

**PUBLIC**

# **Community Benefits Plan EnergyConnect (NSW - Western Section)**

**45860-CM-PL-G-1005**

<b>REV</b>	<b>DATE</b>	<b>GENERAL DESCRIPTION</b>	<b>PREPARED</b>	<b>REVIEWED</b>	<b>VERIFIED</b>	<b>VERIFIED</b>	<b>APPROVED</b>
1	10/10/2022	Issued for Use	C.Marshall	L Hawkins C. Jones	G. Crighton	B. Calligeros	S. Basanta Lopez

**Once printed this document becomes uncontrolled.  
Refer to SecureEnergy Intranet for controlled copy.**

**Once printed this document becomes uncontrolled. Refer to SecureEnergy Intranet for a controlled copy.**



# Contents

<b>1</b>	<b>Introduction .....</b>	<b>5</b>
1.1	Context .....	5
1.2	Background .....	5
1.2.1	Environmental Planning .....	5
1.2.2	Objectives .....	6
1.3	Project Benefits.....	6
1.4	Documents Referenced .....	6
<b>2</b>	<b>Community Benefits Plan Requirements .....</b>	<b>6</b>
<b>3</b>	<b>Community Benefits Consultation.....</b>	<b>7</b>
<b>4</b>	<b>Transgrid’s Community Partnerships Program.....</b>	<b>8</b>
<b>5</b>	<b>Discovering Legacy and Benefits .....</b>	<b>9</b>
<b>6</b>	<b>Social and Economic Benefits .....</b>	<b>10</b>
6.1	Targeting Local Content.....	10
6.2	Local Supplier Development .....	10
6.3	Training and Skills .....	11
6.3.1	Transmission Line Workers.....	12
6.3.2	Hospitality Vocational Training .....	12
6.3.3	People with a Disability .....	12
6.3.4	Work Ready Programs .....	12
<b>7</b>	<b>Aboriginal Heritage Impact Initiatives .....</b>	<b>13</b>
7.1	Cultural Awareness Training .....	13
7.2	Partnering with Clontarf Foundation.....	13
7.2.1	Bird Boxes – Hollow Replacement Plan (Pilot Initiative) .....	13
7.3	Honouring Aboriginal Cultural Traditions.....	13
<b>8</b>	<b>Exploring Opportunities to Target Temporary Infrastructure .....</b>	<b>14</b>
<b>9</b>	<b>Looking for Ongoing Project Opportunities .....</b>	<b>14</b>
9.1	In Kind contributions (employee volunteerism).....	14
<b>10</b>	<b>Measurement .....</b>	<b>14</b>

Once printed this document becomes uncontrolled. Refer to SecureEnergy Intranet for a controlled copy.

## Abbreviations

Acronym	Definition
AIPP	Australian Industry Participation Plan
CBP	Community Benefits Plan
CEMP	Construction Environmental Management Plan
CPP	Community Partnerships Program
CSSI	Critical State Significant Infrastructure
DAWE	Department of Agriculture, Water and the Environment
DPIE	Department Planning, Industry and Environment
EIS	Environmental Impact Statement
EPBC Act	Environment Protection and Biodiversity Conservation Act 1999
EPA	Environment Protection Authority
ESI	Electrical Supply Industry
ICN	Industry Capability Network
ISCA	Infrastructure Sustainability Council of Australia
RMM	Revised Mitigation Measures
SEJV	SecureEnergy Joint Venture
MTSP	Mid-Tier Supplier Panel
NSW	New South Wales
RPL	Registered Prior Learning
TAFE	Technical and Further Education

Once printed this document becomes uncontrolled. Refer to SecureEnergy Intranet for a controlled copy.

# 1 Introduction

## 1.1 Context

This Community Benefits Plan (CBP or Plan) describes how SecureEnergy Joint Venture (SEJV) will manage communication and engagement with the community throughout construction of EnergyConnect (NSW – Western Section) (the Project). The Plan describes SEJV's approach to interaction with the community and all other relevant stakeholder groups with respect to the Project Works. This CBP has been prepared to address the requirements of the Infrastructure Approval, the *EnergyConnect (NSW – Western Section) Environmental Impact Statement (EIS)*, the *EnergyConnect (NSW – Western Section) Amendment Report (Amendment Report)* and all applicable guidelines and legislation. This CBP has been developed to respond primarily to condition SE4 of the Infrastructure Approval. The CBP will be implemented for the duration of construction.

## 1.2 Background

### 1.2.1 Environmental Planning

On 29 August 2019 the NSW Minister for Planning and Public Spaces declared the NSW component of EnergyConnect to be critical State significant infrastructure (CSSI) under the *Environmental Planning and Assessment Act 1979 (EP&A Act)* on the basis that it is critical to the State for environmental, economic or social reasons. Within NSW, EnergyConnect is therefore subject to assessment under Part 5, Division 5.2 of the *Environmental Planning and Assessment Act 1979 (EP&A Act)*.

Transgrid has two environmental planning approval applications for the sections within NSW:

- EnergyConnect (NSW – Western Section) – SA/NSW border to Buronga and Buronga to the NSW/Victorian border (the project); and
- EnergyConnect (NSW – Eastern Section) – Buronga to Wagga Wagga.

A referral under the Commonwealth *Environment Protection and Biodiversity Conservation Act 1999 (EPBC Act)* was submitted on 27 May 2020. The Australian Department of Agriculture, Water and the Environment (DAWE) determined the project to be a controlled action on 26 June 2020 and thus, it would be assessed using the bilateral assessment process. As such, the project also requires approval from the Australian Minister for the Environment under the EPBC Act.

The EIS was prepared for the project in October 2020 and was placed on public exhibition on the NSW Government's Department of Planning and Environment's Major Projects Planning Portal from 30 October 2020 to 10 December 2020. A total of 20 submissions were received, with 15 from government agencies, three from organisations and two from members of the public.

The Submissions Report was prepared for the project in response to the submissions and was finalised on 14 April 2021.

Transgrid also prepared a separate Amendment Report to document design changes and additional environmental assessment undertaken since exhibition of the EIS. The Amendment Report describes the updated project for which approval has been sought and was finalised on 14 April 2021.

On 7 May 2021, Department of Planning, Industry and Environment (DPIE) requested additional information (EnergyConnect (NSW – Western Section) (SSI-10040) Request for Additional Information) to assist with the assessment of the project. In response TransGrid prepared and provided the Response to DPIE Request for Information, which included revised mitigation measures (RMMs) in Appendix G which are to be applied. The Response to DPIE Request for Information was dated 10 August 2021.

Approval for the project under the EP&A Act was granted by the NSW Minister for Planning and Public Spaces (Infrastructure Approval SSI 10040). Approval for the project under the EPBC Act was granted by the Australian Minister for the Environment.

Once printed this document becomes uncontrolled. Refer to SecureEnergy Intranet for a controlled copy.

Transgrid has engaged SecureEnergy, a joint venture between Elecnor and Clough Projects Australia Pty Ltd to design and construct their portion of the EnergyConnect project.

### **1.2.2 Objectives**

The overarching objectives of the CBP are:

- to maximise the community benefit from the EnergyConnect project through identifying and implementing opportunities to add social and economic benefits to the communities the project impacts;
- to build on relationships and goodwill established through EnergyConnect's consultation activities to date; and
- to work with partners across the project area to facilitate positive community outcomes.

### **1.3 Project Benefits**

Project EnergyConnect provides the critical infrastructure needed to enable the sharing of renewable and baseload generation in the National Energy Market.

It will deliver a range of direct benefits for customers in South Australia, New South Wales and Victoria including lower power prices, improved energy security and increased economic activity.

Opportunities will also be created for regional communities through job creation and local procurement during construction.

The benefits of the EnergyConnect to Australian states and communities include:

- Delivering up to \$1.7 billion in gross benefits
- Lowering electricity bills for NSW and SA customers by putting downward pressure on wholesale electricity prices through greater supply, diversity and competition
- Facilitating investment in, and connection of, more renewable, zero carbon generation in NSW and SA
- Creating up to 1,500 jobs and contributing a further \$4 billion in economic activity for NSW
- Generating major benefits for regional communities and local people and businesses along the route
- Enabling sharing of energy between NSW, South Australia and Victoria and decreasing price volatility through sharing resources across regions.

### **1.4 Documents Referenced**

Documents referenced for this strategy include:

- ERM - Community Benefits Survey Report – Project EnergyConnect February 2022
- Seftons - Strategy for Improved Community Outcomes – Project EnergyConnect May 2022

## **2 Community Benefits Plan Requirements**

Table 1 outlines the Conditions for the CBP and its location within the document.

Once printed this document becomes uncontrolled. Refer to SecureEnergy Intranet for a controlled copy.

**Table 1 Conditions**

Reference	Community Benefit Plan Requirements	CBP Reference	How addressed
<b>Revised mitigation measure</b>			
SE4	<p>A Community Benefit Plan will be implemented to guide opportunities to deliver benefits to local communities during and following construction. The plan will be prepared in consultation with Wentworth Shire Council, Mildura Council and key community stakeholders and organisations in the region and will align with Transgrid’s Community Partnership’s Program.</p> <p>The plan will include (but not be limited to):</p> <ul style="list-style-type: none"> <li>• Initiatives to create positive social contributions in local communities and to respond to community priorities and needs</li> <li>• Initiatives for Aboriginal Heritage impacts of the proposal to be managed in partnerships with local Aboriginal organisations</li> <li>• Exploring opportunities to repurpose temporary infrastructure to address local infrastructure needs</li> </ul>	This document.	This document has been prepared in a response to this condition.

### 3 Community Benefits Consultation

In early 2022, Transgrid engaged ERM to deliver a short survey using both qualitative and quantitative methods to identify preferred benefit initiatives that would be supported by the community and to provide additional or alternative information. The survey was promoted through the project newsletter and at community information sessions, available both online and in person. The feedback received indicated support for the following benefit themes:

- Local Employment and Training Initiatives
- Regional Digital Connectivity
- Continued funding for community organisations

In early 2022, Transgrid supplemented this research by engaging Seftons Research to deliver more targeted research with key stakeholders across the EnergyConnect alignment. Seftons had lengthy conversations with stakeholders from across the region.

Relevant to the Western corridor the following key stakeholders were consulted:

Name	Organisation	Consultation
Ben Gursansky Larissa Copeland Jordan Hamilton Chris Taylor	Telstra Regional Remote Team	Phone, March 2022
Rachel Whiting	Regional development Australia - Riverina	Phone, March 2022

Once printed this document becomes uncontrolled. Refer to SecureEnergy Intranet for a controlled copy.

Name	Organisation	Consultation
Edwina Hayes	Regional development Australia - Murray	Phone, March 2022
Antje Klupsh Yvette Myhill Justin Vaughan	Destination NSW	Phone, March 2022
Natalie Egleton	Foundation for Rural and Regional Renewal	Phone, March 2022
Ken Ross	General Manager, Wentworth Council	Phone, March 2022

The following issues were highlighted as priorities across the region:

- Connectivity
- Training and Skills Development
- Regional Development Outcomes

#### 4 Transgrid's Community Partnerships Program

Both Transgrid and SEJV strive to provide lasting benefits to customers, community, and the environment as part of our commitment to building a sustainable future. We do this in a way that demonstrates respect for those who were here before us as well as for future generations.

Transgrid's Community Partnerships Program (CPP) is designed to benefit communities in areas where their assets are located or under development. Through the program, Transgrid provides not-for-profit groups with funding to help deliver initiatives that will have a tangible and lasting impact on local communities.

The CPP selection criteria is based on the following criteria:

- Provides a lasting or tangible benefit to the community;
- Provides benefits to communities near a Transgrid asset; and
- Will not require further funding support from Transgrid.

To be eligible for funding, applicants must demonstrate how their initiative will provide a lasting or tangible benefit to the community. Preference is given to initiatives which improve or promote at least one of the following areas:

- Public safety and wellbeing
- Health and education
- The Environment

SEJV's Community Benefits Plan mirrors Transgrid's Community Partnerships Program and Community Benefits Research results by providing long lasting benefits to the local communities impacted by the EnergyConnect project. SEJV will focus on looking for legacy opportunities that provide benefits in the areas of:

- Training and education
- Social and economic development

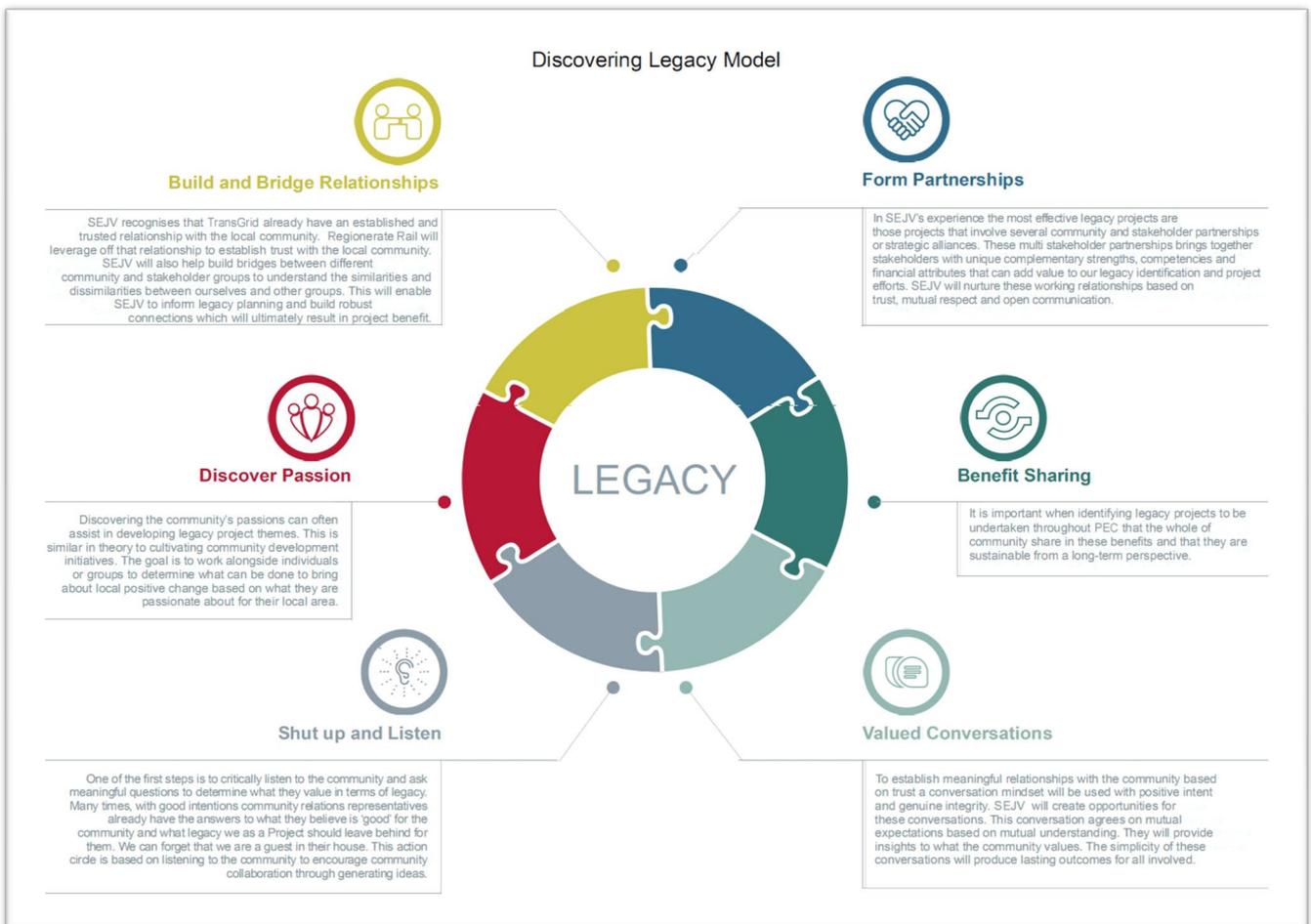
**Once printed this document becomes uncontrolled. Refer to SecureEnergy Intranet for a controlled copy.**

- Environment
- Indigenous Wellbeing

## 5 Discovering Legacy and Benefits

SEJV, in collaboration with Transgrid and key stakeholders, has developed a legacy strategy for EnergyConnect. Together as a team we need to understand “What is the legacy our team wishes to create for future generations?” and “How do we intend to deliver this legacy?” SEJV has developed a SEJV Legacy Framework Model that will guide the team to discover what the community values and what legacy projects will be undertaken during the Project.

The model in Figure 1 displays several action circles which are based around having real and valuable conversations with the community and key stakeholders. As part of these conversations the SEJV will discover what is of value in terms of legacy to the local community whilst discovering how different stakeholders can work together to form partnerships to bring these legacy projects to life. The action circles work together to produce one or more legacy outputs. The goal is to work alongside individuals or groups to determine what can be done to bring about local positive change based on what they are passionate about for their local area.



**Figure 1 - Community Legacy Model**

Once printed this document becomes uncontrolled. Refer to SecureEnergy Intranet for a controlled copy.

## 6 Social and Economic Benefits

Local investment in large infrastructure projects such as EnergyConnect provides significant regional opportunities for jobs and economic activity, directly through a project's construction activities, and indirectly through the sourcing of goods and services. These opportunities drive Social Licence to Operate and provide interlinked social and economic benefits.

However, it is important to recognise that from a community's perspective, a valuable Community Benefits Plan should be more than transactional. It will also understand and respond to a community's needs and aspirations, for example by upskilling the local workforce and creating opportunities for local disadvantaged groups through social procurement.

There are two sets of benefits which will be considered as part of this plan — economic development and social benefits — and there is potential for overlap between these two.

### 6.1 Targeting Local Content

Local job creation and providing business opportunities is of key importance to most local communities. SEJV are working closely with local communities and businesses to ensure our procurement processes are transparent and communities have significant lead time to understand and make the most of project opportunities presented to them. SEJV has a local content minimum target of 15 percent.

SEJV has and will continue to:

- Communicate early about opportunities that will be available at each stage of the project lifecycle and promote these through multiple communication channels.
- Ensure communication channels are fit for purpose for the community.
- Provide briefings and training to support local suppliers' ability to tender for opportunities.
- Discuss with local providers how to develop education opportunities to encourage skill development.
- Training local people for sustainable ongoing employment.
- Unbundle construction and fabrication packages to identify opportunities for local suppliers.
- Cascading local and Indigenous business and employment targets to SEJV subcontractors.

### 6.2 Local Supplier Development

The fundamental objective of local supplier development is to provide Local suppliers an opportunity to participate in an engagement with SEJV that has two objectives:

- To prepare suppliers to be SEJV tender ready.
- To provide feedback that benefit the future development SEJV needs to ensure that all procurement decisions are free from bias and that SEJV is not invested in a particular procurement outcome.

SEJV cannot financially invest to develop one group of suppliers, when they may later be competing in a tender process against another group of suppliers. What SEJV can invest into the supplier development strategy is:

- Early and transparent information regarding procurement forecasts.
- A clear registration process for suppliers to express interest.
- "Full, Fair and Reasonable" procurement practices.
- Clarity on prequalification standards
- Production of a Supplier Information Guide (SIG)

**Once printed this document becomes uncontrolled. Refer to SecureEnergy Intranet for a controlled copy.**

- Constructive feedback from procurement processes.
- Onboarding support for capable suppliers.

SEJV will facilitate the supplier development strategy through the establishment of a Mid-Tier Supplier Panel (MTSP). This is an initiative of ICN, supported by Business Connect.

The MTSP will provide a pool of supporting businesses ready and capable of providing services to major contractors across the alignment. The businesses identified as suitable for the MTSP will have access to training, development, and support to enhance their capabilities and improve business processes to work on major projects.

SEJV supports the development of the MTSP and believes the legacy this will create in the regions will allow businesses to work on other projects and be able to undertake maintenance and support activities to the infrastructure owners into the future.

### 6.3 Training and Skills

SEJV is committed to developing its workforce and maximising employment and development opportunities for young and mature-aged people, Aboriginal people, women in leadership, people with a disability and local community groups on the Project. Throughout the duration of the Project, SEJV will deliver accredited and non-accredited training to its workforce as well as deliver specific programs targeted at diversity and inclusion groups.

**Table 2 Workforce Development Strategy**

Workforce Development Delivery	
Improving/upskilling the existing workforce	<ul style="list-style-type: none"> <li>• Putting qualified Electrical/Mechanical tradespeople through Rigging qualifications.</li> <li>• Upskilling Basic and Intermediate Riggers with Advanced Rigging Qualifications.</li> <li>• Upskilling Civil Worker Assistants to obtain relevant HRL to operate plant equipment.</li> <li>• Provide training in non-trade specific areas such as Working Safely at Heights.</li> <li>• Developing experienced workers capabilities to become leaders by providing internal training through Frontline Leadership Programs.</li> </ul>
Training of apprenticeships and trainees	<ul style="list-style-type: none"> <li>• Developing future talent for the construction industry by providing opportunities for people to enter the industry.</li> <li>• Address areas of skills shortages to meet project requirements.</li> <li>• Target opportunities to diversity groups including women in construction, people with disabilities, young and mature aged workers, Culturally and Linguistically Diverse (CALD) and people who face barriers to enter the workforce.</li> </ul>
Graduate and internship placements	<ul style="list-style-type: none"> <li>• Providing opportunities for graduates and interns to gain valuable practical skills and work experience.</li> <li>• Develop future capabilities for the construction industry.</li> <li>• Identify high potential talent that can be further progressed into future leadership position.</li> </ul>

Once printed this document becomes uncontrolled. Refer to SecureEnergy Intranet for a controlled copy.

Workforce Development Delivery	
Training and employment opportunities for Aboriginal and Torres Strait Islander people	<ul style="list-style-type: none"> <li>• Work with Aboriginal Service Providers to provide training and development opportunities for Aboriginal and Torres Strait Islander people.</li> <li>• Utilise National Indigenous Australians Agency as a key facilitator.</li> </ul>
Female work ready programs	<ul style="list-style-type: none"> <li>• Attract and promote women in non-traditional roles.</li> <li>• Assist more women to enter and work in the construction industry.</li> </ul>

### 6.3.1 Transmission Line Workers

SEJV have designed a training program to specifically address the critical shortage of suitably skilled transmission line workers available in Australia. The program will see SEJV engage up to 100 Australian workers to complete the Certificate II in Transmission Line Construction during the life of the Project and reduce its reliance on international skilled labour to undertake such work. SEJV is particularly interested in engaging Local and Indigenous workers for these positions.

The program will require workers to have pre-requisite skills and licences upon entry, incorporates Recognition of Prior Learning (RPL) and Credit Transfer on enrolment followed by theory training and practical, productive on-the-job mentoring and assessment throughout employment. Upon completion of the Certificate II in Transmission Line Construction, workers will be well placed to continue their learning towards a Certificate III in ESI Transmission Overhead.

The Program process will follow the key steps outlined below:

- Recruiting experienced construction riggers with existing skills and licences and a minimum of 5 years construction experience.
- Partnering with the selected Registered Training Organisations to focus on the Recognition of Prior Learning and/or Credit Transfer, logbook training, course content and dedicated training resources to minimise classroom training and maximise on-the-job learning.
- Using in the field trainer / assessors, assigned to crews in each geographical section, to mentor and instruct the trainees on the job.
- Using existing camp and laydown yard locations along the route of the transmission line to effect opportunities to undertake classroom assessment and training on the project, as and where required.

### 6.3.2 Hospitality Vocational Training

SEJV will partner with our Camp Service Provider contractor to provide the hospitality/catering career paths in line with the Australian Qualifications Framework and NSW and SA TAFE. Qualifications to be offered include Cert II and or Cert III Kitchen Operations or Hospitality. Where possible, additional traineeships in hospitality will be provided through SEJV Camp operations.

### 6.3.3 People with a Disability

SEJV will engage with local Disability Employment Services such as Sureway Employment & Training or APM Employment Services in Wagga Wagga or AXIS Employment in Red Cliffs and near Buronga to identify and provide opportunities and support to people with a disability on the Project.

### 6.3.4 Work Ready Programs

A work ready program will be established for Indigenous people, women and local regional personnel who have not previously worked in the construction industry to provide them with

Once printed this document becomes uncontrolled. Refer to SecureEnergy Intranet for a controlled copy.

the awareness and basic knowledge necessary to either start employment or commence in roles and an environment they have not previously been exposed to. The Indigenous work ready program will be provided by an Indigenous company specialising in this area. This will be supplemented by a mentor support program.

## **7 Aboriginal Heritage Impact Initiatives**

### **7.1 Cultural Awareness Training**

Cultural awareness training will be delivered at two levels. All blue-collar employees will complete an online program of approximately two hours duration. Where practicable, this may be supplemented by face-to-face delivery by the Traditional Owners.

Supervisory and managerial personnel will attend a face-to-face cultural awareness program that will provide a deeper understanding of issues as well as provide additional tools to assist in the roles associated with supervising and managing Indigenous personnel.

### **7.2 Partnering with Clontarf Foundation**

SEJV has partnered with the local Clontarf Foundation to further develop the values, skills and abilities that will assist local Indigenous boys to transition into meaningful employment and achieve better life outcomes. The Foundation partners with local schools and communities to create 'Clontarf academies' which are embedded within the school grounds and education programme. SEJV will be looking for opportunities for Clontarf to be involved in activities on EnergyConnect. One of the first activities that has been identified in the construction of bird boxes on the project.

#### **7.2.1 Bird Boxes – Hollow Replacement Plan (Pilot Initiative)**

As part of EnergyConnect approximately 1.3km of new transmission lines between the Victoria border and Red Cliffs in Victoria will need to be constructed. This alignment is almost entirely located within the Kings Billabong Reserve. As part of a Fauna and Flora Survey it was found the area within the project alignment that needed to be cleared of trees had several hollow bearing trees that supported the habitat of many local fauna species. As part of the mitigation of this clearance suitable nest boxes would need to be sourced and installed along the impacted alignment. Instead of purchasing these nest boxes off the shelf, SEJV will be working with the Clontarf foundation and local students to build these nest boxes for the project. Once completed the students will have the opportunity to see the nest boxes being installed and educated on the environmental requirements of a major infrastructure project such as EnergyConnect. If this pilot is successful, this opportunity will continue across the project alignment. Clontarf had also committed to involving the local Men's Sheds to meet the project's deadlines. This first pilot will inject \$80,000 in funds into the Clontarf Foundation.

### **7.3 Honouring Aboriginal Cultural Traditions**

At major project events SEJV incorporates local Aboriginal Cultural Traditions as part of the celebrations. These include:

- The use of digging sticks instead of shovels at project commencement events. These digging sticks are made by a local traditional owner. There is also an opportunity for Traditional Owners to explain the meaning and cultural significance of digging sticks.
- Welcome to Country and Smoking Ceremonies.
- Opening of events by Traditional Owners using Aboriginal instruments.

SEJV also incorporates Aboriginal Art and language throughout the project. This includes:

- All SEJV meeting rooms named using Aboriginal words or places.
- Acknowledging Indigenous lands on all project camp and laydown signage.

Once printed this document becomes uncontrolled. Refer to SecureEnergy Intranet for a controlled copy.

- The establishment of Yarning Circles in all camp locations.
- The commissioning of Indigenous artwork for vehicle wraps and office artwork.

## 8 Exploring Opportunities to Target Temporary Infrastructure

SEJV has commenced exploring opportunities to target temporary infrastructure to address local community needs. Prior to engaging a contractor to supply SEJV's six camps required across the project alignment (two in the Western alignment), SEJV held discussions with an Indigenous camp builder, Aboriginal Sustainable Homes to see if they could provide what was needed across the project alignment. Due to the magnitude and timing of what was required Aboriginal Sustainable Homes was not able to meet the projects needs and timelines.

SecureEnergy will continue to explore opportunities to repurpose temporary infrastructure that has been directly purchased by SecureEnergy not leased to address local infrastructure needs.

## 9 Looking for Ongoing Project Opportunities

### 9.1 In Kind contributions (employee volunteerism)

SEJV will provide in-kind contributions throughout the project. These may include:

- Knowledge, labour, and equipment free of charge to assist the local community with projects that might require their expertise.
- Education or upskill sessions or sharing industry or leadership insights via public speaking sessions at local schools or TAFEs.
- Volunteering at local community events.

## 10 Measurement

The following table identifies the initiatives that will tracked, evaluated, and reported.

**Table 3 Measurement**

SEJV Initiative	Activity	Tracking Mechanism	Reporting
Social and Economic	<ul style="list-style-type: none"> <li>• Targeting Local Content</li> <li>• Local Supplier Development</li> </ul>	<ul style="list-style-type: none"> <li>• Australian Industry Participation Plan Reporting</li> </ul>	<ul style="list-style-type: none"> <li>• 6 Monthly</li> </ul>
Training and Education	<ul style="list-style-type: none"> <li>• Training and Skills Development</li> <li>• Transmission Line Workers</li> <li>• Hospitality Vocations Training</li> <li>• People with a Disability</li> <li>• Work Ready Programs</li> </ul>	<ul style="list-style-type: none"> <li>• Transgrid Monthly Reporting</li> </ul>	<ul style="list-style-type: none"> <li>• Monthly</li> </ul>

Once printed this document becomes uncontrolled. Refer to SecureEnergy Intranet for a controlled copy.

SEJV Initiative	Activity	Tracking Mechanism	Reporting
Environment	<ul style="list-style-type: none"> <li>• Cultural Awareness Training</li> <li>• Bird Boxes – Hollow Replacement Plan</li> <li>• Honouring Aboriginal Cultural Traditions</li> </ul>	<ul style="list-style-type: none"> <li>• Transgrid Monthly Reporting</li> <li>• ISCA Reporting</li> </ul>	<ul style="list-style-type: none"> <li>• Monthly</li> <li>• 3 months prior to project completion</li> </ul>
Indigenous Wellbeing	<ul style="list-style-type: none"> <li>• Partnering with Clontarf Foundation</li> </ul>	<ul style="list-style-type: none"> <li>• Transgrid Monthly Reporting</li> <li>• ISCA Reporting</li> </ul>	<ul style="list-style-type: none"> <li>• Monthly</li> <li>• 3 months prior to project completion</li> </ul>
Repurposing Temporary Infrastructure	<ul style="list-style-type: none"> <li>• Opportunities for repurposing SEJV temporary infrastructure</li> </ul>	<ul style="list-style-type: none"> <li>• ISCA Reporting</li> </ul>	<ul style="list-style-type: none"> <li>• 3 months prior to project completion</li> </ul>
In Kind Contributions	<ul style="list-style-type: none"> <li>• Volunteering</li> <li>• Knowledge, labour, and equipment free of charge to assist the local community with projects that might require their expertise.</li> <li>• Education or upskill sessions or sharing industry or leadership insights via public speaking sessions at local schools or TAFEs.</li> </ul>	<ul style="list-style-type: none"> <li>• Transgrid Monthly Reporting</li> </ul>	<ul style="list-style-type: none"> <li>• Monthly</li> </ul>

Once printed this document becomes uncontrolled. Refer to SecureEnergy Intranet for a controlled copy.