



**POWERING  
AUSTRALIA**

# **Battery Workforce Skills and Training Program**

**Battery Training Material  
Development Grants - Guidelines**

**ABN - 32 663 088 686**

**E [grants@poweringaustralia.com.au](mailto:grants@poweringaustralia.com.au)**

**[poweringaustralia.com.au](http://poweringaustralia.com.au)**



# BATTERY WORKFORCE SKILLS AND TRAINING PROGRAM

## BATTERY TRAINING MATERIAL DEVELOPMENT GRANTS - 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.

Grants of up to \$50,000 (plus GST) are available covering up to 50% of approved training materials development costs. Whether you are a small or medium enterprise looking to bring new technology to market, or a larger organisation advancing battery manufacturing and safety, this is an opportunity to create training resources that will benefit your business, your workforce, and Australia's transition to a net zero emissions future.

### 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 [info@poweringaustralia.com.au](mailto:info@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 MATERIAL DEVELOPMENT GRANT

Powering Australia provides grants to Australian businesses that are developing training materials required to accompany new battery technologies that they are seeking to commercialise.

The intention is to reduce the cost for those businesses to complete the training materials and thereby accelerate the successful entry of these new battery technologies into the market. The materials will then be able to be used to support the safe operation of new battery technologies in a variety of industry settings.

The Training Materials Development Grant and Battery Training Grants operate on a continuous basis, with applications assessed as received and awarded on merit on a first-come, first-served basis (up to \$50,000 excl. GST per Training Material Development grant). Businesses and organisations are encouraged to apply promptly while funding remains available.

### Conducting In-House Training

Should applicant wish to conduct the training in-house, they would first need to be classified as an approved provider by demonstrating:

- The training is battery manufacturing content, and has materials associated with it

[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)

- The level of competency can be verified
- The supervisor is suitably qualified
- The training is of a purely technical nature
- A reasonable maximum hourly rate
- Structured and unstructured training hours
- A syllabus outlining the course's content, learning objectives and assessment

## **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.

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 will implement 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's 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.

## **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 new technology being commercialised

- the battery technology under commercialisation (non-confidential information only)
- the probable roles of operators of the technology once commercialised

4. the proposed Training Materials to be developed

- a description of the materials and their proposed delivery mechanism
- their current state of readiness and timeline for completion
- the qualification and experience of the Curriculum Writer/s
- the need for additional time or expertise.

### **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 Materials:

- necessitate a confidential or NDA environment
- would benefit from input from an expert external Writer
- will help accelerate to market the new battery technology under commercialisation.

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***

Eligible applicants will be invited to submit a Stage 2 full application with a specified closing date (not earlier than 2 weeks from invitation).

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

- the importance of the Training Materials for your business
- the relevance of the new battery technology being commercialised to Australia's battery industry
- the identity and CV of the proposed Curriculum Writer/s
- the time and materials anticipated to complete the Training Materials to the required standard
- the anticipated cost for those time and materials
- the relevance and inclusivity of priority cohorts e.g. First Nations persons, women in trades, remote learners, and workers transitioning from other industries
- the requested grant amount
- a risk assessment
- the benefits likely to accrue to your business from the Training Materials
- the proposed outputs' contribution to the BWST program's objectives.

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.

- be commercialising a new battery technology that requires supporting Training Materials to enable or accelerate market entry
- identify a proposed internal or external Curriculum Writer/s to complete the project
- demonstrate that the Training Materials you propose will advance the BWST program objectives above
- not have been awarded a Training Materials Development Grant in the most recent Round.

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 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 Materials 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
- greater financial leverage
- high competence in the proposed Writer/s
- efficacy to advance Australian industry or advance safe battery handling
- high likelihood of the Training Materials being completed in the agreed time.

### **Business growth opportunity (20%)**

Highly rated applications will demonstrate clear alignment between the proposed Training Material Development 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 Materials and their consequential application.

**Participation by priority cohorts (5%)**

Highly rated applications will demonstrate that the Training Materials' will incorporate inclusive design principles to ensure access and relevance for priority learner cohorts including First Nations people, women in trades, remote learners and workers transitioning from other 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 (AS A REIMBURSEMENT OF EVIDENTIARY EXPENDITURE)

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Direct costs of training content created by qualified and experienced curriculum writer/s and additional direct costs of engaging subject matter expert/s to inform training content. (The application assessment will evaluate qualifications and experience of curriculum writers and subject matter experts).

### WHAT AN APPROVED GRANT CANNOT PAY FOR

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- Writing costs incurred prior to execution of a written Agreement confirming that the Grant has been awarded
- Travel or accommodation
- Software or hardware required to complete the Training Materials
- Subsequent use of the developed Training Materials
- Technology development or commercialisation costs
- Employment or participation of children (i.e. those under the age of 18 at the time of application)
- The development of Training Materials which when applied may carry unnecessary or unmitigated risk
- Training Materials not completed before 31 December 2027.
- Marketing and marketing materials.

## ASSESSMENTS PANELS AND APPEALS

### STAGE 1 ASSESSMENT

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- Your Stage 1 EoI will be assessed by the member of the Powering Australia BWST program team 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 deemed unsuccessful, you will be notified as to the reason for this determination. Please ensure your Stage 2 Full Application includes all required details listed above, as we assess based on the submitted information.

### 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. Businesses can submit a new application at any time. Contact [grants@poweringaustralia.com.au](mailto:grants@poweringaustralia.com.au) for guidance.

## 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:

- “Writer” as agreed
- “Training Materials”, i.e. a description of the materials and their proposed delivery mechanism
- “Grant”, i.e. the maximum sum that Powering Australia will provide
- “Writing Cost”, i.e. the total of the direct salary costs or contract costs of the approved Writer/s within the Grant period

- “Completion Date”, i.e. the date by which the Training Materials 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 (see below) is finalised. You should do so by writing to [info@poweringaustralia.com.au](mailto:info@poweringaustralia.com.au).

## THE TRAINING MATERIALS DEVELOPMENT AGREEMENT

Powering Australia and the successful Applicant will enter into a project Agreement. The agreement (see Appendix A for the terms of the agreement) will also include the following considerations.

### THE PARTIES:

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

### THE TRAINING MATERIALS:

- identifying the proposed Training Materials to be developed
- describing the materials and their proposed delivery mechanism
- describing their current state of readiness and timeline for completion
- describing the qualification and experience of the nominated Curriculum Writer/s
- identifying any special risks to be managed
- confirming the Completion Date by which the Materials should be completed.

### THE GRANT

- confirming the maximum sum that Powering Australia will provide upon receipt of:
  - the Completion Report
    - documentary evidence of eligible Writing Cost expenditure incurred
    - a Tax Invoice for the lesser of the Grant or 50% of the eligible Writing Cost expenditure incurred (plus GST).

### THE COMPLETION REPORT:

- 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 Materials Development Grant (300 – 500 words)
- a description of the benefits that have accrued, or are accruing, to your business from the use of the Training Materials in industry (300 – 500 words)
- evidence of the Training Materials' completion showing due Acknowledgement
- documentary evidence of eligible Development Cost expenditure
- the option to provide recommendations to the program managers for future grant delivery.

The Completion Report will be submitted via the online platform.

## **APPENDIX: TERMS OF AGREEMENT**

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Acknowledgement of funding in written materials

Transfer of obligations on Child Safe and Vulnerable People

Mutual indemnity

Applicant to act in good faith

Applicant 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

Applicant fully responsible for use of Training Materials – 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 [batteryskills.grantplatform.com](http://batteryskills.grantplatform.com). Powering Australia will only consider submissions made through the platform.

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

Applications are accepted on a continuous basis. Submit anytime while funding remains available. If eligible, you'll be invited to progress to a Stage 2 Full Application (closing date set at least 2 weeks from invitation).

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

The maximum grant per application is \$50,000 (excl. GST)

### ***What if we spend less than we expected to complete the Training Materials?***

The amount paid by Powering Australia will not exceed 50% of the eligible Development Cost expenditure (plus GST).

### ***What if we spend more than we expected to complete the Training Materials?***

The amount paid by Powering Australia will not exceed the Grant amount in the agreement.

### ***Can I request more or less than 50% of the expected costs to develop the Training Materials?***

The maximum grant that will be offered is 50% of the expected costs to develop the materials. If you ask for a smaller grant this may benefit your application by creating greater Value for Money for the BWST's 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.

### ***When can I access the Grant monies?***

Under the grant guidelines, the Grant is payable in arrears, upon the Applicant satisfying the Completion Report conditions.

### ***Can I use some of the grant to promote my new battery technology to the market?***

No, under the grant guidelines marketing and marketing materials are not considered to be costs to develop the Training Materials.

***What happens if an approved Writer is no longer available?***

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

***What happens if we do not to complete the materials by the Completion Date?***

You can speak with your Powering Australia team member requesting a change in the Completion Date. You should do this as soon as possible. Powering Australia will consider the request and may either agree to a variation to the Completion Date or decide to settle the matter despite the materials not having been fully completed.

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

Successful Applicants must submit a brief Completion Report which describes the benefits from the Training Materials, evidence of the Training Materials' completion and evidence of eligible Development Cost expenditure.

***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 Training Materials Development Grant?***

A business can reapply for a BWST Training Grant if the course or participants are different. Additional funding cannot be awarded to the same cohort for the same training. Contact [grants@poweringaustralia.com.au](mailto:grants@poweringaustralia.com.au) for eligibility details.

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

Yes, businesses can submit a new application at any time. Contact [grants@poweringaustralia.com.au](mailto:grants@poweringaustralia.com.au) for guidance.