



Umwelt

Environmental and
Social Science excellence

JULY 2022



Workforce Accommodation Strategy

Social Impact Assessment

Industry and Aboriginal Participation Plan

Draft Guidelines for NSW Electricity Infrastructure Tender Round 1

Assessment Criteria – Regional Economic Development (MC8)

- Investment and innovation in the local supply chain in the NSW renewable energy sector
- Community development that involves innovative training and employment initiatives or programs that reach underrepresented groups
- Involving First Nations communities
- Environmentally sustainable procurement including construction site waste, net zero plan, reducing water usage and promoting sustainable practices throughout the supply chain.

Participation Targets Tender Round 1

Employment, skills and knowledge transfer criteria	Baseline requirements	Stretch goal
Learning workers (% of total Project workforce)	20%	40%
Apprentices (% of all trade positions on a Project)	20%	30%
First Nations participation criteria		
First Nations participation	1.5%	10%, or the goal in the region-specific protocol under the First Nations Guidelines.
Fair and ethical practice criteria		
Employment of underrepresented groups	15%	25%
Environmentally sustainable procurement criteria		

	Provision Rate (LTESA Requirements)		Total Workforce	Workforce Requirements, Based 380 Anticipated Jobs	
	Baseline Requirement	Stretch Goal		Baseline Requirement	Stretch Goal
Construction					
Learning workers	20%	40%	380	76	152
Employment of underrepresented groups	15%	25%		57	95
Operational					
Learning workers	20%	40%	10	2	4
Employment of underrepresented groups	15%	25%		1.5	2.5

	Provision Rate (LTESA Requirements)		Total Workforce	Workforce Requirements Based on 380 Anticipated Jobs	
	Baseline Requirement	Stretch Goal		Baseline Requirement	Stretch Goal
Construction					
First Nations participation	1.5%	10.0%	380	5.7	38
Operational					
First Nations participation	1.5%	10.0%	10	0.15	1.0

Workforce Requirements



Delivering on IAPP commitments

- Regional partnerships are critical
 - Industry briefings
 - Participation targets in EPC contracts
 - Reporting requirements
 - IAPP outlines the participation targets – an operational plan identifies the partners
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