Department of Climate Change, Energy, the Environment and Water

Creating Employment and Supporting Industry: Renewable Energy in NSW

2023–2024

June 2025

NSW GOVERNMENT

Acknowledgement of Country

The Department of Climate Change, Energy, the Environment and Water acknowledges the traditional custodians of the land and pays respect to Elders past, present and future.

We recognise Australian Aboriginal and Torres Strait Islander peoples' unique cultural and spiritual relationships to place and their rich contribution to society.

Artist and designer Nikita Ridgeway from Aboriginal design agency — Boss Lady Creative Designs, created the People and Community symbol.

Published by NSW Department of Climate Change, Energy, the Environment and Water

Department of Climate Change, Energy, the Environment and Water | NSW Government

First published: June 2025

ISBN: 978-1-76058-906-6

Department or Agency reference number: DOC25/307062-3

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Minister's foreword

The NSW Government is committed to transitioning our electricity system to meet our emissions reduction targets of 50% by 2030 and net zero by 2050 and seizing the opportunities that this will bring for the economy and communities across NSW.

The NSW Electricity Infrastructure Roadmap (the Roadmap) sets out a coordinated way to deliver at least 12 gigawatts (GW) of new renewable energy generation and 2 GW of long-duration storage by 2030.

This first *Creating Employment and Supporting Industry: Renewable Energy in NSW 2023–2024* report details the contribution Long-term Energy Service (LTES) operators have made to creating secure, long-term jobs and new apprenticeships, empowering businesses, and boosting economic opportunities in our local communities.

Regional communities hosting renewable infrastructure deserve a share in the benefits of this once-in-a-generation economic opportunity. Up to $265 million in developer contributions will be dedicated to community enhancement and improving social outcomes. In addition, local communities will benefit from improvements to roads, telecommunications and upgrades to local electricity distribution networks.

Our government is committed to ensuring there is a strong local workforce for the Roadmap and that it delivers skills and employment legacies for affected communities. There will be demand for workers, local manufacturing, retail, and transport in the construction phase, as well as ongoing roles. The transition to renewable energy also provides an opportunity for increased employment and income for local Aboriginal and Torres Strait Islander communities and potential local manufacturing of equipment needed for wind, solar, battery and transmission projects.

This yearly report will shine a light on how LTES operators are performing in the creation of employment and support for industry in NSW. Long-term Energy Service operators are required under the *Electricity Infrastructure Investment Act 2020* (NSW) (EII Act) to provide information on this to the Minister for Energy every year. This report summarises the information they have provided.

This is the first year LTES operators have provided information for this report. It represents just one year in a decade's long journey to transform the electricity network in NSW. Up to June 2024, 15 projects have been awarded a Long-term Energy Service Agreement and only 2 projects were in the construction phase. As more projects begin construction and ramp up their workforce and purchase of goods and services, this report will be a valuable resource to show their contribution to local employment and industry.

The Hon Penny Sharpe MLC

Minister for Climate Change, Minister for Energy
Minister for the Environment, Minister for Heritage

1 Introduction

1.1 Purpose of the report

Section 50(2) of the *Electricity Infrastructure Investment Act 2020* (NSW) (EII Act) requires Long-term Energy Service (LTES) operators to provide information to the Minister every year about the extent to which the LTES operator is creating employment and supporting industry in NSW. This report summarises the information received from LTES operators. In accordance with section 50(4) of the EII Act, the Minister must table the report in both Houses of Parliament.

The process for facilitating LTES operator reporting has involved collaboration with the Scheme Financial Vehicle (SFV), which is the counterparty to Long-term Energy Service Agreements (LTESAs). The SFV collected reports from LTES operators and shared this data with the Department of Climate Change, Energy, the Environment and Water (the department) to support preparation of this report.

This report will be published annually and will provide valuable information on the creation of jobs and the growth of local industries due to the Roadmap.

There were several challenges in the preparation of the report including:

- Incomplete data: Some LTES operators have not recorded sufficient data to accurately report on their commitments. This has been due to misalignment between the terms in the LTESA and reporting obligations under section 50 of the EII Act, inexperience in reporting on Social Licence Commitments (SLCs), and concerns around privacy of employee information.
- Reporting obligations not included in downstream contracts: Some LTES operators have not included obligations to provide data for reporting on SLCs in their contracts with Engineering, Procurement and Construction (EPC) contractors and subcontractors. In some cases, projects were at a late stage when LTESAs were executed, and contracts with EPCs were already in place.
- New processes were needed to clarify reporting obligations: As this was the first time this reporting process has been undertaken by LTES operators, Australian Energy Market Operator (AEMO) Services, SFV and the department, new processes for data collection and clarification of obligations were needed. Lessons learnt will mean future reporting will be more efficient.

The department is working with the SFV and AEMO Services together with LTES operators to improve the accuracy and comparability of data for future reports. Improvements will include a revised reporting template, alignment of LTESA returnable schedules with this template, and a provision from tender round 5 onwards to allow AEMO Services to make public announcements relating to a proponent's SLC's without prior written consent.

The substantial contributions of network infrastructure projects to local industry and employment are not included in this report, which is focused on the contributions of LTES operators. The Energy Corporation of NSW will report outcomes for local industry and employment from network projects separately.

1.2 About the Roadmap

The Roadmap is our path to powering our state with affordable, clean and reliable energy for everyone. Working with communities, industry and First Nations people and communities, we are leading a once-in-a-generation upgrade of the NSW electricity network. [1]

Our plan, the Roadmap, is enabled by the EII Act and sets out how we are transitioning the electricity network to one that will keep the lights on and put downward pressure on energy bills for years to come.

Renewables have replaced coal-fired power as the most affordable source of new build energy (Graham et al. 2024). That is why the Roadmap supports the delivery of a network built on a mix of renewable technologies, including solar and wind, large-scale energy storage like pumped hydro and big batteries, and new transmission infrastructure.

The Roadmap will support the delivery of at least 12 GW of new renewable energy generation and the construction of long-duration storage with storage of at least 16 GWh and capacity of 2 GW by 2030. The Roadmap also sets a 2034 long-duration storage minimum objective of at least 28 GWh (inclusive of the 2030 minimum objective). Progress on the Roadmap is well underway. We already have over 50% of projects 'locked in' to our 2030 renewable energy generation goal.

As well as delivering affordable, clean, and reliable energy to every household and business across the state, the Roadmap will bring secure, long-term jobs to NSW, create new apprenticeships, empower businesses, and boost economic opportunities in our local communities.

Around 6,300 construction jobs and 2,800 ongoing jobs are expected to be created across NSW by 2030. There will be demand for workers, local manufacturing, retail, and transport in the construction phase, as well as ongoing roles.

1.3 Long-term Energy Service Agreements and tender program

Long-term Energy Service Agreements (LTESAs) are a key element of the Roadmap. They are an innovative form of support which improves certainty for investors and value for energy consumers.

LTESAs achieve this by offering generation, storage and firming projects with a series of options to access cash flows for distinct periods, over a long contract term. This reduces investor risk from unexpectedly low wholesale electricity prices while maintaining their exposure to upside when electricity prices are higher. Reducing price uncertainty for investors helps to secure finance at lower cost for project construction, bringing forward investment in new sources of renewable generation and storage. This creates more competition in the energy market which helps bring down electricity prices and increases the reliability of the network.

[1] See Appendix: Key highlights of the Roadmap.

AEMO Services plays a crucial role in planning and guiding long-term investment in renewables across NSW. As the Consumer Trustee for the Roadmap, AEMO Services' purpose is to act independently and in the long-term financial interests of NSW electricity customers.

The key responsibilities of AEMO Services are to run the competitive tenders for LTESAs, authorise Renewable Energy Zone (REZ) network infrastructure projects based on their consumer value, and to develop the Infrastructure Investment Objective (IIO) Reports. The IIO reports are the central planning documents for the Roadmap, which outline a 20-year development pathway and a 10-year tender plan for the state's electricity infrastructure. The 10-year rolling schedule of tenders allows the energy industry to participate in the tender process when their projects are ready to bid.

The SFV is the counterparty to successful projects awarded an LTESA. The SFV holds money in a nominated deposit account called the Electricity Infrastructure Fund (the Fund). All cash flows related to the Roadmap are intended to be paid to and distributed from the Fund. The SFV is likewise responsible for making payments out of the Fund.

1.4 Tender results to the end of FY 2023–24

Collectively, the LTESA contracts awarded across Tenders 1–4 (up to end of financial year (FY) 2024) are expected to produce enough clean energy to power more than 1,229,000 NSW homes per year and bring over 9 billion in total investment in NSW's renewable energy infrastructure.

Figure 1: LTESAs and their location across NSW

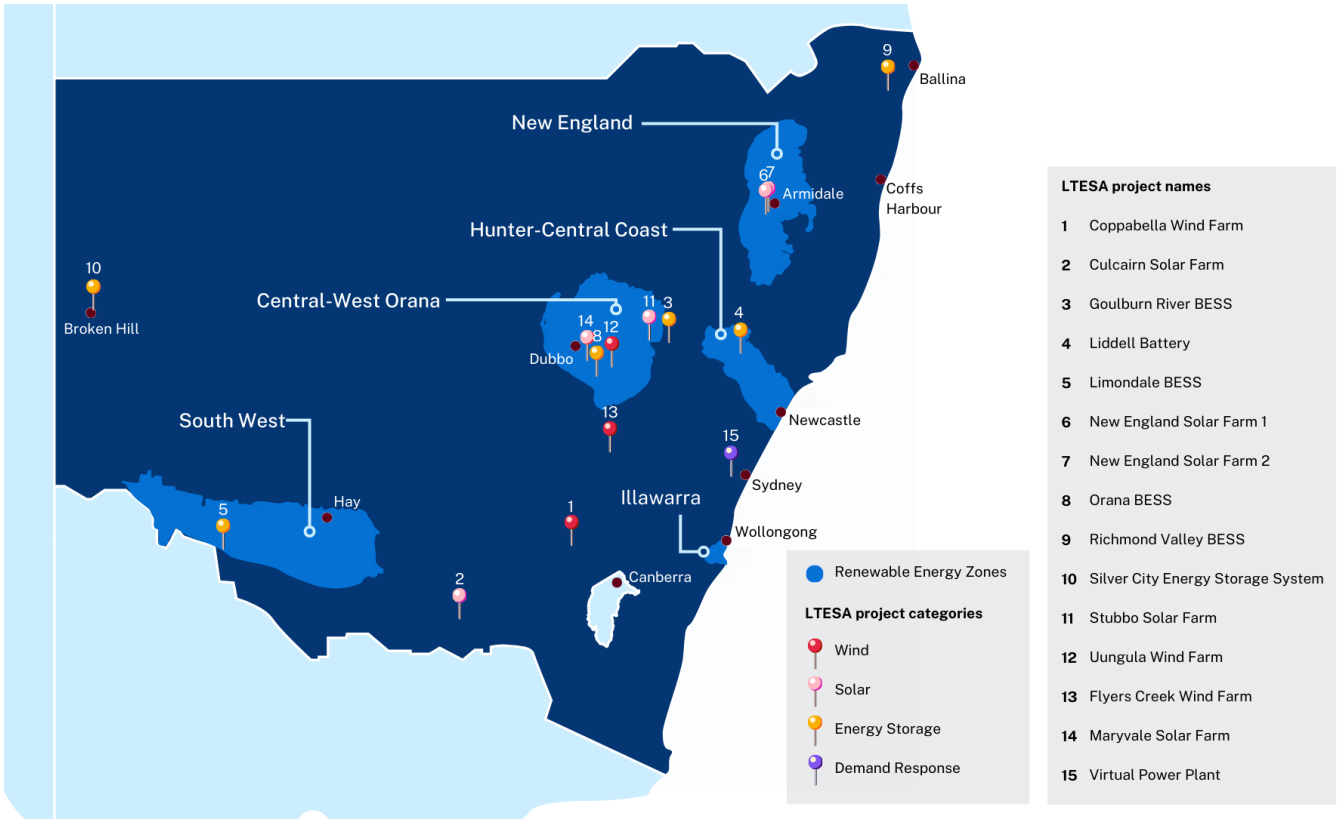

Table 1: Projects awarded as part of tender rounds 1–4

Project name	Proponent	Technology	Maximum capacity (MW)/ Storage capacity (MWh)
Stubbo Solar Farm	ACEN Australia	Solar	400 MW
Coppabella Wind Farm	Goldwind Australia Pty Ltd	Wind	275 MW
New England Solar Farm	ACEN Australia	Solar	720 MW
Limondale battery energy storage system (BESS)	RWE Renewables Australia	BESS	50 MW/400 MWh+
Liddell BESS	AGL Energy	BESS	500 MW
Orana BESS	Akaysha Energy	BESS	415 MW
Smithfield BESS	Iberdrola Energy	BESS	65 MW
Virtual Power Plant (VPP)	Enel X Australia	Demand response	95 MW comprising 3 separate VPPs (50 MW, 20 MW, and 25 MW)
Uungula Wind Farm	Squadron Energy	Wind	400 MW
Culcairn Solar Farm	Neoen Australia Pty Ltd	Solar	350 MW
Silver City Energy Storage	A-CAES NSW Pty Ltd	Advanced-compressed air energy storage system (A-CAES)	200 MW/ 1600 MWh 8-hour storage
Goulburn River BESS	Lightsource Development Services Australia	Lithium-ion BESS as part of a hybrid project	49 MW/ 392 MWh 8-hour storage
Richmond Valley BESS	Ark Energy Projects	BESS	275 MW/ 2200 MWh 8-hour storage
Flyers Creek Wind Farm	Iberdrola Australia	Wind	140 MW
Maryvale Solar and Energy Storage System	Gentari Solar Australia	Wind, solar, BESS	172 MW / 372 MWh

1.5 Tenders and local supply chains, workforce and First Nations participation

Proponents seeking an LTESA submit their bids to the Consumer Trustee, AEMO Services, in a 2-stage tender process. In the first stage, project bids are assessed against eligibility and merit criteria. These include a criterion for regional economic development aligned with the requirements in the Renewable Energy Sector Board's plan and the First Nations Guidelines.[2]

The NSW Renewable Energy Sector Board, appointed by the Minister has developed a plan for the NSW renewable energy sector which identifies ways to ensure the use of locally produced and supplied goods and services, the employment of suitably qualified local workers, and opportunities for apprentices and trainees. The Minister and Consumer Trustee are required to take this plan into account when exercising their functions under the EII Act, including tenders for LTESAs.[3]

The plan sets out the Board's recommendations to the Minister and the Consumer Trustee on minimum requirements and stretch goals for local content in generation, storage and network projects under the Roadmap. These include requirements for:

- local supply and steel inputs
- apprentices and learning workers
- employment of underrepresented groups such as the long-term unemployed, young people and women
- First Nations participation through employment, procurement from Aboriginal businesses and training of Aboriginal and Torres Strait Islander peoples involved in the project
- investment and innovation in the supply chain such as contributions to research, start-ups and social enterprises related to renewable energy and Aboriginal and Torres Strait Islander communities.

The Minister has issued the First Nations Guidelines under the EII Act about consultation and negotiation with the local Aboriginal and Torres Strait Islander communities. The Guidelines include region specific Guidelines which outline the local Aboriginal and Torres Strait Islander communities' goals and aspirations for income and employment opportunities, as well as their preferred method of engagement with Roadmap project proponents and government.

AEMO Services ranks proponents based on their commitments to all criteria and the quality of the strategies to achieve them. Projects shortlisted are invited to progress to the second stage, which is a merit assessment of the financial value and portfolio assessment of the cumulative impacts that may arise from the shortlisted projects.

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[2] The First Nations Guidelines (2024) outline both general and region specific Guidelines for consultation and negotiation with Aboriginal communities.

[3] The NSW Renewable Energy Sector Board's Plan (2022) outlines the Board's role and responsibilities under the EII Act.

AEMO Services determines which bids to recommend to the SFV for an LTESA, and these will only include bids which AEMO Services consider would be in the long-term financial interest of NSW electricity customers.

Commitments made in a bid (including social licence commitments) become contractually binding in the LTESA and are subject to monitoring and enforcement regimes. LTES operators are also required to report every year on the extent to which the LTES operator is creating employment and supporting industry in NSW for the purposes of this report.

2 Employment and industry outcomes in NSW and the REZs for FY 2023–24

2.1 Overview

Most projects awarded an LTESA in the period up to June 2024 are in the early stages of development and implementation and have not yet started construction. As such they have only reported a small contribution to local employment and industries for the 2023–2024 reporting year.

The overall extent to which LTES operators create employment and support industry in NSW is expected to grow as more projects move into the construction phase. Projects in pre-construction development or in operations have lower levels of employment and demand for goods and services than projects in the construction phase. This means LTES operators are expected to report an increase followed by a decrease in their contributions across reporting years, with an overall increase in cumulative contributions. There are also expected to be fluctuations in the building of generation and storage infrastructure over the next 20 years (AEMO Services 2023) and the associated contributions to employment and industry by LTES operators.

This report may also not illustrate the full extent to which LTES operators are creating employment and supporting industry due to data collection constraints. This is the first time LTES operators have been required to report for the purposes of section 50(2) of the EII Act. Many are still establishing the internal processes and capabilities needed to track and measure the requirements effectively. As a result, data quality and completeness has varied across project reports.

Recognising these challenges, the department is working closely with the SFV and AEMO Services to support LTES operators to improve reporting for future reporting cycles. This includes clear guidance and expectations around data to report, enhanced reporting frameworks and ongoing direct engagement between SFV, AEMO Services and LTES operators. This will help to improve the accuracy, comparability and timeliness of future reports.

2.1.1 Benefits through economic and community development initiatives

There is a total of 405 commitments to regional economic development and the community spread across the 15 LTESA projects awarded up to June 2024. Of these, 279 directly relate to creating employment and supporting industry. The remainder are outside the scope of this report as they relate to community or environmental benefits.

The 279 commitments driving employment and industry outcomes in NSW reflect the First Nations Guidelines and recommendations in the Renewable Energy Sector Board's Plan on:

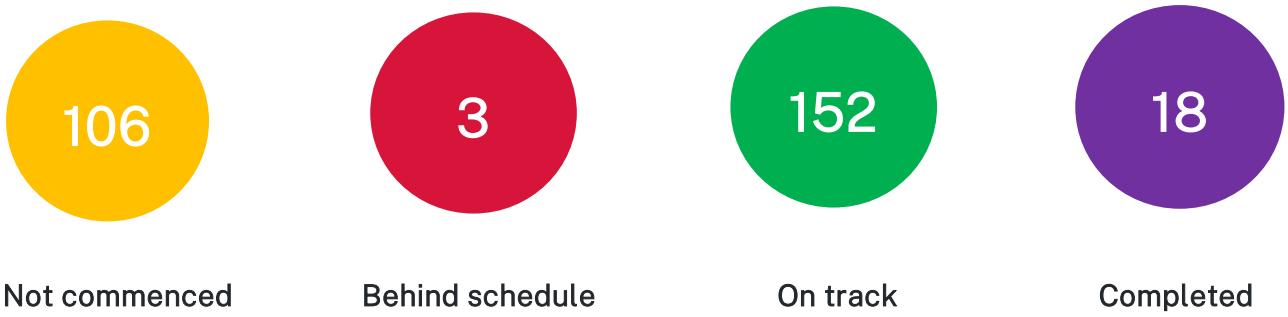
- local supply and steel inputs (112 commitments)
- apprentices and learning workers (51 commitments)
- employment of underrepresented groups (11 commitments)
- investment and innovation in the supply chain (7 commitments)

- First Nations participation through employment, procurement from Aboriginal businesses and training of Aboriginal and Torres Strait Islander peoples involved in the project (98 commitments).

As projects advance into construction and begin implementing their commitments in line with their project timelines, the outcomes in this report are expected to become more substantial. The status of these commitments at 30 June 2024 is shown below in 2.1.2.

2.1.2 Progress made on commitments

Figure 2: LTESA project commitment progress



Each LTES operator is required to self-report on progress made, and next steps for each commitment. They are also required to provide evidence of action to the SFV.

As outlined at 2.1 the extent to which LTES operators create employment and support industry in NSW is expected to increase as more projects move into the construction phase. While only 2 projects had reached financial close and started construction at 30 June 2024, 152 commitments have commenced and are on track. This is an indication that LTES operators are not only planning delivery of these commitments but are taking the necessary steps to put these plans into action.

Other commitments outside the scope of this report include community engagement obligations, shared benefits for the local community and environmentally sustainable procurement throughout the supply chain. Where an LTES operator has not made commitments to contribute to creating employment and industry in NSW, which is the focus of this report and the EII Act, the LTES operator may have made other commitments which support the community and surrounding areas, such as investing in accommodation, structural works and other community driven initiatives.

2.2 Summary of progress made in NSW and in the REZs

This is the first year LTES operators have been required to provide information under section 50(2) of the EII Act and the extent to which they are creating employment and supporting industry in NSW.

For the 2023–24 reporting year, 15 projects had been awarded LTESAs through 4 competitive tender rounds managed by the Consumer Trustee, AEMO Services.

Of the 15 projects awarded an LTESA by end of FY 2023–24:

- Five projects had reached financial close
- Two of these 5 projects had commenced construction.

Up to 30 June 2024, LTES operator-reported data shows the following were achieved:

- $330 million (57%) of supply chain inputs for the development phase were from local industry as a percentage of total contract value, which is higher than the Renewable Energy Sector Board's minimum requirements of 40% for wind projects and 49% for solar projects.
- 213 local jobs created in NSW.
- 27% of all trades positions made up of apprentices, which is higher than the Renewable Energy Sector Board's minimum requirement of 20%.
- 2% of the workforce directly contributing to the project being Aboriginal or Torres Strait Islander peoples, which was higher than the Renewable Energy Sector Board's minimum requirement of 1.5%.

Local jobs created by the project, and learning workers and apprentices, are reported on a full-time equivalent (FTE) basis. Local jobs refer to jobs for people from the local region defined as the REZ and adjacent local government areas. See the Glossary for more definitions including for learning workers and underrepresented groups.

Total project contract value is the sum of development phase and operations and maintenance phase expenditure which means it is the sum of all the costs that the proponent must pay to deliver and operate the project, exclusive of GST. Expenditure associated with decommissioning is excluded.

First Nations participation refers to the percentage of purchases from Aboriginal businesses and the number of the employees directly contributing to the project comprising Aboriginal or Torres Strait Islander peoples, and are reported on a FTE basis. Training of Aboriginal and Torres Strait Islander peoples involved in the project can also be included but was not reported.

As outlined in the Board's plan, investment and innovation relate to one or a combination of the following:

- percentage of project value invested in new, local facilities in the supply chain for the clean energy sector
- percentage of project value invested in supporting innovation in the 'local' supply chain
- contributions to, or participation in, a developer pooled investment.

This report is based on the available reported data up to 30 June 2024 (see **2.1** for more information on data collection constraints).

Table 2: Summary of information from all LTES operators for FY 2023–24

Creating employment and supporting industry theme	Description	LTES operator information to June 2024 in NSW	LTES operator information to June 2024 in REZs
Local jobs created by the project	Number of local jobs (#)	213	208
	Local jobs as percentage of project workforce (%)	36%	37%
	Total value of local labour ($)	$4,050,574	$3,300,000
Learning workers and apprentices	Number of learning workers (#)	24	24
	Percentage of project workforce made up of learning workers (%)	7%	7%
	Number of apprentices (#)	16	16
	Percentage of all trades positions made up of apprentices (%)	27%	27%
Employment of underrepresented group	Number of workers from underrepresented groups (#)	18	15
	Number of workers which were women (#)	8	6
	Percentage of project workforce made up of workers from underrepresented groups (%)	14%	14%
	Percentage of workers which were women (%)	5%	5%
Supply chain inputs (local total)	Local supply chain inputs as a percentage of total project contract value (%)	13%	1%
	Value ($)	$329,595,778	$8,177,000
Supply chain inputs (local steel)	Local steel as a percentage of total project steel content (%)	Not reported	Not reported
	Value ($)	Not reported	Not reported
Supply chain inputs — Development phase (local and imported)	Percentage (%)	80%	80%
	Value ($)	$576,020,750	$576,020,750

Creating employment and supporting industry theme	Description	LTES operator information to June 2024 in NSW	LTES operator information to June 2024 in REZs
Supply chain inputs — Operations and maintenance phase (local and imported)	Percentage (%)	Not reported	Not reported
	Value ($)	Not reported	Not reported
Investment and innovation	Percentage of total project contract value (%)	0.003%	Not reported
	Value ($)	$4,000,000	$120,750
First Nations participation	Percentage of the total project contract value applied to First Nations participation (%)	0.46%	0.46%
	Value ($)	$2,500,000	$2,500,000
	Percentage of the workforce directly contributing to the contract comprising Aboriginal and/or Torres Strait Islander peoples	2%	2%
	Number (#)	18	18

2.3 Projects which have reached financial close and started construction

Up to 30 June 2024, 2 projects had reached financial close and started construction.

Table 3. Summary of projects that have started construction

Creating employment and supporting industry theme	Description	LTES operator information to June 2024 in NSW	LTES operator information to June 2024 in REZs
Local jobs created by the project	Number of local jobs (#)	92	92
	Local jobs as percentage of project workforce (%)	21%	21%
	Total value of local labour ($)	Not reported	Not reported
	Number of learning workers (#)	24	24

Creating employment and supporting industry theme	Description	LTES operator information to June 2024 in NSW	LTES operator information to June 2024 in REZs
Learning workers and apprentices	Percentage of project workforce made up of learning workers (%)	7%	7%
	Number of apprentices (#)	16	16
	Percentage of all trades positions made up of apprentices (%)	27%	27%
Employment of underrepresented group	Number of workers from underrepresented groups (#)	Not applicable	Not applicable
	Number of workers which were women (#)	Not applicable	Not applicable
	Percentage of project workforce made up of workers from underrepresented groups (%)	Not applicable	Not applicable
	Percentage of workers which were women (%)	Not applicable	Not applicable
Supply chain inputs (local total)	Local supply chain inputs as a percentage of total project contract value (%)	25%	Not reported
	Value ($)	$317,755,215	Not reported
Supply chain inputs (local steel)	Local steel as a percentage of total project steel content (%)	Not reported	Not reported
	Value ($)	Not reported	Not reported
Supply chain inputs — Development phase (local and imported)	Percentage (%)	80%	80%
	Value ($)	$576,000,000	$576,000,000
Supply chain inputs — Operations and maintenance phase (local and imported)	Percentage (%)	Not reported	Not reported
	Value ($)	Not reported	Not reported
Investment and innovation	Percentage of total project contract value (%)	0.3%	Not reported
	Value ($)	$4,000,000	$100,000

Creating employment and supporting industry theme	Description	LTES operator information to June 2024 in NSW	LTES operator information to June 2024 in REZs
First Nations participation	Percentage of the total project contract value applied to First Nations participation (%)	0.46%	0.46%
	Value ($)	$2,500,000	$2,500,000
	Percentage of the workforce directly contributing to the contract comprising Aboriginal and/or Torres Strait Islander peoples	1.4%	1.4%
	Number (#)	9	9

2.4 Projects which have reached financial close but not started construction

For projects that have achieved financial close, peak employment and industry support is expected during the construction period, which will subsequently decrease during the development, and operations and maintenance phases due to the lower level of activity in relation to employment and industry during these phases.

Up to June 2024, 3 projects had reached financial close but not started construction.

Table 4: Summary of projects that have not yet started construction

Creating employment and supporting industry theme	Description	LTES operator information to June 2024 in NSW	LTES operator information to June 2024 in REZs
Local jobs created by the project	Number of local jobs (#)	121	116
	Local jobs as percentage of project workforce (%)	82%	96%
	Total value of local labour ($)	$4,050,574	$3,300,000
Learning workers and apprentices	Number of learning workers (#)	Not reported	Not reported
	Percentage of project workforce made up of learning workers (%)	Not reported	Not reported
	Number of apprentices (#)	Not reported	Not reported
	Percentage of all trades positions made up of apprentices (%)	Not reported	Not reported
Employment of underrepresented group	Number of workers from underrepresented groups (#)	18	15
	Number of workers which were women (#)	8	6
	Percentage of project workforce made up of workers from underrepresented groups (%)	14%	14%
	Percentage of workers which were women (%)	5%	5%
Supply chain inputs (local total)	Local supply chain inputs as a percentage of total project contract value (%)	1%	1%
	Value ($)	$11,840,563	$8,177,000
Supply chain inputs (local steel)	Local steel as a percentage of total project steel content (%)	Not reported	Not reported
	Value ($)	Not reported	Not reported
Supply chain inputs — Development phase (local and imported)	Percentage (%)	Not reported	Not reported
	Value ($)	Not reported	$20,750
Supply chain inputs – Operations and	Percentage (%)	Not reported	Not reported
	Value ($)	Not reported	Not reported

Creating employment and supporting industry theme	Description	LTES operator information to June 2024 in NSW	LTES operator information to June 2024 in REZs
maintenance phase (local and imported)			
Investment and innovation	Percentage of total project contract value (%)	Not reported	Not reported
	Value ($)	Not reported	$20,750
First Nations participation	Percentage of the total project contract value applied to First Nations participation (%)	Not reported	Not reported
	Value ($)	Not reported	Not reported
	Percentage of the workforce directly contributing to the contract comprising Aboriginal and/or Torres Strait Islander peoples	8%	8%
	Number (#)	9	9

2.5 Projects which have not yet reached financial close

There were 10 projects which have been awarded an LTESA but had not yet reached financial close for the reporting year. These projects do not yet have information to report on the extent to which they are creating employment and supporting industry. This is because the LTES operator has not issued a notice to their EPC contractor (or equivalent) to proceed with construction.

3 Case studies

3.1 Overview

This section presents an overview of how 2 LTES operators' projects have created employment and supported industry up to June 2024:

- Silver City Energy Storage Centre
- Flyers Creek Wind Farm.

3.2 Silver City Energy Storage Centre

Silver City Energy Storage Centre is a 200 MW / 1600 MWh fuel-free energy storage facility. This facility was developed by Hydrostor Inc and uses their Advanced Compressed Air Energy Storage (A-CAES) technology in Broken Hill, NSW.

The project will re-purpose a disused mine to facilitate the development of a subsurface cavern that will be used to store compressed air.[4] The facility will compress air during times of low electricity prices, storing it and releasing it through a turbo-expander to generate electricity during times of high demand and high energy prices.[5]

[4] For more information, see Australian Renewable Energy Agency, Repurposing Broken Hill mine for renewable energy storage using compressed air (ARENA website 2022).

[5] See note 4.

Figure 3: Silver City Energy Storage Centre[6]

3.2.1 Supporting industry

Silver City Energy Storage has and will continue to support industry through developing a register for Aboriginal businesses in Broken Hill and broader areas that have interest and capability in the project by working with the NSW Indigenous Chamber of Commerce (NSWICC).[7]

3.2.2 Creating employment and opportunities

Silver City Energy Storage Centre has and will continue to create employment and opportunities through:

- Supporting the Broken Hill Clontarf Academy (located within Broken Hill High School) through a partnership between Hydrostor and the Clontarf Foundation. The partnership will see 50+ Aboriginal and Torres Strait Islander children supported from Years 7–12 to address:
  - community disadvantage
  - improve school outcomes
  - improve post school education and employment
  - improve health outcomes
  - reduce offending rates.

  Hydrostor will work directly with the Broken Hill Clontarf Academy to address:
  - employment opportunities

[6] Image courtesy of Hydrostor.

[7] Meeting with Hydrostor as part of the Case Study development.

  - career expos
  - work experience
  - site visits
  - school-based traineeships
  - scholarships
  - apprenticeships
  - mentoring.[8]
- Providing diversified skilled mining and construction job opportunities, expecting to generate up to 750 FTE jobs during construction, and 35 ongoing jobs once commissioned.[9]

[8] Silver City LDS' Social Licence Commitment Annual Report submitted to the Scheme Financial Vehicle in August 2024 in accordance with the Project Development Agreement.

[9] For more information, see Hydrostor, Silver City Energy Storage (Hydrostor website 2024).

3.3 Flyers Creek Wind Farm

Flyers Creek Wind Farm is a 145 MW project owned by Iberdrola Australia. The project comprises 38 wind turbines. The wind farm site is located approximately 20 km south of Orange in the Blayney and Cabonne Local Government Areas in the Central West region of NSW.[10]

Figure 4: Flyers Creek Wind Farm[11]

3.3.1 Supporting industry

Flyers Creek Wind Farm has and will continue to support industry through supporting innovation including funding a research project being undertaken by University of NSW and Iberdrola Australia, which focuses on boosting biodiversity outcomes in regional Australia. The project will use real-time data to uncover new ways of supporting plant and animal life in the regions and inform best practice when it comes to renewables and the environments in which we operate. The project commenced in mid-2024 and will run for 2 years. [12]

3.3.2 Creating employment and opportunities

Flyers Creek Wind Farm has and will continue to create employment and opportunities through:

- creating around 200 jobs during the construction phase and an estimated 6–8 permanent regional jobs throughout its operational life[13]
- Iberdrola Australia graduate program, offering a 2-year program customised to accelerate careers in the renewable energy industry including exposure to Iberdrola Australia's significant operating portfolio of new and evolving technologies.[14] The program launched

[10] For more information, see Iberdrola Australia, Flyers Creek Wind Farm (Iberdrola Australia website 2025).

[11] Image courtesy of Iberdrola.

[12] Flyers Creek Wind Farm, Social Licence Commitment Annual Report submitted to the Scheme Financial Vehicle in August 2024 in accordance with the Project Development Agreement.

[13] Iberdrola Australia, Flyers Creek Wind Farm (Iberdrola Australia website 2025).

[14] For more information, see Iberdrola Australia, Graduate Program (Iberdrola Australia website 2025).

with its first intake in February 2024. There are currently 21 graduate positions across the business, with a further 15 positions planned in 2025. Profiles include:

  - engineering
  - environment and science
  - finance and accounting
  - law
  - data science
  - construction[15]

- First Nations scholarship program, launched in Q4 2023 and awarded in April 2024 to 3 recipients — this scholarship commitment extends to 2027[16]
- Iberdrola Australia is an active contributor with TAFE NSW on developing the 'Prepare to Work in the Renewable Energy Sector' micro-skill credentialling program[17]
- partnering with regional schools and the broader education sector on sponsorship, program activation and mentoring engagement, both in-person and virtually; and actively participating at jobs and skills exhibitions for secondary students, including a focus on promoting science, technology, engineering and mathematics (STEM) and increasing attraction of female students to the sector,[18] examples include:
  - school visits to Carcoar Primary School and Spring Terrace School (south of Orange) to present workshops and education programs[19]
  - Iberdrola Australia staff attendance and participation in the CSIRO STEM Community Partnership Program Showcase and Careers Event in Orange, which included student presentations and the use of virtual reality engagement equipment.[20]

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15 See notes 10 and 12.

16 For more information see Iberdrola Australia, First Nations Scholarship Program (Iberdrola Australia website 2025).

17 For more information, see TAFE NSW, Electrotechnology Courses (TAFE NSW website 2025). See also notes 10 and 12.

18 See notes 10 and 12.

19 For more information see Iberdrola Australia, Flyers Creek Wind Farm Construction Newsletter No. 8 December 2022 (Iberdrola Australia website 2025).

20 See notes 10 and 12.

4 Glossary

Term	Definition
Consumer Trustee	An entity created under the Roadmap with various planning, advisory and procurement functions that acts independently in the long-term financial interests of NSW Electricity customers
Infrastructure Planner	The Energy Corporation of NSW (EnergyCo) has been appointed the Infrastructure Planner for the first 5 REZs in the Central-West Orana, New England, South West, Hunter-Central Coast and Illawarra regions of NSW
LTES operator	Party who has been awarded an LTESA and is responsible for the operation and management of the generation, firming or long duration storage facility
Learning workers	A worker without qualifications or who needs to update their qualifications or skills to meet the needs of the infrastructure project. This includes trainees and apprentices
Local jobs	Jobs for people from the local region defined as the REZ and adjacent local government areas
Scheme Financial Vehicle	A corporation created and administered by the Financial Trustee that facilitates funding and payments to private sector participants in the Roadmap via the Electricity Infrastructure Fund
Underrepresented groups	Young people, women, long-term unemployed and people with characteristics defined in the *Anti-Discrimination Act 1977* (NSW)

Shortened forms	Phrase
AEMO Services	Australian Energy Market Operator Services
BESS	Battery energy storage system
The department	Department of Climate Change, Energy, the Environment and Water
EII Act	Electricity Infrastructure Investment Act 2020 (NSW)
EPC	Engineering, procurement and construction
FTE	Full-time equivalent
FY	Financial year
LTESA	Long-term Energy Service Agreement
LTES operators	Long-term Energy Service operators

MW	Megawatt
MWh	Megawatt-hour(s)
REZ(s)	Renewable energy zone(s)
The Roadmap	NSW Electricity Infrastructure Roadmap
SFV	Scheme Financial Vehicle
STEM	Science, technology, engineering and mathematics
The Minister	The Minister for Energy

5 Appendix: Key highlights of the Roadmap

2020

December 2020 NSW Parliament passes the Electricity Infrastructure Investment Act 2020 (NSW)

2021

February 2021 the Minister established the NSW Renewable Energy Sector Board

November 2021 Central West Orana REZ was formally declared

December 2021 New England REZ was formally declared

2022

May 2022 The First Nations Guidelines: Central-West Orana were published (region specific)

August 2022 The First Nations General Guidelines were published (best practice engagement)

September 2022 The Renewable Energy Sector Board plan was published

October 2022 AEMO Services opened the first Roadmap tender round for generation and long duration storage infrastructure

November 2022 South West REZ was formally declared

December 2022 Hunter Central Coast REZ was formally declared

2023

February 2023 The Illawarra REZ was formally declared

April 2023 AEMO Services launched the second Roadmap tender round for firming infrastructure projects

April 2023 AEMO Services announced outcomes of tender round 1 with 3 projects representing 1,395 MW and one long duration storage project representing 50 MW over at least 8 hours (or more than 400 MWh of electricity)

May 2023 AEMO Services launched the third Roadmap tender round for generation and long duration storage projects

October 2023 AEMO Services launched the fourth Roadmap tender round for generation projects

November 2023 AEMO Services announced outcomes of tender round 2 with 6 projects representing 1,075 MW of firming infrastructure with almost 3 GWh of energy storage

December 2023 AEMO Services announced outcomes of tender round 3 with 2 projects representing 750 MW of generation and 3 long-duration storage project representing 524 MW over at least 8 hours (or nearly 4,200 MWh of electricity)

2024

May 2024 AEMO Services launched the fifth Roadmap tender round for long-duration storage projects

May 2024 The First Nations Guidelines: Hunter-Central Coast were published (region specific)
May 2024 The First Nations Guidelines: South West were published (region specific)
June 2024 AEMO Services announced outcomes of tender round 4 with 2 projects representing 312 MW awarded LTESAs

6 References

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