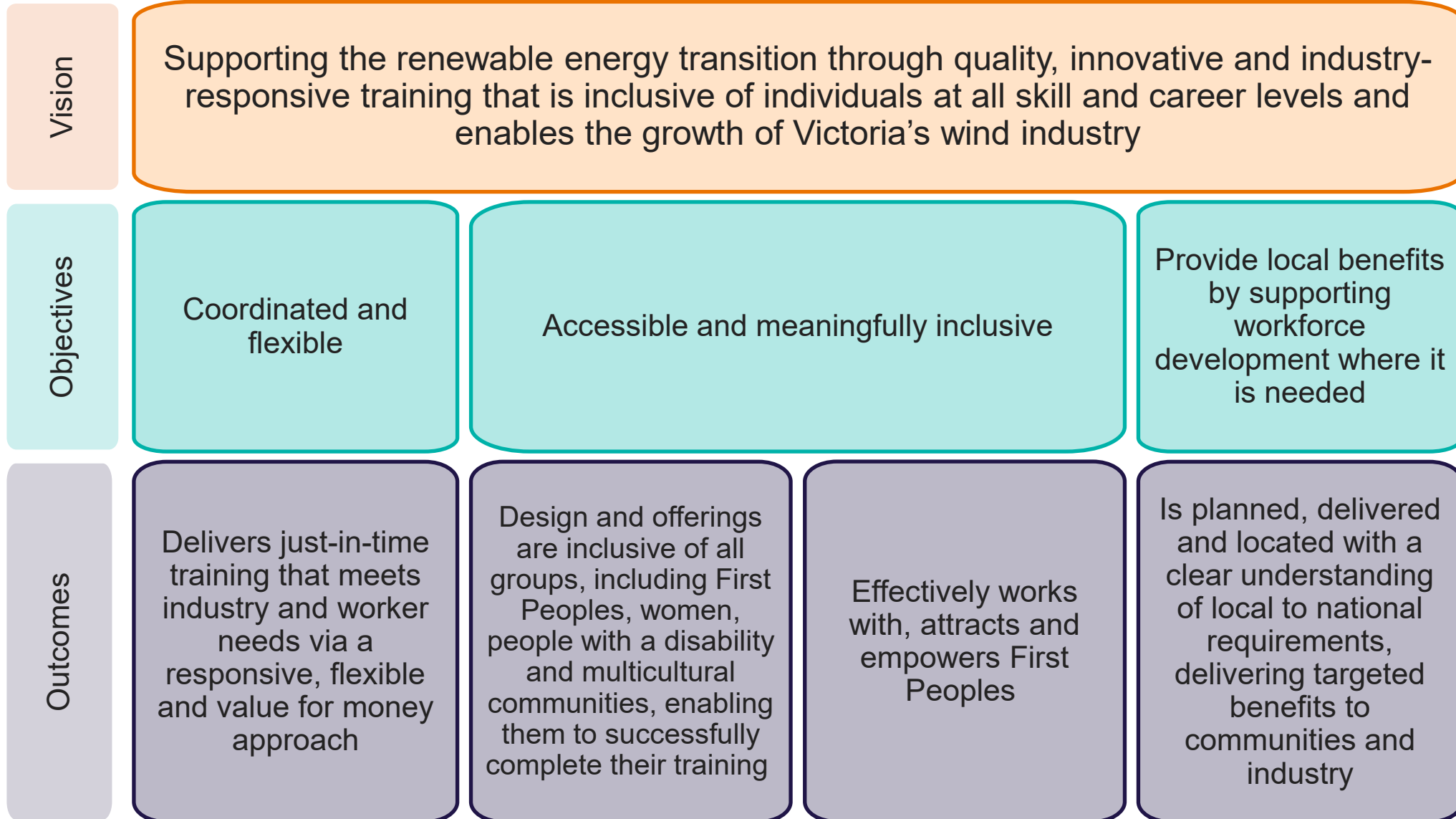
- To hear from experts so the centre can best meet the needs of industry and workers
- To shape the delivery of fit for purpose centre that will support accessibility, growth, mobility, and retention of workers
- To test insights from the VEJP Consultation Paper

What we heard:

- Need for industry recognition or accreditation and adherence to global manufacturing standards
- Train the trainers
- Deliver industry-specific health and safety training that meets Australian legal requirements
- Highly competitive global environment
- Magnitude of workers to support OSW construction - installation, structures and substations
- Future requirement for operations and maintenance - technicians, engineers and maritime safety



Wind Worker Training Centre



Project progress expectations at end of grant funding

- Workforce gaps identified
- Curriculum to address immediate workforce priorities
- Delivering training courses, with quick-win solutions
- Courses being delivered online, hybrid or in person
- Building upgrades are completed
- Business plan for sustainable operation beyond the two-year funding period

**Continued alignment
with the vision,
objectives and
outcomes**

**Affordability of training
for workers**



Eligibility for lead applicant and all consortium members

1. Have an Australian Business Number (ABN) and be GST registered
2. Declare they are not subject to any insolvency event
3. Be compliant with the Workplace Gender Equality Act 2012
4. Be able to demonstrate that either the lead applicant or the lead applicant's parent company has at least three years' operating history
5. Have all necessary rights to use any Intellectual Property necessary to carry out the project
6. Agree to enter into a knowledge sharing plan
7. Declare they are not subject to any legal proceedings or investigations, to the extent that such Claims objectively either:
 - a) Affect, could affect, or be perceived to affect, the reputation of the State of Victoria
 - b) Conflict with, may conflict with, or be perceived to conflict with the potential funding or your obligations under the Funding Agreement or project more generally
 - c) Impact (materially or otherwise) your ability to complete the project or comply with your obligations under the Funding Agreement
8. Comply with:
 - a) All obligations under employment contracts, industrial agreements and awards
 - b) All codes of conduct and practice relevant to conditions of service and to the relations between the applicant and the employees employed by the applicant
 - c) All applicable Workplace Health and Safety legislation
9. Declare that at the time of the application, they hold all insurances required by law in line with the terms of the Funding Agreement
10. Not be named on the list of persons and entities on the Australian Department of Foreign Affairs Trade sanctions list
11. The Department of Energy, Environment and Climate Action (the Department) reserves the right to accept non-conforming applications with respect to eligible organisational entity types

Expenditure

Eligible expenditure

- **Training solutions** that responds to industry and workforce needs that is based on evidence
- **Training for the Worker Training Centre staff** including training technology; required accreditation; cultural safety and inclusion training
- **Capital expenditure** such as upgrades/refurbishment to improve accessibility; technologies
- **Other costs**, such as marketing and engagement, project management and diversity and inclusion initiatives

Ineligible expenditure

- **Training solutions** that are not accredited or industry-recognised or that duplicates existing offerings without justification
- **Capital expenditure** such as New buildings, purchase of land, ongoing maintenance costs, rent, disposal or decommissioning costs, other pre-existing costs
- **Other costs** related to the general operations of the grant recipient that could reasonably be expected to be undertaken in the normal cost of businesses, e.g. staff that do not have subject matter expertise required to establish the centre

Co-contribution: Cash co-contribution of at least **50 per cent of the project cost**
(evidence of in-kind contributions can also be detailed)

Assessment criteria

Criteria	Weight	Details
Alignment with Outcome 1	25%	Delivers just-in-time training that meets industry and worker needs via a responsive, flexible, and value for money approach
Alignment with Outcome 2a	10%	Worker Training Centre design and offerings are inclusive of all groups, including First Peoples, women, people with a disability, and multicultural communities, enabling them to successfully complete their training
Alignment with Outcome 2b	5%	Effectively works with, attracts, and empowers First Peoples
Alignment with Outcome 3	10%	Is planned, delivered, and located with a clear understanding of local to national requirements, delivering targeted benefits to communities and industry
Capability and capacity	25%	The applicant and partner organisations must demonstrate expertise and prior experience in successfully delivering projects of a similar scope and scale
Project plan and delivery model	25%	<ul style="list-style-type: none">• A strong project plan for the first two years• A draft Business Plan showing the strategy and operating model to continue delivering program vision, objectives and outcomes beyond the funding period.• Evidence of cash contribution

Funding Agreement and supporting documents

Funding Agreement

Applicants are expected to accept the terms and conditions of the Funding Agreement. **Proposed departures must be declared at the time of application.**

Any proposed departures should be described in a level of detail that is sufficient for the Department to understand what departure, amendment, qualification, limitation, assumption or exclusion relating to the Funding Agreement terms is being proposed (including the proposed revised wording), and the applicant's reasons for seeking that departure.

The Department, at its sole discretion, reserve the right to accept or decline any departures from the Funding Agreement proposed by applicants.

Online application form

Contact information and eligibility checks

Responses to each assessment criteria

Supporting documents

Project Plan

Project budget template

Draft Business Plan

Project delivery schedule

Funding Agreement departures (if relevant)

Knowledge Sharing Plan

Evidence of cash co-contribution

Project risk register

Any other documents to support and provide context for the application, including letters of support

Application process and timing

- Applications must be submitted through DEECA's online grants system.
- For technical help with Grants Online, contact grantsinfo@deeca.vic.gov.au
- **Questions close:** 5pm Wednesday 9 July 2025
- **Applications close:** 5pm Wednesday 16 July 2025
- Funding Agreement execution and project commencement expected by December 2025/ January 2026
- Activities completed and acquittal reports submitted January 2028

Contact us: training.centres@deeca.vic.gov.au



Checklist before applying

- ✓ Read the application guidelines carefully
- ✓ Check if your organisation and all consortium members are eligible for this grant funding
- ✓ Check if your activity is eligible for this grant funding
- ✓ Check that you would be able to comply with all relevant laws and regulations in delivery of your activity
- ✓ Prepare the response to the application form and provide appropriate supporting documents
- ✓ Review the Funding Agreement and its terms and conditions



Questions and Answers

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