

Tasmanian Implementation Plan 2019–20

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 Employment, Skills, Small and Family Business 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 2020-21 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 2019–20 activities for each of the project outputs is provided in Table 1 below.

TABLE 1: INDICATIVE PROJECT ACTIVITIES AND MILESTONES

Outputs	Activity 1	Activity 2	Activity 3
Training grants fund	February 2020 – funding programs designed in consultation with the Australian Government.	March 2020 – fully subsidised training places (including support for non-tuition costs) made available in industry agreed eligible qualifications	June 2020 – funding programs (including eligible qualifications) reviewed and updated based on advice from Industry Advisory Group, to be agreed in the 2020–21 Implementation Plan.
Training market development fund	March 2020 - priorities identified and draft program design developed	April 2020 – industry consulted on program design	June 2020 – program, delivery commenced
Workforce development fund and associated activities	March 2020 – Request for Quote released to market to develop workforce development plan	April 2020 – industry consulted on plan and activities	June 2020 – plan produced, program of activities identified and published (as relevant)
Industry advisory group	March 2020 – group established and forward work plan drafted	April 2020 – contributed to workforce development plan and training market development fund	June 2020 – contributed to preliminary review of the funding programs and forward work plan

Estimated costs

10. The maximum financial contribution to be provided by the Commonwealth for the project to the jurisdiction is \$16.143 million (\$2.251 million in 2019–20) 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
Estimated total budget	2.251	4.565	4.629	4.698	16.143
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 will need a reliable pipeline of highly qualified workers in order to attract investment. 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 CCF, Engineers Australia, TasNetworks and Hydro Tasmania on the 2019–20 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 on the Skilling Australia Fund) 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.
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 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
Acting General Manager, Skills Tasmania

Date 10/1/2020

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Signature
Acting First Assistant Secretary, Apprenticeships and Workforce Skills Division
Department of Employment, Skills, Small and Family Business

Date 10/01/2020