
‘Clean energy, job ready’ Training Matrix

Guidance document

Developed by the Clean Energy Council

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About the ‘Clean energy, job ready’ program

The ‘Clean energy, job ready’ program (formerly known as the Clean Energy Required Training (CERT) project) was initiated to develop a consistent approach to qualifications and training pathways for trade occupations across onshore wind, solar and battery (BESS) projects in Victoria.

The program is intended to support greater collaboration, communication and planning across for employers, employees, employment agencies, industry, government, and the Vocational Education and Training (VET) sector.

The Victorian program has been funded by the Victorian Government’s Workforce Training and Innovation Fund and developed in partnership with TAFE Gippsland and Federation University. The Queensland program has been funded by the Queensland Government and developed in partnership with Energy Skills Queensland.

About these guidelines

These guidelines provide contextual background information around the development of the ‘Clean energy, job ready’ products, out of scope occupations, and information regarding commonly identified units of competency.

The guidelines are intended to be viewed alongside the Training Matrix and Skills Passport, published on the Clean Energy Council website and MyPass’ digital employment, skills and training platform.

How to read the Training Matrix

The Training Matrix lists commonly required qualification and licencing requirements for trade roles assigned to large scale utility solar, onshore wind and Battery Energy Storage System (BESS) projects in Victoria and Queensland, covering construction and operations and maintenance phases.

The job roles and definitions identified in the Training Matrix are based on specific duties that are commonly assigned to these roles. However, these do not necessarily equate to full-time roles.

Exact duties and jobs assigned to a worker will vary according to the needs of the site, work scope and project phase.

A person performing multiple roles is required to undertake the mandatory training for each of those roles.

For example, where a technician is assigned electrical duties on a project, as defined under the Electrical Safety Act, the training identified for both electrician and technician in this matrix would be applicable. Equally, a forklift operator may not be required full-time on a site, and it could be that an electrician who holds a forklift licence is assigned to perform the three roles of site manager, forklift operator and electrician.

Stakeholder consultation

Further information about the competencies and qualifications identified in the Training Matrix, Skills Passport, and this guidance document, including accredited training providers who deliver them and available government subsidies, can be found at training.gov.au, the [Victorian Skills Gateway](#) and [TAFE Queensland](#).

These guidelines, and the accompanying MyPass Training Matrix and Skills Passport, have been developed from workshop consultations held between August and November 2024, and targeted input received from the following organisations over 2024 and Q1 2025:

- [TAFE Gippsland](#) (Project Partner)
- [Federation University \(APRTEC\)](#) (Project Partner)
- [Energy Safe Victoria](#) (VCERT Steering Committee Member)
- [Electrical Trades Union](#) (VCERT Steering Committee Member)
- [Bill Mundy and Associates](#) (Wind SME)
- [GSES](#) (Solar/Battery SME)
- [TCA Partners](#) (Construction/Safety SME)
- [Aurecon](#) (Electrical roles SME)
- Clean Energy Council members who have kindly donated their existing matrices on a confidential basis.

About the ratings

Almost all of training identified in the proposed standards are nationally accredited competencies and/or qualifications. For further information about the course or unit of competency, please refer to training.gov.au, the [Victorian Skills Gateway](#) and [TAFE Queensland](#).

Training required by law and/or regulatory standard is rated **Mandatory**.

Training identified as a common industry practice and/or a desired requirement, but not stipulated in legislation, is rated **Desired**.

Mandatory (M) = minimum legislative and/or regulatory requirement

Desired (D) = desired and/or common practice, not required by legislation

A person performing multiple roles is required to undertake the required training for each of those roles.

NOTE : These ratings are **NOT** final or locked in. The 'Desired' rating is intended only to assist stakeholders to distinguish between Mandatory training (set by regulation or legislation) and other important training required by several or more industry members.

Additional notes

The 'Clean energy, job ready' products including the Training Matrix, Skills Passport, Career Pathways and this guidance note are iterative and intended to support standardisation in language and workforce planning across renewable energy leaders in Australia.

These products are **not** a compliance tool.

They will inform material developed under 'Clean energy, job ready' program to promote career pathways at various entry levels and support workers and communities to identify trade opportunities.

Any training requirements must sit alongside and be informed by employers' own internal, company-specific training (see last section), work instructions, workplace reports, site permit systems, Safe Work Method Statements (SWMSs), authorisations frameworks, roles and responsibilities and standard operating procedures.

The MyPass digital platform will provide organisations the ability to build on the Training Matrix, to match their specific workforce management and project requirements.

ESV requirements for solar farm workers

Energy Safe Victoria provides information on the compliance requirements for any electrical installation work undertaken on large scale solar farms, including workforce requirements. That advice is available on energysafe.vic.gov.au.

Out of scope

Out of scope occupations

The following occupations are out of scope for the Training Matrix.

Job Role	Rationale for Exclusion
Lineworker - Transmission	ESI industry role
Lineworker - Distribution	ESI industry role
Electrical Supervisor - Installation	Electrical Supervisor-Installation provides lead electrical work during construction phase. Non-trade role; requires a seasoned electrical engineer or senior project manager with extensive experience in electrical systems.
SCADA Engineer	Non-trade role
Commissioner / Commissioning officer/technician	Commissioning work is not a discrete role, it is a project phase with relevant duties performed by other electrical workers and electrical engineers
Leading Hand	Not a term widely used during recruitment.
Engineers	Non-trade role
Para-professional roles, with professional oversight (eg; drafting, CAD design)	Non-trade role
Geologist	Non-trade role

Out of scope qualifications

The following qualifications are deemed out of scope for the proposed qualifications matrix.

Qualification	Rationale for exclusion
MSMPER200 - Work in accordance with an issued permit	The Clean Energy Council has been advised that this is not currently in use in Renewable Energy.

Site-specific competencies

The Training Matrix includes additional units of competency that have been identified as commonly required by industry, depending on project, site and workforce requirements.

Further information about these competencies, accredited training providers who deliver them and available government subsidies can be found at training.gov.au and / or the [Victorian Skills Gateway](#).

Any training requirements must sit alongside and be informed by employers' own risk assessments, work instructions, workplace reports, site permit systems, Safe Work Method Statements (SWMSs), authorisations frameworks, roles and responsibilities and standard operating procedures.

Company-specific competencies

Employers deliver and require additional, company-specific training that reflect own technology requirements, risk assessments, work instructions, site inductions, workplace reports, site permit systems, Safe Work Method Statements (SWMSs), authorisations frameworks, defined roles and responsibilities and standard operating procedures.

Below is an example of the internal (non-accredited) training that may be delivered to support worker safety, wellbeing, efficiency and effectiveness.

This list is provided as contextual information only. This training is outside the scope of the 'Clean energy, job ready' program.

Company specific training (Internal)
Code of Conduct
Communication and consultation
Corporate induction
Creativity
Drugs & alcohol policies
Duty of care
Emergency preparedness & response
Environmental awareness, waste management
Equality, diversity and inclusion
Fitness for work including hydration & fatigue management
Hazard and near miss management
Hazard awareness
HSEQ policy awareness
Incident management
Injury management & return to work
IT systems (e.g. Microsoft 365)
Leadership training
Mandatory safety rules

Musculoskeletal injury prevention
PPE (Personal Protective Equipment)
Principal risk controls
Radio system & mobile phones
Reporting hazards & incidents
Safe work practices
Silica Awareness Training - Course in Crystalline Silica Exposure Prevention
Site specific access
Stop Work Authority
Teamwork
Tower / Asset access
Traffic & vehicle rules
Whistleblower
Site induction (specific to site)
Lock Out Tag Out LOTO training
SCADA
Company specific training (Internal) - Wind Technical
Company specific turbine (model) training
Nacelle Hoist
Lift operation