



**POWERING
AUSTRALIA**

Battery Workforce Skills and Training (BWST) Program

Training Grant

Grant Opportunity Guidelines

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1. BWST TRAINING GRANT

Powering Australia's Battery Training Grant is part of a targeted support package seeking to build Australia's capability and capacity and to improve the safe handling of battery systems, while developing a skills-based ecosystem.

It supports Australian businesses to train their existing workforce to build battery manufacturing and handling capability.

Powering Australia administers the Training Grant on behalf of the Australian Government under the Building Future Batteries Capability program, in accordance with the Commonwealth Grants Rules and Principles (CGRPs) 2024.

How the Training Grant works

The Grant opens — We publish the Grant on grant.poweringaustralia.com.au; applications are accepted continuously.

You submit one application — You complete and submit an application form addressing the eligibility and assessment criteria.

We validate and assess — We validate your eligibility and assess your application on merit; applications are assessed and received while funds remain available.

We recommend and decide — The COO assesses the recommendation and makes a decision to award the grant.

We notify you — We advise you of the outcome. You may appeal to the CEO.

We enter into a grant agreement — We finalise a Grant Agreement between you and Powering Australia.

Delivery and payment — You complete the Training. The Grant is paid subject to your payment of your cash contribution to Powering Australia and evidence of eligible expenditure.

Completion and evaluation — You submit a Completion Report including the details of the Participants who have completed the Training. We evaluate the Training Grant and the BWST program.

Introduction

These guidelines set out: the purpose of the grant; the eligibility and assessment criteria; how we assess applications; how we notify applicants and enter into a grant agreement; how we monitor and evaluate performance; and responsibilities and expectations. Key terms are defined in the glossary at section 14. You should read this document carefully before you apply.

2. ABOUT THE GRANT PROGRAM

The Battery Workforce Skills and Training (BWST) program is the Training stream of the Australian Government's \$20 million Building Future Batteries Capability program, delivered by Powering Australia over 2025–28 under the National Battery Strategy and the Future Made in Australia agenda.

Objectives of the grant opportunity

The 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.

Intended outcomes

- reduce skills shortages for key battery industry roles through nationally relevant training aligned to industry standards
- increase awareness of battery industry jobs and career pathways, including for workers transitioning from emissions-intensive industries
- increase the capability of the battery workforce to safely design, manufacture and handle batteries and reduce battery-related safety incidents.

3. GRANT AMOUNT AND GRANT PERIOD

Grants available

Grants of up to \$30,000 (excl. GST) per Application are available, covering up to 50% of: eligible course fees and materials costs paid to an approved Provider, or paid as direct costs for formalised internal training programs not available from an approved Provider.

It is a condition of our Industry Growth Centre Grant that Powering Australia receives cash contributions towards its activities. To receive your Grant, you must contribute your 50% cash contribution to Powering Australia, and Powering Australia will repay this, together with the Grant Amount upon the presentation of satisfactory evidence of your eligible expenditure.

The total BWST Training Grants pool is \$800,000 to 2027. This pool includes grants previously awarded under earlier revisions of these guidelines. Applications are assessed as received and awarded on merit while funds remain available, so businesses are encouraged to apply promptly.

We cannot fund training that is also funded by another Commonwealth, state, territory or local government grant or subsidy for the same activity.

Grant period

Training grants are awarded on an ongoing basis. Training must not commence before written confirmation of award and must be completed before 31 December 2027.

4. ELIGIBILITY CRITERIA

We cannot consider your application if you do not satisfy all eligibility criteria.

Who is eligible to apply

Your business or organisation must:

- be registered in Australia with an active Australian Business Number (ABN);
- employ staff with Australian working rights who are demonstrably working within Australia in at least one segment of the battery value chain (including, but not limited to mining and mineral processing; refining/P-CAM/anodes/collectors; component and cell assembly; EV pack and BESS assembly and manufacturing; BESS installation and maintenance; EV servicing and support; dismantling and recycling); and,
- propose training that will demonstrably advance the BWST program objectives.

Who is not eligible

You are not eligible where the training is for:

- people without Australian working rights;
- people who are not employees, Owners or Directors of the eligible business; or
- where the Provider and Applicant have a direct business ownership interest or relationship.

Grants are not available for the items listed as ineligible expenditure in Appendix B.

5. WHAT THE GRANT MONEY CAN BE USED FOR

Eligible grant activities

To be eligible, the training must be battery-related, delivered by an approved Provider (an Australian university, an Australian Registered Training Organisation, or a training provider approved by Powering Australia) or deliver a formal internal program not available from an approved Provider, and support the BWST objectives. Eligible training may be accredited or non-accredited and delivered in person, hybrid or online.

Conducting training in-house (special conditions)

Where an applicant intends to deliver the training in-house, the applicant must provide evidence of its technical capability and evidence of a formal internal program.

The applicant must submit a project plan that demonstrates: an intent to deliver a formal program with associated materials including a proposed syllabus outlining the course's content, learning objectives and assessment.

Eligible expenditure

The Grant pays up to 50% of course fees and materials costs paid directly to an approved Provider or direct costs for formalised internal training programs not available from an approved Provider.

Where internal resources are utilised, you may only claim direct salary costs at a maximum hourly rate no greater than \$175,000 per annum on a FTE basis. For guidance, refer to Appendix A (eligible) and Appendix B (ineligible). Powering Australia makes the final decision on eligible expenditure.

6. THE ASSESSMENT CRITERIA

You must address all assessment criteria in your single application form. Applications are assessed against a merit threshold and awarded to eligible applications that meet the threshold, subject to the availability of funds.

Where a business submits more than one application, each is assessed for value with relevant money. Additional applications are likely to represent progressively lower value for money.

Assessment criterion	Weighting	What highly rated applications demonstrate
1. Alignment with BWST objectives	40%	the training helps deliver a skilled battery workforce and improved battery safety
2. Value for money	20%	cost effectiveness per person; financial leverage; efficacy for Australian industry / safe battery handling; likelihood of completion; achieving growth of small business.
3. Business growth opportunity	20%	clear alignment between the training and the business's growth plans, especially local-content battery manufacturing; growth of small business.
4. Risk	10%	risks appropriately identified with mitigation strategies
5. Participation by priority cohorts	10%	participation by women, First Nations persons, regional/remote residents, and workers transitioning from carbon-intensive industries

7. HOW TO APPLY

Before applying, read these guidelines and the sample Grant Agreement. Applications are made through the online platform at grant.poweringaustralia.com.au; you will need to set up an account.

In your application you provide:

- your business: name, contact details, website, ABN, number of employees, and your engagement and activities in the battery value chain;
- you as Representative: name, contact details and job title;
- the proposed training: number of people to be trained, proposed Provider, course details, duration, course fee per participant, and benefits to the business;
- the purpose of the training, its contribution to BWST objectives, confirmation of the Provider-quoted course fees, and a risk assessment.
- an indication of the expected participation of priority cohorts (women, First Nations persons, regional and remote residents, and workers transitioning from carbon-intensive industries). Actual participant details are collected on completion.

The assessment system may advise you on how your application can be improved. Ensure that you provide true and correct responses, as your responses in the application are binding.

You must complete a declaration confirming that the information provided is true and correct.

Giving false or misleading information may result in your application not progressing.

Timing of the grant opportunity

Activity	Indicative timeframe
Eligibility & identity validation	Upon submission
Provider approvability (if non-catalogue Provider)	Upon submission
Merit assessment and recommendation	Upon submission
Award approval and notification	<1 week after application.
Training completion	By 31 December 2027

Questions during the application process

If you have questions, contact grants@poweringaustralia.com.au.

8. THE GRANT SELECTION PROCESS

Assessment of your application

We first check your application against the eligibility criteria. Eligible applications are then assessed on merit against the criteria in section 6. Applications are considered as received while funds remain available. We may undertake due diligence and may exclude an application where risks cannot be adequately mitigated

Who will assess the application

Eligibility and merit is assessed by an automated system, using a standardised scoring matrix.

Who will approve grants

The award is approved by the Powering Australia Executive (Chief Operating Officer). The CEO approves the grant contract. Conflicts of interest are declared and managed in the grant platform, with recusal and substitution recorded.

9. NOTIFICATION OF APPLICATION OUTCOMES

We advise you of the outcome through the online platform and by email. If your application is ineligible or did not meet the merit criteria, we provide the reasons for the adverse assessment.

Feedback and appeals

If you are unsuccessful you may discuss the outcome with us.

To appeal, write to the Powering Australia CEO, Mr Shannon O'Rourke (shannon.orourke@poweringaustralia.com.au), stating your business name and the reasons for the appeal.

A written response is provided within 30 days of receipt. The CEO's determination of an appeal is independent of the COO's award decision.

10. SUCCESSFUL GRANT APPLICATION

The grant agreement

If successful, you enter a Grant Agreement between your business and Powering Australia.

You must not commence training until the agreement is executed; we are not responsible for expenditure incurred before execution.

The agreement confirms the Activity, the Grant Amount, your Recipient Contribution, the Completion Report and any Special Conditions applied by the COO.

How we pay the grant

Powering Australia will invoice you for your Contribution after the Grant Agreement is executed.

You then invoice Powering Australia for the Grant amount, provide satisfactory evidence of eligible expenditure and pay your cash Contribution to Powering Australia's nominated bank account.

Upon the receipt of your Contribution and satisfaction with the Evidence, Powering Australia pays your invoice to your nominated bank account. We will not exceed the maximum Grant amount.

Grant payments and GST

Unless PAL determines otherwise, applicant contributions are treated as consideration for a taxable supply and GST will be added where applicable. The GST treatment of training provider invoices will depend on the GST status of the relevant training supplied by the provider.

Grants may be assessable income for tax purposes; seek independent advice.

Powering Australia cannot provide tax advice.

11. ANNOUNCEMENT OF GRANTS

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

Reports to the Australian Government are anonymised and aggregated.

12. HOW WE MONITOR YOUR GRANT ACTIVITY

Keeping us informed

Let us know if anything is likely to affect the training or your organisation, including changes to your name, addresses, contact or bank account details, or to the agreed list of Participants.

Completion Report

You must submit a brief Completion Report within 30 days of the Completion Date, including: a description of the benefits accruing to your business from the Grant (300–500 words); evidence of the Training completion noting the individuals' occupation, location, demographics, satisfaction ratings and attendance; together with documentary evidence of expenditure. The report is submitted via the online platform.

Variations, records and evaluation

You may request a variation in writing before the agreement end date; the program does not allow an increase in Grant funds. Keep records as required by the agreement. We may evaluate the Training Grant using your application and report information and may contact you after completion.

Acknowledgement

If you make a public statement about training funded under the program, acknowledge it using: 'This training received grant funding from the Australian Government through Powering Australia's Battery Workforce Skills and Training program.'

13. PROBITY

Powering Australia ensures the grant process is fair, follows these published guidelines, incorporates safeguards against fraud and inappropriate conduct, and is consistent with the CGRPs. These guidelines may be updated from time to time; the current version applies to your application.

Conflicts of interest

As part of your application you must declare any actual or perceived conflict of interest, or confirm there is none. Reviewers and decision-makers declare conflicts and manage them by recusal, recorded in the Grant platform.

Privacy

We treat personal information in accordance with the Australian Privacy Principles and the Privacy Act 1988 (Cth). We collect participant data solely to meet Australian Government reporting obligations; reports are anonymised and aggregated.

Confidential information and records

We treat commercially sensitive information you clearly identify as confidential accordingly, subject to legal and audit obligations. We maintain an audit trail of assessment and funding decisions.

14. GLOSSARY

Applicant / Recipient: the business or organisation applying for, or awarded, a Training Grant.

Approved Provider: a training provider listed in the Battery Training Catalogue or approved by Powering Australia.

BWST: the Battery Workforce Skills and Training program (Training stream of the Building Future Batteries Capability program).

CGRPs: the Commonwealth Grants Rules and Principles 2024.

Contribution: the portion of course fees and materials the Applicant pays (the Full Amount less the Grant).

Evidence: documentation confirming expenditure has been incurred, required before payment.

Full Amount: the total eligible expenditure payable for the training.

Grant: the amount Powering Australia pays, up to 50% of the Full Amount and up to the maximum grant amount.

APPENDIX A — ELIGIBLE EXPENDITURE

Eligible expenditure is expenditure you incur within the grant period on the agreed training. It includes up to 50% of:

- course fees charged by an approved Provider
- course materials costs charged by an approved Provider that are integral to the training.
- evidenced direct salary costs of the internal trainers delivering the program, to a maximum FTE cost of \$175,000 per annum, where a formal training program is delivered by internal staff.

We may ask you to verify costs (for example, a Provider quote or tax invoice) as part of the Evidence before payment.

For internal training programs, Evidence of internal salary costs may include payslips, ATO PAYG payment summaries, and employment contracts (or other evidence that the expenditure has been incurred and paid). We also require delivery evidence including a project or training plan and a representative sample or evidence of the training delivered before payment.

APPENDIX B — INELIGIBLE EXPENDITURE

The Grant cannot pay for:

- training that will not demonstrably advance the Program objectives
- training commenced before written confirmation of award
- travel, accommodation or associated attendance or participation expenses
- time release or cover to facilitate attendance
- management time to complete the application or report
- participation of children (under 18 at the time of application)
- courses assessed as having unnecessary or unmitigated risk
- general courses not peculiar to battery industries (e.g. accounting, finance, planning, law, MBA)
- 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 programs
- other Australian Government-funded or subsidised training schemes
- training not completed before 31 December 2027