

# Project Overview

## Hydrogen Skill Needs in the Plumbing and Gas Industry

### The Workforce Challenge

Currently, there are no officially qualified technicians available to install, maintain, or service hydrogen systems or appliances. The installation of commercial hydrogen has already commenced in Australia, making it essential to have capable plumbing and gas fitting technicians who can safely complete the work.

The implications of failing to provide training to the workforce for hydrogen will create unsafe work practices and a national skills shortage of competent plumbers and gasfitters.

### Deliverables

This project will look to develop skill sets and approximately 20 units of competency, which cover the following skilling/knowledge areas across AQF levels 3-4:

- Characteristic and chemistry of hydrogen
- Hydrogen storage and handling
- Installation, commissioning, and decommissioning hydrogen systems and appliances
- Hydrogen fuel cells and electrolyzers
- Inspect, service and maintain

### Timeframes

Project commencement date: 10 February 2025

Proposed project end date: 13 July 2026

Training Product Priority: Complex

## Consultation Strategy

**BuildSkills will engage the following stakeholders throughout the training product development process:**

<i>Organisation</i>	<i>Stakeholder type</i>	<i>Footprint</i>
Plumbing Industry Climate Action Centre (PICAC)	RTO	National
Master Plumbers and Mechanical Services Association of Australia	Employers and their representatives/peak bodies	National (through each State Association)
Plumbing and Pipe Trades Employees Union	Employees and their representatives/unions	National (through each State Union Office)
Energy Safe Victoria	Licensing and Regulatory	Victoria
Hydrogen & Clean Energy Branch	Licensing and Regulatory	NSW
Energy and Climate Minister's office.	Licensing and Regulatory	National
Australian Pipelines and Gas Association	Employers and their representatives/peak bodies	National
State Training Authorities	The Commonwealth, state, and territory governments	National
The Commonwealth, State and Territory Governments	Licensing and Regulatory Bodies	As per each jurisdiction
RTOs and TAFE with the relevant training products on scope	Registered Training Organisation (RTO)	National
Jobs and Skills Councils	JSC	National
Australian Hydrogen Council	Peak Body	National
Appliance manufacturers where relevant	Employers and their representatives	National
Gas Appliance Manufacturers Association of Australia - GAMAA (Ross Jamieson)	Peak Body	National
ME93- Hydrogen Technologies Committee - Standards Australia	Licensing and Regulatory	National

Based on the scope and complexity of the project, BuildSkills has developed the following consultation strategy:

### **Step 1 – Initial development**

A notice on our website to alert stakeholders that training product development work is commencing.

Stakeholder consultation commences, BuildSkills will conduct consultations which are:

- Purposeful: Set a clear understanding of what is to be achieved
- Inclusive: Identify relevant stakeholders and make it easy for them to engage
- Timely: Involve stakeholders early in the process and agree on when and how to engage

- Transparent: Be open, honest and set clear expectations
- Respectful: Acknowledge the expertise, perspectives and needs of stakeholders.

BuildSkills will notify the relevant stakeholders of the start of training product development work: Commonwealth and state and territory senior responsible officers, the Assurance Body; and other JSCs.

#### Technical Committee meetings

A Technical Committee will be established that includes subject matter experts in the relevant industry, educational experts, state and territory representatives with relevant expertise, and RTOs (including TAFEs). The Technical Committee (TC) will draw on their expertise to provide technical advice to the project team. They will also support us in identifying additional stakeholders to include in the consultation strategy.

The Technical Committee will meet at commencement of the project, and additional meetings will occur throughout the project. The first meeting occurred in May 2025.

Additional meetings will be held throughout the first three steps of the project.

Any further consultation identified throughout the project will be discussed and coordinated with the technical committee.

Meetings will be held virtually via Microsoft Teams or face to face.

#### Targeted consultation

*Engagement through industry workshops, email feedback and/or online or face-to-face interviews:*

BuildSkills will gather key stakeholders across each state and territory to consult on project progress and consultation outcomes.

### **Step 2 – Public and government consultation**

#### Targeted consultation

The following stakeholders will be engaged throughout the project.

*Engagement through email feedback and/or online or face to face interview:*

- Regulators
- Licensing bodies
- Consultation with additional Government stakeholders such as State Training Authorities will be undertaken as determined throughout the project.
- other JSCs

*Engagement through industry workshops, email feedback and/or online or face-to-face interviews:*

- Industry meetings
- Employers and their representatives/peak bodies
- Employees and their representatives/unions

- Experts of work practices and behaviours from within the act of asset location and the existing qualifications and units of competency.
- Educational experts
- Registration Training Organisations (RTOs) and TAFES delivering the relevant RII unit of competency

*All stakeholders may also be engaged through focus groups, or national online surveys.*

#### Public consultation

The draft training products will be uploaded to the website for stakeholders to access and provide feedback. At a minimum, BuildSkills will make the following information publicly available for consultation:

- a detailed summary of the changes made and why,
- the draft product for review, including mapping information (limitations may apply for products that are not for public access), and
- draft Companion Volume Implementation Guide (CVIG).

BuildSkills will allow a minimum of four weeks to undertake consultations, and this is planned to occur across September - November 2025 and will possibly include 2 public webinars. These dates are subject to change should delays occur during Stage 1 of the project.

Feedback will be captured through a website form located on the project website and will be maintained in a consultation log throughout the training product development process and publicly available on our website. The consultation log will include:

- generic stakeholder information (stakeholder type and location).
- feedback method and feedback received
- consideration and response, including justification if feedback has not been incorporated
- general summary of all feedback and its incorporation into the draft training products

Additional feedback can be provided directly to the Project Manager:

Karen Noble

Phone – 07 3073 6166

Email – KarenN@buildskills.com.au

#### **Step 3 – Incorporating feedback**

After consultations have ended, feedback will be collated, analysed and incorporated (as required) into the draft training products. After this, it will be determined if further modifications/consultations are

required based on the feedback received. This process is planned to commence December 2025 and conclude in March 2026.

Once changes have been made, it is up to the project team and the Technical Committee to determine if further consultation is required.

If significant modifications have been made to the proposed solution because of the public and government consultations, BuildSkills may decide to undertake further consultation with relevant stakeholders to address this and ensure the outcome reflects broad stakeholder consensus. The outcomes of these additional consultations, including a justification for changes, will be captured in the consultation log. Further, the consultation log will also include justification on why the feedback has not been considered, the reasons why issues cannot be resolved, any steps taken, and the potential impact on learners and employers.

If one or more stakeholders disagree about the proposed solution including the structure and/or content of any proposed training products, BuildSkills will work to resolve these disputes before submission to the Assurance Body. Please refer to the Dispute Resolution Policy on our website.

#### **Step 4 – Senior Officials’ Check**

Should training products be developed, Government feedback on the content of relevant training products will be delivered to BuildSkills through consultations with Commonwealth and state/territory Senior Responsible Officers. This consultation will be conducted by email feedback and is planned to occur in April 2026.

#### **Step 5 – Finalisation and Submission to Assurance Body**

If training products are developed, after the training product development has occurred, and consultations and feedback have been implemented and incorporated into the training product(s), BuildSkills will submit a pack to the Assurance Body and publish the submission on its website. This process is planned to occur during May 2026.

#### **Step 6 - Assurance Body consideration & Step 7 - Skills Ministers’ Endorsement**

If training products are developed, after submission, the Assurance body will evaluate the submission based on compliance with the Training Package Organising Framework (TPOF) and ensure that BuildSkills has provided all necessary evidence to support the submission. After the Assurance Body reviews the training product(s), the products are supplied to the Skills Ministers’ members for endorsement.

After training product(s) are endorsed by the Skills Minister, BuildSkills will upload the training products and the Companion Volume Implementation Guides (CVIG) on the National Register of VET within 10 business days of endorsement.

BuildSkills will also

- communicate with the Technical Committee to notify them of the outcome,
- contact the stakeholders that engaged in the training product development process to notify them of the outcome,
- send an update on the training product(s) changes to subscribers who have indicated their interest in the subject matter, and
- post a notification of changes and updates to the relevant training product(s) on the BuildSkills website and social platforms.

This process is planned to commence in June 2026.

This document was amended as per direction provided by the Technical Committee on 2 June 2025.