

## **Construction, Forestry, Maritime, Mining and Energy Union – Answer to additional question**

*The Committee has heard that skills are crucial for transitioning jobs in communities that are likely to be affected by changing energy and resource markets. Can you provide some detail on the role that the Australian Manufacturing Workers' Union could play in training and reskilling its members?*

CFMEU Mining and Energy does not itself provide industry training and skills development except with respect to union delegate training.

We do participate in industry skills development fora to the extent that the current federal industry skills development system allows us.

The vocational education and training system is not well-g geared to the task of transitioning workers from one industry to another.

We note that the current skills sets of coal power and mineworkers do not readily translate to some of the new or emerging sectors eg renewable energy, and there is also a strong mis-match with wages. Coal power generation and mining as high value-add industries pay far better wages than, for example, tourism and hospitality.

The research published by the Clean Energy Council in 2020 – Clean Energy at Work - states at page 34 that jobs in renewables are not a simple solution to replacing jobs in coal mining and coal power – in part because of the skills mis-match.

Of interest for a new export industry that better matches the skills of mineworkers is the work of The Grattan Institute in Start with Steel (2020). In presenting options for a new large green steel industry in the Hunter Valley and central Queensland, explicit consideration is given at page 28 to the use of coal mineworkers in the new industry because of the overlap in skills requirements.

The union's submission to the inquiry contains references to publications of the ACTU and this union that address the skills and retraining issue. Among other points, there should be consideration of providing training in other skills / industries to coal mine and power workers while they are still in their current jobs. It is starting late to provide training to workers already unemployed.