



# Battery Workforce Skills and Training Program Training Grant – Guidelines

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# BATTERY WORKFORCE SKILLS AND TRAINING PROGRAM

## TRAINING GRANT – ROUND 1 GUIDELINES

### SUMMARY

Powering Australia's Battery Training Grant is part of a targeted support package seeking to build Australia's capability, capacity and improve the safe handling of battery systems, while developing a skills-based ecosystem. The Battery Training Grant supports Australian businesses that are seeking to train their existing workforce in supporting their building battery manufacturing and handling capability.

Eligible applicants include Australian-registered businesses and organisations that employ staff working in the battery value chain from mining and refining through to manufacturing, product installation, servicing, or recycling. Training proposals must clearly support the objectives of the Battery Workforce Skills and Training program to build a pipeline of skilled workers, improving safety, and advancing Australia's battery workforce.

Applicants can receive up to \$15,000 (excl. GST) to subsidise up to 50% of course fees and materials with an approved provider.[1] Whether you are a small business, a growing manufacturer, or a larger organisation transitioning workers from carbon-intensive industries, this is an opportunity to access tailored training and build the battery-related skills your workforce needs.

[1] Grants apply only for battery-related training provided by an Australian university, an Australian Registered Training Organisation or a training provider approved by Powering Australia

### ACKNOWLEDGEMENT

Powering Australia's Battery Workforce Skills and Training program's Battery Training Grants are funded by the Australian Government Department of Industry, Science and Resources' Building Future Batteries Capability program.

[1] Grants apply only for battery-related training provided by an Australian university, an Australian Registered Training Organisation or a training provider approved by Powering Australia

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## BACKGROUND

### POWERING AUSTRALIA

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The Powering Australia Industry Growth Centre (Powering Australia) was established in 2024 to create the conditions for success in clean-tech manufacturing by connecting businesses, accelerating commercialisation activity and building workforce capability for Australia.

The Australian Government released the National Battery Strategy in May 2024, which included the \$20 million Building Future Batteries Capability program. The Building Future Batteries Capability program sits within the Australian Government's Future Made in Australia agenda to maximise the economic and industrial benefits of the move to net zero. The Building Future Batteries Capability program comprises a \$9.93 million Demonstrator stream and a complementary \$10 million Training stream.

In 2025 the Australian Government contracted Powering Australia to deliver the Demonstrator and Training stream programs over 2025–28. The Battery Workforce Skills and Training (BWST) program is the Training stream element of that Building Future Batteries Capability program.

## THE BATTERY WORKFORCE SKILLS AND TRAINING (BWST) PROGRAM

### BWST PROGRAM OBJECTIVES

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The BWST's objectives are to:

- deliver a pipeline of skilled workers for the battery sector to ensure Australia has the future clean energy workforce to help us transition to a net zero emissions economy
- support improved battery safety for Australians.

Its intended outcomes are to:

- assist in reducing skills shortages for key battery industry roles through the provision of nationally relevant training that is aligned to industry standards
- increase awareness of battery industry jobs and career pathways, including for workers in adjacent emissions-intensive industries that can be supported to transition into new roles
- increase the capability of the battery workforce to safely design, manufacture and handle batteries to reduce battery-related safety incidents.



The BWST program is achieving these outcomes through activities under the following four broad themes:

- Capability – Building Australia’s battery manufacturing technical capabilities
- Capacity – Growing Australia’s battery talent capacity pipeline
- Safe handling – Promoting safe battery handling
- Ecosystem – Establishing Australia’s battery skills ecosystem.

These Training Grants are an activity under the Capability theme. Please contact [grants@poweringaustralia.com.au](mailto:grants@poweringaustralia.com.au) if you have interest in the Program’s other themes or activities.

## **BATTERIES AND THE AUSTRALIAN BATTERY WORKFORCE**

### **BATTERIES AND THEIR IMPORTANCE**

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Demand for batteries is expected to continue growing rapidly due to our need for sustainability, energy security and economic development.

Batteries allow us to store energy from intermittent renewable sources and dispatch it when it is needed. As enablers of local renewable generation, batteries also help to increase our energy security and improve the efficiency and resilience of the electricity supply network. Further, Australia can take advantage of the worldwide demand for batteries because Australia has commercial reserves of most of the minerals that go into modern chemical batteries.

This program supports business and organisations involved with electrochemical batteries, including lithium-ion, flow batteries, sodium-ion, solid-state, metal-oxide batteries, etc. The program does not support energy storage systems such as pumped hydro, compressed air, thermal, stored chemical, hydrogen, etc.

The battery manufacturing value chain has many segments, each with technically complex processes:

- mining and mineral processing
- refining/P-CAM/anodes/collectors
- component and cell assembly
- EV pack and Battery Energy Storage Systems (BESS) assembly and manufacturing
- BESS installation and maintenance
- EV servicing and support
- dismantling and recycling.

The BWST program looks to support Australian businesses and organisations working in any battery value chain segment.

# THE AUSTRALIAN BATTERY WORKFORCE

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Australia is experiencing amazing, long-term employment growth associated with the exponential worldwide demand for batteries. The wide range of employment opportunities include jobs that require vocational and training qualifications as well as jobs that require a university education.

It is estimated that a diversified Australian battery industry would support more than 61,000 workers by 2030. Approximately 70% of the roles will be VET-trained operators, electricians, technicians, allied tradespeople, etc. Approximately 30% of these roles will be university-educated engineers, industrial metallurgists, electrochemists, etc. [2]

Businesses in each segment of the battery value chain require different workforce characteristics, and there are different vocational and professional pathways to achieve fulfilling careers in those segments. These pathways can involve retraining and upskilling for existing battery workers as well as the attraction of new entrants from other industries.

## BWST TRAINING GRANT

Powering Australia is offering training grants to Australian businesses that are active in the battery value chain.

The intention is to reduce the cost for Australian businesses and organisations to train or upskill their existing workforce to ensure Australia has the future clean energy workforce to help us transition to a net zero emissions economy and to support improved battery safety for Australians.

The Training Grant support package is conducted in quarterly Rounds and administered in conjunction with the Training Materials Development Grant, a total pool of approximately \$800,000 per Round available annually to 2027. A business or organisation can apply for a Grant of up to \$15,000 (excl GST) in a Round.

## GOVERNANCE AND ACCOUNTABILITY FRAMEWORK

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The BWST program is overseen by Powering Australia's Board and informed by its National Battery Skills Workforce Reference Group. The Reference Group includes representation from industry, Jobs and Skills Councils, safety regulators, universities, TAFEs, unions and Commonwealth and state governments.

[2] Accenture (2023b) Charging Ahead: Australia's Battery Powered Future, Future Battery Industries CRC. (as cited in Powering Australia, Battery Powered Pathways (2025), p. 5)

Powering Australia manages the grants within the oversight of these bodies and in accordance with the following Governance and Accountability framework.

## **PROBITY AND TRANSPARENCY**

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The BWST represents a significant investment by the Australian Government. As such, the highest standards of public sector values: honesty, integrity, impartiality and accountability, must underpin all Grant-related processes and procedures.

## **CONFLICTS OF INTEREST**

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Powering Australia recognises the risks posed by actual or perceived conflicts of interest throughout the Grant lifecycle from application and assessment to award and ongoing management. To mitigate these risks, Powering Australia implements comprehensive procedures and documentation, which may be reviewed by an independent probity advisor. These will include:

- procedures for declaring interests by officials, applicants and recipients
- processes to manage conflicts throughout the Grant lifecycle
- a Conflict-of-Interest Disclosure Form for individuals to declare actual or perceived conflicts
- clear guidance in all documentation on what constitutes a conflict of interest.

The following individuals will be required to complete the Conflict-of-Interest Disclosure Form:

- members of the BWST Project Team and Powering Australia Executive
- application reviewers and decision-makers
- members of the BWST Reference Group.

Completed forms will be reviewed by an appropriate authority, who may escalate the matter to a designated decision-maker. Based on the assessment, actions may include:

- no further action
- implementation of a conflict-of-interest management plan
- exclusion from specific grant processes or sectors and/or
- any other action(s), as appropriate.

## FRAUD AVOIDANCE

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To safeguard public funds, the BWST's fraud prevention measures comply with the Commonwealth Grants Rules and Principles 2024 and follow Powering Australia's fraud prevention measures. These include:

- development of internal control mechanisms (e.g. access hierarchies)
- strict adherence to Powering Australia's financial approval delegations
- mandatory evidence-based milestone reporting before any Grant payments are authorised.

These controls are designed to help ensure that funding is used appropriately and that payments are only made upon verification of deliverables.

## APPROVED PROVIDERS

Powering Australia has prepared a comprehensive catalogue of approved training organisations ("Providers") to support BWST. These are identified in the Battery Training Catalogue, which we are currently building. Applicants are expected to have identified a course in mind prior to accessing this catalogue.

- programs based in Australia as well as overseas
- in-person, hybrid and on-line only delivery platforms
- bespoke, confidential training under NDA conditions
- accredited and non-accredited training
- access to manufacturing facilities for hand-on experiences
- training from National Training Packaged by RTOs within the Australian VET framework
- courses from Higher Education institutions
- specialist industry continuing professional development.

The Provider list is dynamic, so:

- businesses and organisations wanting training from an entity that is not an approved Provider can request that the entity be reviewed and added to the Provider catalogue
- a training provider may be de-listed from time to time.

## GRANT APPLICATION PROCESS

BWST Training Grants have a two-stage application process:

- Stage 1 EoI submission, with a follow up meeting with a BWST program team member, to assess eligibility
- Stage 2 Full Application to assess competitiveness against other applications.



## STAGE 1 EOI SUBMISSION

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### **Online submission**

Stage 1 is an open Expression of Interest (Eoi). The Stage 1 Eoi application process will allow you to express your interest in receiving subsidised training under this program for you and/or your team. It does not bind you to complete a Stage 2 Full Application.

For the Stage 1 Eoi you will be required to provide information regarding:

1. your business:
  - name, phone number, email and street addresses and website
  - ABN
  - number of employees
  - engagement and activities in the battery value chain
  - summary of battery related activities
2. you as Representative:
  - name
  - contact details
  - job title
3. the proposed training itself, estimating
  - the number of people to be trained
  - proposed Provider
  - course details
  - duration
  - course fee per participant (estim.)
  - benefits to the business

### **Team member meeting**

Following submission of the Eoi, a BWST program team member will meet with you to confirm your eligibility and clarify your needs. The conversation with the team member may also explore matters such as whether the training:

- necessitates confidential or NDA environment
- would benefit from a hands-on manufacturing environment and the associated considerations
- will help advance a strategic business opportunity
- could be better gained through a different Provider or context.

A Stage 1 Eoi can be submitted as advertised only through the online platform at [batteryskills.grantplatform.com](https://batteryskills.grantplatform.com).

## STAGE 2 FULL APPLICATION

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### **Online submission**

Following the team member meeting and subject to eligibility, you may be invited to progress to a Stage 2 Full Application. The Stage 2 Full Application Round will have a closing date specified but not earlier than 2 weeks after the invitation is issued to progress to Stage 2 Full Application.

For the Stage 2 Full Application you will need to provide additional information regarding:

- the purpose of the training for your business
- each of the proposed participants (up to 10 participants can be supported in one Application), including their [3]:
  - full name
  - work email address
  - age bracket
  - home postcode
  - current occupation
  - highest level of education
  - identifying as Female
  - identifying as First Nations
  - working in a fossil-fuel related industry
- the benefits likely to accrue to your business from the proposed training
- the proposed training's contribution to the BWST program's objectives
- confirmation of the course fees as quoted by the Provider
- a risk assessment.

A Stage 2 Full Application must be submitted by the date specified in your invitation to progress. Stage 2 Applications can be submitted only through the online platform at [batteryskills.grantplatform.com](https://batteryskills.grantplatform.com).

## ELIGIBILITY AND MERIT ASSESSMENTS

### **ELIGIBILITY (ASSESSED AT STAGE 1 EOI)**

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You must meet these eligibility guidelines to be awarded a BWST Training Grant.

Your Business (or organisation) must:

- be registered in Australia with an Australian ABN
- have employees with Australian working rights who are demonstrably working within Australia in at least one of the battery value chain segments above

[3] The Australian Government requires Powering Australia to collect these data regarding Participants. Reports to the Australian Government will be anonymised and in aggregated form only.

- demonstrate that the training you propose will advance the BWST program objectives above
- not have been awarded a Training Grant in the most recent two Rounds.

Should your Stage 1 EoI be assessed as ineligible, you will receive notice of this through the [batteryskills.grantplatform.com](https://batteryskills.grantplatform.com) online platform and including the reasons for the adverse assessment.

## **COMPETITIVENESS AND MERIT CRITERIA (ASSESSED AT STAGE 2 FULL APPLICATION)**

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The total Battery Workforce Skills and Training Grants pool allocation is approximately \$800,000 per year. Applications are considered competitively against other applications on pre-determined priorities. Grants will be awarded on relative merit subject to the availability of funds.

The following merit criteria and related weightings will be used to assess the relative merits of your application.

### ***Alignment with BWST objectives (40%)***

Highly rated applications will demonstrate that the training will help:

- deliver a pipeline of skilled workers for the battery sector to ensure Australia has the future clean energy workforce to help us transition to a net zero emissions economy
- support improved battery safety for Australians.

### ***Value for money (20%)***

Highly rated applications will demonstrate:

- cost effectiveness per person
- greater financial leverage
- efficacy to advance Australian industry or advance safe battery handling
- likelihood of Participants completing in the agreed time.

### ***Business growth opportunity (15%)***

Highly rated applications will demonstrate clear alignment between the proposed training and the business's growth plans, especially where these relate to the advancement of local content battery manufacturing.

### ***Risk (10%)***

Highly rated applications will have appropriately identified risks and implemented strategies to mitigate risk relating to the training and its consequential application.

### ***Participation by priority cohorts (10%)***

- Highly rated applications will demonstrate that priority employment cohorts will participate in the training. These include:
- ·women
- ·First Nations persons
- ·regional and remote residents
- ·workers transitioning from carbon-intensive industries.

### ***Advancement of SMEs (5%)***

- Applications from small and medium sized businesses (i.e. those having fewer than 200 employees) will be considered more favourably.

## **GRANT USE**

### **WHAT AN APPROVED GRANT CAN PAY FOR**

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- Up to 50% of the course fees and materials costs paid directly to an approved Provider
- Training for individuals or groups of up to 10 employees
- Training for employees as well as business Owners or Directors.

### **WHAT AN APPROVED GRANT CANNOT PAY FOR**

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- ·Training that will not demonstrably advance the Program objectives
- ·Training commenced prior to written confirmation that the Training Grant has been awarded
- ·Travel, accommodation or associated attendance or participation expenses
- ·Time release or cover to facilitate attendance
- ·Management time to complete the application or report on training outcomes
- ·Participation of children (i.e. those under the age of 18 at the time of application)
- ·Participation in courses assessed as having unnecessary or unmitigated risk
- ·Training courses that are general in nature, and not peculiar to battery industries, such as accounting, finance, planning, law, MBA, etc.
- ·Vocational Apprenticeships or Traineeships
- ·University undergraduate courses
- ·Vocational training at ASQA Level 4 and below
- ·University education at ASQA Level 9 or above
- ·Research or Research Training
- ·FEE-HELP/HECS for Commonwealth funded university programs
- ·Australian Government-funded or subsidised training schemes (vocational education/training)
- ·Training not completed before 31 December 2027
- ·Training for people who do not have Australian working rights
- ·Training for people who are not employees, Owners or Directors of eligible businesses and organisations
- ·Training where the Provider and Applicant have a direct business ownership interest or relationship.

## STAGE 1 ASSESSMENT

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- Your Stage 1 EoI will be assessed by a member of the Powering Australia BWST program team different from the team member who met with you to clarify your needs.
- Should your Stage 1 EoI be assessed as ineligible, you will receive notice of this through the [batteryskills.grantplatform.com](https://batteryskills.grantplatform.com) platform and including the reasons for the adverse assessment.

## STAGE 2 ASSESSMENT

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- Your Stage 2 Full Application will be assessed by a panel of two people, with expertise in education and training and industry development.
- Should your Stage 2 EoI be uncompetitive, you will receive notice of this through the [batteryskills.grantplatform.com](https://batteryskills.grantplatform.com) platform which includes the reasons for the adverse assessment.
- Should you wish to amend your Stage 2 Full Application and reapply, you may do so in a future Round.

## APPEALS

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Should you wish to appeal the outcome of your Stage 1 or 2 submission, you can write to the Powering Australia CEO, Mr Shannon O'Rourke ([shannon.orourke@poweringaustralia.com.au](mailto:shannon.orourke@poweringaustralia.com.au)) stating your business name and the reasons for the appeal. A response in writing will be provided within 30 days of receipt.

Applications successful on appeal will be advised and supported.

Applications unsuccessful on appeal will not be further considered. However, as above, you may amend the original Stage 2 Full Application and reapply in a future Round.

## ADVICE FOR SUCCESSFUL APPLICANTS

Should your Stage 2 Full Application be successful, you will receive notification through the online platform and by email. The notification will confirm the:

- “Provider” as agreed
- “Course”, i.e. the activities to be conducted, materials to be provided, and where applicable the course dates, venue, credential to be gained and special risks to be managed
- “Participants”, i.e. the Applicant’s employees who are supported to be trained



- “Full Amount”, i.e. the Course fees and cost of materials payable to the Provider
- “Grant” that Powering Australia will make
- “Contribution” that the Applicant will make, i.e. the Full Amount less the Grant
- “Completion Date”, i.e. the date by which the training should be completed
- “Completion Report” requirements and due date.

Should you reconsider and decide not to proceed with the approved training, you may withdraw your application up until the Agreement is finalised (see below). You should do so by writing to [grants@poweringaustralia.com.au](mailto:grants@poweringaustralia.com.au).

## **THE TRI-PARTITE TRAINING AGREEMENT**

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Powering Australia will then work with the successful Applicant and the agreed Provider to finalise a training agreement. The agreement (see Appendix A for the terms of the agreement) will also include the following considerations.

### **THE PARTIES:**

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- identifying the legal identity of the Applicant, Powering Australia and the Provider
- identifying the nominated bank account for the Provider.

### **THE COURSE:**

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- confirming the activities to be conducted, materials to be provided and, where applicable, the course dates, venue, credentials to be gained and special risks to be managed
- indicating if the Applicant will introduce any Intellectual Property or confidential information that requires special consideration in the training activity
- confirming the Completion Date by which the training should be completed.

### **PARTICIPANTS:**

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- identifying the Participants who are supported to be trained
- confirming the Applicant’s agreement to register the Participants in the Course
- confirming Powering Australia’s offer to assist the Course registration where appropriate.

## **THE COURSE FEES:**

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- confirming the Contribution amount and due date the Applicant will pay to Powering Australia upon issuance of a Tax Invoice
- confirming the Full Amount that Powering Australia will pay to the agreed Provider for the Course following receipt of the Contribution.

## **THE COMPLETION REPORT:**

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- the requirements and due date for the Completion Report (see below).

## **COMPLETION REPORT**

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You will be required to submit a brief report within 30 days of the Completion Date. The Completion Report will include:

- a description of the benefits that have accrued, or are accruing, to your business from the training conducted (200 – 300 words)
- identification of any changes to the agreed list of Participants
- uploading of evidence of Participants' course completion
- the option to provide recommendations to the program managers for future Round delivery.

The Completion Report will be submitted via the online platform.

## **APPENDIX: TERMS OF AGREEMENT**

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Transfer of obligations on Child Safe and Vulnerable People

Mutual indemnity

Applicant and Provider to act in good faith

Applicant and Provider to have insurance

Recognition of the Funder and the Australian Government

Powering Australia may make public name of business, the purpose of the training and the number of Participants

Provider staff must be appropriately qualified to deliver the Course including having obtained the required qualifications, licences, permits, approvals or skills before performing any part of the training.

Applicant fully responsible for participation in Training- Powering Australia accepts no liability

Governing Law

No assignment

Force majeure

Dispute resolution

No partnership

Privacy – comply with Australian Privacy Principles

Appendix to agreement is a copy of the Application

## FAQs

### ***How do we apply?***

Start with a Stage 1 EoI submission that you can find at [battery.skills.grantplatform.com](https://battery.skills.grantplatform.com). Powering Australia will only consider submissions made through the platform.

### ***When can we apply?***

Expression of interest stage commence within the following periods in 2025-2026:

| Round 1  | Round 2  | Round 3  | Round 4  |
|----------|----------|----------|----------|
| Nov 2025 | Feb 2026 | May 2026 | Aug 2026 |

Each Round will be followed by a Stage 2 (Full Submission) phase requiring a greater level of detail. The specific dates for these phases will be published with the release of each Round. The 2026-2027 schedule is expected to follow the same quarterly pattern unless advised otherwise.

### ***What is the maximum that we can apply for?***

The maximum Grant for a business in any one Round is \$15,000, which means that the Total Cost of the training course for all Participants in your business or organisation is \$30,000 (excl GST).

### ***Can we get grants to cover our travel and accommodation costs?***

The Grant can cover up to 50% of the Course fees and materials costs. Your travel, accommodation or associated attendance or participation expenses cannot be subsidised.

### ***Can I request more or less than the 50% Grant threshold?***

The maximum Grant that will be offered is 50% of the Course fees and materials costs. If you ask for a smaller Grant this may benefit your application by creating greater Value for Money for the Program's investment in your business.

### ***My business is large and my employees are not in priority cohorts. Can I still get a Grant?***

Yes, the weightings for merit criteria relating to Alignment with BWST Objectives, Value for Money, and Business Growth Opportunity make up most of the assessment weighting. So, larger businesses without diverse employee cohorts can still be competitive.

### ***Can an Applicant pay their Contribution directly to the Provider?***

No, under the Grant guidelines the Contribution must be paid to Powering Australia. This ensures that the Contribution has been paid before Powering Australia pays the course fees to the Provider. This also reduces the administrative burden for the Provider.

***What happens if a Participant can no longer attend?***

You can speak with your Powering Australia team member regarding substituting a replacement employee. You should do this as soon as possible.

***What if I want my team trained by an entity other than an approved Provider?***

Businesses and organisations wanting training from an entity that is not an approved Provider can request that the entity be reviewed and added to the Provider catalogue.

***What happens if a Participant does not complete the Course?***

Inability to complete happens in education and training. Powering Australia will be generous in its consideration. However, if the Applicant has not reasonably supported its Participant/s towards successful completion, this may result in the Applicant being ruled ineligible for grants in later Rounds.

***How long are the reports that I need to write after the Course completion?***

Successful Applicants must submit a brief Completion Report which provides evidence of Course completion and describes the benefits from the training and any changes to the list of Participants.

***What happens if I disagree with an assessment of my application?***

The Guidelines include an appeals process to be followed by applicants who disagree with the assessment of their application.

***Can a business re-apply if it has already been awarded a BWST Training Grant?***

A business or organisation may reapply if it has not been awarded a BWST Training Grant within the most recent two Rounds. Speak with your Powering Australia team member about when you can do this.

***Can the business re-apply if it has been unsuccessful in a BWST Training Grant application?***

A business or organisation may reapply in a future Round if it was unsuccessful. Speak with your Powering Australia team member about how to do this.

|             |          |                           |
|-------------|----------|---------------------------|
| Version 4.0 | 202511   | Reference Group 02        |
| Version 3.0 | 20251103 | Final draft following BDO |
| Version 2.0 | 20250808 | Refinement and addition   |
| Version 1.0 | 20250411 | Initial drafting          |