

Skills and training

Workforce Development Strategy

Overview

Ensuring a suitably qualified and skilled workforce is used to construct the National Broadband Network (NBN) is critical to ensuring the quality of the network, timely achievement of milestones and to mitigate risk.

NBN Co is developing a Workforce Development Strategy to address this, and is working to:

- Identify the national supply of appropriately skilled resources compared with the demand for these resources, and therefore what potential gaps exist that will require the training of further resources;
- Define the relevant training programs and qualifications required, in order to ensure the availability of trainers and funding sources to support the development of skills and capabilities; and
- Gain assurance that the workforce engaged on the NBN has the required skills and qualifications.

The Workforce Development Strategy will place paramount importance on workplace safety and support the creation of sustainable and skilled jobs for Australia.

Workforce modelling and planning

The NBN will be rolled out in partnership with contractors who will be required to have detailed local industry engagement plans and programs to ensure that a suitably skilled workforce is in place to construct the NBN.

NBN Co values contractors that have a demonstrated commitment to adding and / or retaining trainees and apprentices.



Use of existing pit in Brunswick, Victoria, one of the First Release Sites.

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NBN Co is working with the Federal and state governments and other stakeholders to forecast labour demand in connection with the rollout of the NBN and is assisting in the preparation of strategies to address those requirements.

Training

In addition to any occupational licences and qualifications, NBN Co intends to require individuals to undertake specific training if they are to perform work on the NBN. These skills could include additional safety training, for example fibre safety awareness, and product training, such as product installation.

NBN Co is working with the Federal, state and territory governments, industry skills councils and construction contractors to identify and address the training requirements that will arise from the NBN rollout. The national scale of the project, with simultaneous demands for skilled labour across every state and territory, will require a national approach that supports targeted, local arrangements.

Skills assurance

NBN Co is proposing to implement a system of audits to check that individual workers hold all required licences and qualifications.

Indigenous training and employment

NBN Co will require successful contractors to have detailed indigenous employment plans and programs.

NBN Co values contractors that show a commitment to promoting employment and training opportunities for indigenous Australians in regions where significant indigenous populations exist.

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