

Amanda Rishworth MP
Minister for Employment and Workplace Relations

Andrew Giles MP
Minister for Skills and Training

Parliament House
Canberra ACT 2600

Powering Skills Organisation, Statement of Response to the 2026 Ministerial Statement of Australian Government Priorities

Dear Minister Rishworth and Minister Giles,

Thank you for your correspondence (MS25-000809) and the accompanying Statement of Australian Government Priorities for Powering Skills Organisation. This letter confirms Powering Skills Organisation's intent to respond constructively and transparently to the priorities you have outlined and to publish both your Statement and this response on our website, as requested.

This Statement sets out Powering Skills Organisation's (PSO) response to the 2026 Ministerial Statement of Australian Government Priorities and confirms how PSO will deliver on these priorities within its existing funding remit. It describes how PSOs **current work program**, together with a number of **emerging analytical and capability initiatives currently under development**, align with the Government's policy objectives for Jobs and Skills Councils (JSCs).

This response reflects PSO's established strategic direction, as affirmed through Board and executive planning in early 2026, including recent strategy development undertaken by the organisation. It does not introduce new funded commitments or propose changes to the Stage 2 Grant Agreement. Rather, it articulates how PSO is **progressively strengthening its workforce planning, training stewardship, data and inclusion capabilities** within the scope of its role as a system steward for Australia's energy workforce.

Powering Skills Organisation is the Jobs and Skills Council for Australia's electricity, energy, gas and renewables sectors. PSO has stewardship responsibility for nationally endorsed training products across the **UEE (Electrotechnology)**, **UET (Transmission, Distribution and Generation)**, **UEG (Gas Industry)** and **UEP (Power Generation)** training packages.

PSO's role is to translate complex, systemwide workforce challenges arising from energy system transformation into practical, evidence-based skills and training responses. This stewardship role is delivered through PSO's **annual Energy Workforce Planning cycle**, the development and

maintenance of training products across its four training packages, and progressive work to strengthen national energy workforce intelligence, pathway design and inclusion capability.

PSO operates in full compliance with the Stage 2 Grant Agreement, Program Guidelines, Code of Conduct, Integrity Framework and Performance Monitoring arrangements. The PSO Board is responsible for strategic oversight, organisational performance and assurance.

As PSO's work program continues to mature, governance and assurance processes are applied consistently across established projects and emerging initiatives to ensure that any new analytical artefacts, datasets or frameworks are developed incrementally, transparently and in alignment with approved strategic priorities and available resources.

Productivity – Building a Skilled, Adaptable and Inclusive Workforce

PSO supports national productivity objectives primarily through delivery of its **Energy Workforce Plans**, which provide detailed analysis of workforce demand, supply constraints and training system capacity across electricity networks, power generation, gas supply, renewable energy and emerging clean energy technologies.

This analysis spans occupations and pathways aligned to the **UEE, UET, UEG and UEP training packages**, ensuring workforce development supports both the reliability of existing energy infrastructure and the growth of new energy industries. In late 2026, subject to consultation and governance processes.

Strategic Workforce Planning and Stakeholder Engagement

PSO undertakes structured strategic workforce planning supported by sustained stakeholder engagement through advisory bodies, technical committees and regional engagement activities, including Energy Pathway Roadshows.

As part of this work, PSO is strengthening its **energy workforce intelligence capability**, including scoping enhancements to national datasets and analytical products that consolidate workforce and training information across **UEE, UET, UEG and UEP**. These improvements are intended to increase consistency, usability and transparency of energy workforce data for government, industry and the VET system over time.

Preparation of the **2026 Energy Workforce Plan** is underway, with publication targeted for late 2026, subject to consultation, governance processes and available resources.

Digital and Artificial Intelligence Transformation

PSO reflects the impacts of digitalisation, automation and emerging technologies through workforce analysis and training product stewardship.

This includes assessing changing skill requirements across electrotechnology, transmission, power generation and gas industries, and embedding appropriate digital systems capability, control technologies and data enabled work practices within training products across the **UEE, UET, UEG and UEP training packages**. This work is supported by qualification reform activity, including the **UEE Full Training Product Review**, and by PSO's participation in cross JSC collaboration on digital and AI capability.

Closing the Gap and Shared Decision-making with First Nations Peoples

PSO embeds First Nations considerations across workforce planning and training product stewardship activities, rather than treating them as standalone initiatives.

PSO is progressing work to **formalise its engagement approach with First Nations peoples and organisations**, including the exploration of a formal partnership with organisations like Original Power. This work is intended to strengthen shared decision-making, culturally safe consultation and accountability across PSO's program of work, particularly in regional and remote energy communities.

Gender Equality and Inclusion in Segregated Industries

PSO's Workforce Plans consistently identify gender segregation, pathway opacity and access barriers as constraints on workforce participation across energy occupations.

To build stronger evidence base for future action, PSO is developing a **Gender Equity Theory of Change** as a conceptual analytic tool, currently in progress and subject to further testing with stakeholders and the Board. This analytical artefact is intended to identify causal drivers, structural barriers and leverage points across education, training and employment systems before specific interventions are designed.

Subject to consultation and Board consideration, this work may inform scoping of a potential sector-level and/or a cross JSC **Diversity and Inclusion Action Plan**, noting that any future implementation would be contingent on funding and priorities at that time.

Qualification Reform

PSO delivers Qualification Reform across all training packages within its remit. This includes the **UEE Full Training Product Review**, alongside ongoing maintenance and reform activity within the **UET, UEG and UEP training packages**.

These activities apply reform principles by reducing duplication, improving clarity and portability, and ensuring training products remain contemporary and fit for purpose for both legacy energy systems and emerging technologies.

System stewardship and performance

PSO's core contribution to Australia's net zero objectives is delivered through workforce planning and training stewardship across the full energy system.

This includes workforce analysis and training product development supporting renewable energy deployment, transmission and distribution investment, as well as the continued safe operation, maintenance and orderly transition of gas and power generation assets represented within the **UEG and UEP training packages**. This balanced approach supports workforce mobility, energy reliability and long-term productivity.

PSO works with relevant government departments and agencies to support national initiatives, including the **National Energy Workforce Strategy, National Hydrogen Strategy, National Energy Transformation Partnership** and the **First Nations Clean Energy Strategy**.

PSO also provides workforce and skills insights to the **Net Zero Economy Authority** to support the Energy Industry Jobs Plan and inform place-based workforce transition planning in regions affected by energy system change, including those associated with power generation and gas infrastructure transition.

Conclusion

Powering Skills Organisation's response to the 2026 Ministerial Statement of Priorities reflects both the **delivery of established projects** and the **progressive development of internal capability-building artefacts** that strengthen PSO's effectiveness as a system steward. All activities outlined in this Statement sit within PSO's existing funded remit under the Stage 2 Grant Agreement.

By sequencing this work deliberately and transparently, PSO will continue to act as a trusted source of workforce intelligence and training stewardship to support Australia's energy transition, national productivity and long-term energy security.

Stuart Snell

Board Chair and Independent Director