



FUTURE JOBS AND INVESTMENT BILL 2025

STATEMENT OF PUBLIC INTEREST

Need: Why is the policy needed based on factual evidence and stakeholder input?

The Future Jobs and Investment Bill establishes a legislative framework to support coal regions in New South Wales in response to long-term structural changes in global energy markets. It acknowledges the ongoing importance of coal to the NSW economy, which currently supports approximately 25,000 jobs. Through targeted mechanisms, the Bill aims to maintain economic stability in these regions and facilitate the development of new employment opportunities.

Stakeholder feedback, including public consultation on the Issues Paper outlining a proposed model, has highlighted the importance of early planning, investment attraction, coordination of workforce support, community input and the power of the model to deliver tangible outcomes. The Bill addresses these needs by establishing the Future Jobs and Investment Authority which will lead efforts to activate land, attract new industries, coordinate support for workers and engage local communities.

Without this legislation there is an increased risk of economic decline and missed opportunities for growth in these NSW coal regions.

Objectives: What is the policy's objective couched in terms of the public interest?

The Future Jobs and Investment Bill aims to:

- promote strategic planning and land use in coal regions
- encourage the development of diverse and sustainable economies
- provide structured support for workers and businesses affected by changes in the coal sector
- ensure decisions are based on evidence and reflect community priorities
- establish a statutory Authority, Fund, Board and Local Divisions to coordinate and finance locally led regional development efforts

These objectives serve the public interest by fostering economic resilience, protecting livelihoods and ensuring that communities in coal regions continue to thrive.

Options: What alternative policies and mechanisms were considered in advance of the bill?

- Option 1 – maintaining the status quo
- Option 2 – introduce the Future Jobs and Investment Bill 2025

Analysis: What were the pros/cons and benefits/costs of each option considered?

Option 1 – costs and benefits of maintaining status quo:

Costs to Industry	Ongoing uncertainty and lack of support for diversification, reputational risk and public backlash during mine closures
Costs to Government	Potential regional economic decline and increased social support costs, government may face crisis-driven response to mine closures
Costs to Community	Job losses, reduced investment, regional economic decline, social stress
Benefits to Industry	No new compliance or reporting obligations
Benefits to Government	None identified
Benefits to Community	None identified

Option 2 – costs and benefits of introducing Future Jobs and Investment Bill 2025:

Costs to Industry	Increase to administrative tasks with provision of notice of intended closure and workforce plans
Costs to Government	Establishment and operational costs
Costs to Community	None identified.
Benefits to Industry	Clearer investment pathways, land activation and support for new industries, supported to prepare workforce for regional economic alignment
Benefits to Government	Economic diversification and reduced financial risk, enables whole of government oversight and regional planning in coal regions
Benefits to Community	Job creation, regional development and inclusive planning, including that of post-mining land for productive and sustainable uses

Pathway: What are the timetable and steps for the policy's rollout and who will administer it?

The Bill will commence on a date to be proclaimed in 2025. Key steps include –

- establishment of the Future Jobs and Investment Authority and Board
- creation of Local Divisions in coal regions
- administration of the Future Jobs and Investment Fund by the Secretary of the Department

The Authority will coordinate with government agencies, industry and communities to implement the legislative framework.

Consultation: Were the views of affected stakeholders sought and considered in making the policy?

Extensive consultation was conducted with a wide range of stakeholders including regional communities, industry representatives and government agencies. This process involved Ministerial roundtables held in key coal producing regions of NSW, cross-government engagement and the release of a public Issues Paper in 2024 which generated 90 submissions.

In drafting the Bill, key NSW Government agencies and industry stakeholders were consulted, with their feedback directly shaping the legislative framework.

Stakeholders expressed strong support for a statutory framework that ensures long-term planning, local input and accountability which is what the Bill delivers.