

QUEENSLAND ENERGY AND JOBS PLAN

Power for generations

Interim Energy Industry Council

Tripartite representation of unions, industry and Government

Our commitment is to help form the bridge between our proud energy history and our bright energy future. Energy workers within our publicly owned energy businesses have been the backbone of Queensland's secure and reliable energy system.

Generations of workers in our traditional power generating assets have helped keep the lights on in Queensland and helped to build our great state. We respect their efforts and contributions while looking ahead to the future and the next generation of energy workers.

Our commitment is to put people first and to support workers, their families, and their communities and regions to continue to deliver a lasting legacy and prosperous future for Queensland.

Meeting Communiqué – February 2023

The Queensland Energy Workers' Charter was signed on 28 September 2022, alongside the launch of the Queensland Energy and Jobs Plan by the Premier.

On 2 February 2023, the interim EIC met for the first time and agreed the forward work program for 2023. Three key objectives for this year were agreed:

1. To see the EIC, Job Security Guarantee and Queensland Renewable Energy Jobs Advocate formally established in legislation.
2. Identify critical support mechanisms for best practice workers support and transition; and
3. Have processes in place for developing individual transition plans for workers in government owned coal-fired power stations.

To support progress toward these objectives, a sub-committee will be established with representatives from each member organisation. The Department of Energy and Public Works will write to each organisation and request a nomination.

The interim EIC is also establishing communication channels – this communiqué represents the first of these and there will be more to follow.

Best practice transition analysis

Identification of the critical mechanisms to support workers through the energy transformation is a key 2023 objective for the interim EIC. To support this, the interim EIC consider analysis is required to understand the mechanisms made available through previous transitions (both for the energy sector globally and other industry sectors).

This study will seek to build on the existing analysis on transition to date and detail the specific mechanisms and supports needed for workforce transition in Queensland's energy sector. The interim EIC is looking for a deep description and lived experience (not theory) of mechanisms that support:

- Capability development and opportunities for growth
- Personal support and psychological safety
- Financial security
- Mobility frameworks
- Workforce planning approaches that respond to skill shortages/growth at the business and industry level
- Retention strategies
- Inclusivity and opportunities to participate and represent individual interests

This analysis will inform further work and engagement activities and ultimately the design and delivery of options under the Job Security Guarantee Fund.

Benchmark workers study – Stanwell and CS Energy and associated mines

In the second half of the year, a benchmark study will be commissioned to understand the choices, opportunities and pathways of interest to energy workers.

The study will assist in understanding the suite of support mechanisms and choices you are seeking through the Job Security Guarantee Fund and individual transition plans. This study will not seek to lock in preferences, but instead will be designed to provide a critical baseline indication and information on your preferences and expectations to the interim EIC. The study will be designed to be repeated in future to understand how preferences and expectations are changing throughout the transformation, and how the supports through the Job Security Guarantee Fund may need to change over time.

The study is proposed to be conducted in Quarter 3 (July – September), 2023.

International Learnings – Electrical Trade Union

Peter Ong, State Secretary of the ETU, shared learnings from a trip to three union conferences in Europe. These conferences had a strong focus on the response to climate change, skills required in a clean energy economy and just transition. Peter shared that, after talking with representatives from almost 30 countries, it was clear Queensland's commitment to a Job Security Guarantee is definitely unique.

Future Energy Workforce Roadmap

The Department of Employment, Small Business and Training (DESBT) presented on the forward plan for development of the Future Energy Workforce Roadmap. This Roadmap will outline steps to build and develop Queensland's energy workforce capacity and capability, while making sure the right training is available in the right locations.

DESBT is in early development phases of the Roadmap and is preparing to commence targeted consultation. DESBT will engage with each member of the interim EIC on the Roadmap to ensure all views and perspectives are captured. Findings from consultation will be shared with the interim EIC.

Next Meeting

The next interim EIC meeting is scheduled for April.

Membership

Interim EIC members represent the interests of signatories to the Queensland Energy Workers' Charter and are supported by the Department of Energy and Public Works.

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| Unions | Electrical Trades Union Australian Manufacturing Workers' Union Construction, Forestry, Maritime, Mining and Energy Union (Mining and Energy Division) Professionals Australia The Services Union |
| Publicly Owned Energy Businesses | CleanCo Queensland CS Energy Energy Queensland Powerlink Queensland Stanwell Corporation |