

Certified



Corporation

This company meets high standards of social and environmental impact.

the **SOCIALDECK**

Pathway to Electrification: Integrated Energy Plan

Summary report: Industry Forum

August 2023



This artwork was designed and produced by Gubbi Gubbi and Githabul artist, Shauna Hill for The Social Deck.

Acknowledgement of Country

This report was compiled on the unceded lands of First Nations peoples. The Social Deck acknowledges the traditional custodians who have lived on and cared for Country for thousands of generations, and recognises their continuing connection to land, waters and community. We pay our respects to them and their cultures, and to Elders past and present.

Table of Contents

Event Overview	4
Executive summary	7
Key areas of support for the Integrated Energy Plan.....	7
Key challenges identified	7
Integrated Energy Plan - Setting the foundations for success	9
Minister's Opening Remarks	9
Panel discussion	10
Key insights - Integrated Energy Plan principles	13
Principle 1: Get the ACT ready for our electric future	13
Principle 2: Provide a clear and implementable pathway to achieve and maintain net zero emissions. ..	14
Principle 3: Prioritise a fair and equitable transition to net-zero	14
Principle 4: Educate our community and industry to prioritise and take action to manage a sustainable and responsible transition	15
Principle 5: Provide policy certainty so industry and community investments are made in the right areas at the right time	15
Principle 6: Develop policy which contributes to building a strong and stable energy system powered by renewables.....	16
Principle 7: Capitalise on the significant reputational and economic benefits for the ACT as a world leader in the transition.....	17
Principle 8: Establish conditions for a transition by supporting the development of a net zero emissions ecosystem	17
Key insights - Integrated Energy Plan focus areas	18
Focus area 1: Developing our future energy network and sharing the costs	18
Focus area 2: Electrifying our community.....	21
Types of information and education needed to support the transition	24
Focus area 3: Electrifying complex buildings	26
Focus area 4: Electrifying business.....	28
Focus area 5: Electrifying industry and heavy transport.....	30
Focus area 6: Skills and workforce for the transition.....	33
How confident are you that the Integrated Energy Plan will support a successful transition to electrification in the ACT?.....	35
Conclusion.....	36

Event Overview

Date:	9 August 2023
Time:	8:45am – 2:30pm AEDT
Location:	In person at The Nara Centre, 3 Constitution Avenue, Canberra City
Type of event:	Industry Forum
Purpose of event:	This Industry Forum was for selected stakeholders from the energy, trade, and community sectors. The purpose of the forum was to formally seek stakeholder views and to validate policy positions/directions in the Integrated Energy Plan (IEP) Position Paper, with a focus on future energy transition. The forum was also used to seek ideas for solutions to overcome barriers to transition. The forum comprised of two-way information sharing, a panel discussion, and a series of small group workshop sessions. Participant views and feedback were captured via a range of physical data capture methods, as well as through the online engagement tool, Menti. The forum covered the following: • an overview of the ACT Government's Pathway to Electrification, and detail the policy directions and focus areas of the IEP • a panel discussion with key industry stakeholders and Shane Rattenbury MLA, Minister for Water, Energy and Emissions Reduction • a series of small group workshops designed to seek detailed feedback on the Principles and key focus areas of the IEP. Key questions/prompts were provided throughout for participants to provide relevant input against specific parts of the Position Paper.
VIP's	• Andrew Barr MLA, Chief Minister and Minister for Climate Action • Shane Rattenbury, Minister for Water, Energy and Emissions Reductions
Panellists	• Shane Rattenbury, Minister for Water, Energy and Emissions Reductions • Michelle Ellis, Manager of Projects and Governance at National Electrical and Communications Association. • Allison Reeve, Deputy Program Director of Climate Change and Energy at the Grattan Institute. • Peter Billing, General Manager at Evoenergy • Ravi Soni, Member of the Property Council's ACT branch, Sustainability Committee.
ACT Government representatives	• Rachael De Hosson, Executive Branch Manager, Net Zero Transformation EPSDD

	• Simon Grice, Director Integrated Energy Plan Delivery, EPSDD • Megan Edwards, Executive Brand Manager, Office for Climate Action, CMTEDD • Chris Thomas, Director, Integrated Energy Plan Delivery, EPSDD • Femi Fakoya, Senior Engineer, EPSDD • Ros Malouf, Executive Branch Manager, Climate Change and Energy Programs, EPSDD • Cath Collins, Director Regulatory Policy, Integrated Energy Plan Delivery, EPSDD • James Priestly, Director Energy Policy, EPSDD • Christy Fox, Director Integrated Energy Plan Delivery, Reporting and Coordination, EPSDD • Fiona Wright, Executive Group Manager, Climate Change and Energy, EPSDD • Jacinta Evans, Director Integrated Energy Plan (Built Environment), EPSDD • Erin Chancellor, Director Engagement and Major Projects, EPSDD • Megan Baker, Communications and Engagement Manager, EPSDD • Will Downing, Communications and Engagement Officer, EPSDD • Reeba Nasim, Research and Policy Analyst, Skills Canberra, CMTEDD
Social Deck facilitators:	• Jess Baxter, Engagement and Change Lead • Steven Speldewinde, COO and Director of Innovation • Lucy Wilson, Projects and Change Consultant
Participant/s:	57 stakeholders attended the workshop, including: • 7 energy sector representatives • 7 building industry/property development representatives • 3 plumbing and gas fitting industry representatives • 3 electrical industry representatives • 3 real estate industry representatives • 17 community organisation representatives, including from: ○ 9 from community councils ○ 2 from the Owners Corporation Network ○ 2 from ACTCOSS ○ 1 from the Conservation Council ACT region ○ 1 from Council of the Ageing ○ 2 from other • 1 union representative • 4 people registered as other, work in: ○ 2 in research/academic ○ 1 architect/design studio ○ 1 independent energy advocacy body

Executive summary

Stakeholders who attended the Integrated Energy Plan Industry Forum provided detailed feedback and valuable insights related to the ACT's transition to a renewable future. This executive summary provides an overview of the key themes and specific areas of support and challenges identified by forum participants.

Key areas of support for the Integrated Energy Plan

Forum participants were generally supportive of the Integrated Energy Plan (IEP). There is a strong industry willingness to support the government on the transition, as long as it's well planned, funded and communicated. The majority of participants were moderately confident that the IEP will support a successful transition to net zero by 2045.

Participants were particularly supportive of the following key aspects of the plan.

The plan provides a well-defined pathway to transition to renewable electricity and achieve net zero by 2045. Participants emphasised how important it was to set clear and achievable targets.

There was strong support for prioritising **a fair and equitable transition to net-zero** as outlined in Principle 3 and recognised in a number of key focus areas. Participants highlighted the importance of keeping community benefit at the centre of the transition.

Participants recognised the government's commitment to **collaboration between government, industry and community** and emphasised the importance of maintaining this collaborative approach throughout each stage of the IEP.

Participants supported a focus on **education and workforce development** and emphasised the importance of implementing policies and strategies to increase skilled workers and support workforce retention.

Ensuring **policy certainty and a stable energy system** including support for clear regulations, a resilient energy system, alignment with industry needs and timely investments was critical for many participants.

Participants recognised that implementing the plan presented many **economic opportunities associated with building net-zero ecosystem**.

Key challenges identified

Principles could benefit from further clarity: participants were supportive of the principles and thought that upholding these principles was very important. However, participants noted that some of the principles were too complex and tried to cover too many issues. It was suggested that the principles could be refined and simplified.

Electrification of complex buildings was recognised as a key challenge in implementing the IEP due to cost and the many and varied technical and administrative challenges in transitioning

complex buildings to renewable energy. Participants highlighted the need for industry, government and community collaboration and fit-for-purpose regulatory reform to achieve the goals of the IEP in this space.

Participants highlighted challenges associated with ensuring ongoing **community engagement and support for the IEP**. They highlighted the importance of ensuring that transition does not adversely affect vulnerable community members and suggested ideas for targeted support, education, and communication strategies.

Participants recognised the specific needs and challenges associated with supporting **transition for small to medium businesses**. They highlighted the costs of upgrading technology for small and medium businesses and the split incentive for energy investment between landlords and renters.

Workforce development and skills transition was highlighted as a particular challenge for the ACT, given the size of the population and market. The ACT may face increased challenges associated with training, attracting, and retaining skilled workers to ensure there are enough skilled workers to support the renewable energy transition.

Integrated Energy Plan - Setting the foundations for success

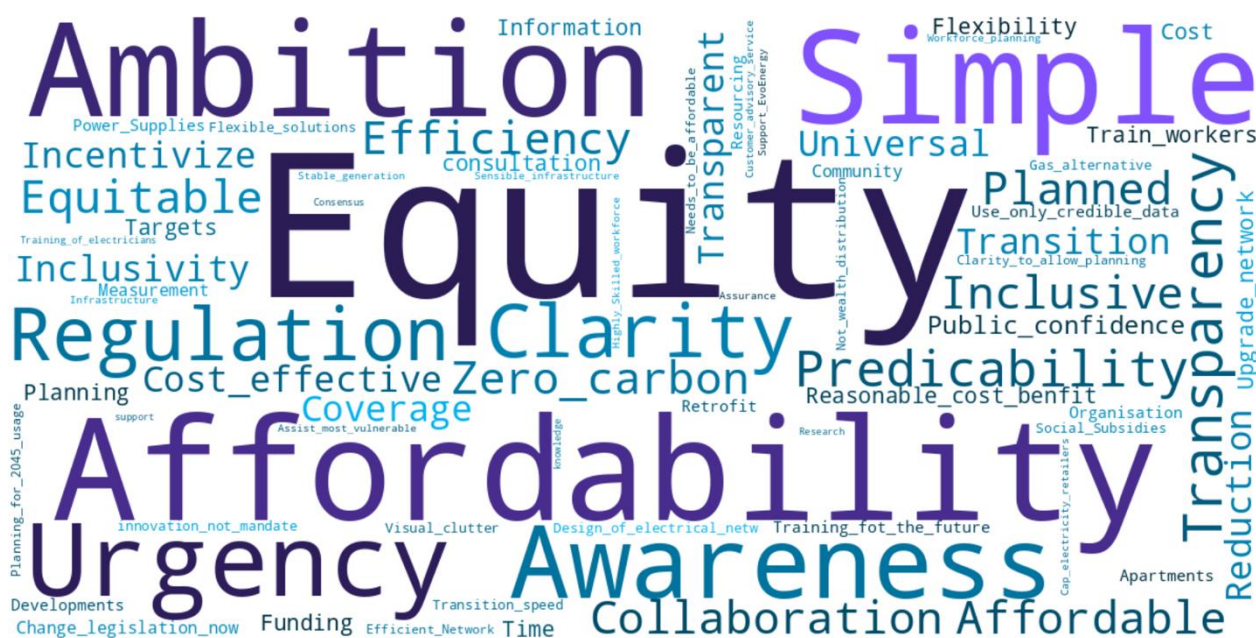
Minister's Opening Remarks

Chief Minister and Minister for Climate Action, Andrew Barr formally opened the Industry Forum.

Chief Minister's opening remarks covered:

- the ACT Government’s climate action priorities
- the objectives of the Integrated Energy Plan
- challenges and opportunities that the ACT’s transition presents
- setting the foundations for success through Integrated Energy Plan 1, including through:
 - assisting those in the community who cannot transition themselves
 - investigating fossil fuel gas alternatives
 - planning for the transition on skills and workforce.

Throughout the forum, an online data capture tool called Mentimeter was used to seek additional participant feedback. Below is a summary of insights from the first Menti question where participants were asked **“What three things do you want the IEP to achieve to set the foundation for success?”**



The key themes that emerged from the responses emphasise the importance of equity, clarity, and efficiency in setting the foundation for the success of the Integrated Energy Plan. The prominence of these terms, along with others like transparency, affordability and urgency highlights a collective desire for an approach that is fair, transparent, and cost-effective. Emphasis on aspects such as zero carbon, flexible solutions and sensible infrastructure underscores the need

for innovative, sustainable, and adaptable strategies. The specific mentions of training of electricians, highly skilled workforce and planning for 2045 usage further reflect an understanding of the long-term vision and practical considerations essential for a successful transition to renewable energy in the ACT.

Panel discussion

After the Chief Minister's introductory overview of the IEP proposed policies, an expert panel discussion took place to set the scene for the rest of the sessions. The panellists were:

- Minister for Water, Energy and Emissions Reductions, Shane Rattenbury
- Michelle Ellis, Manager of Projects and Governance at National Electrical and Communications Association.
- Alison Reeve, Deputy Program Director of Climate Change and Energy at the Grattan Institute.
- Peter Billing, General Manager at Evoenergy
- Ravi Soni, Member of the Property Council's ACT branch, Sustainability Committee

Panellists discussed three key topics, which were designed to set the scene for the remainder of the workshop. The discussion topics included:

- the opportunities the IEP presents
- the key challenges the IEP presents
- ways government and industry can work together to support a smooth transition pathway.

Following the panel discussion at the end of the morning sessions, participants were asked to **share something that stood out for them from the panel discussion**. A summary of the Menti responses is provided below:

General

- There is a strong commitment from the ACT government to achieve net zero.
'There is a strong commitment from ACT Government across a wide range of initiatives to reduce greenhouse gas emissions through electrification.' Menti response
- There is a strong industry willingness to support the government on the transition, as long as it's well planned, funded and communicated.
- Forward planning and focus on the last five years of the transition is required now for the ACT to meet its 2045 targets.

Equity and cost

- Making sure that equity and managing transition costs are at the centre of the IEP is very important.

'It's lovely to see equity at the front and centre of the discussions.' Menti response

'Keeping the cost benefit to the community at the heart of our approach.' Menti response

Workforce planning

- There is a need to provide significantly more funding to electrical RTO's and introduce an accredited service provider scheme to support the transition.

'There is a lack of extension training for existing trades and the cost implications in lost earnings and cost of training is significant.' Menti response

- There is an urgent need to build a skilled workforce to support the transition.

'There is lots of concern and interest in skills, the workforce and training.' Menti response.

'Long term planning is essential and the workforce issues need to be rectified in the first phase of the IEP. It's not just about training, but upskilling and engaging untapped resources.' Menti response.

Complex buildings

- The electrification process in strata complexes is further complicated by the need to secure approval/consensus from a majority of owners, including many that oppose increases to their levies.
- Harnessing opportunities for solar and batteries, as well as retrofitting EV charging and alternatives to gas hot water systems in complex buildings needs a strong focus.

'There is an urgent need to undertake a suite of demonstrations projects that encompass the variety of complex cases (E.g. strata), including for solar, batteries, EV's, charging infrastructure and gas-fired hot water systems.' Menti response.

'I liked Minister Rattenbury's idea of developing case studies about how to electrify different types of complex buildings, to give others an idea of how this can be done.' Menti response

'It is encouraging to see that complex challenges are being recognised.' Menti response

- Current strata laws are not fit for the transition and reform should be pursued as an urgent priority.

'There is a need for continued strata reform legislation to address and support take up of environmental initiatives.' Menti response

- Electrical supply capacity to multi-unit buildings is often too limited to support the migration to electrical hot water systems and mass EV uptake.
- Complex buildings may require precinct level solutions to electrify.

Network upgrades

- There needs to be more discussion about how to upgrade the electricity network to 2045.
‘EVO’s electricity network is going to need a significant infusion of capacity and intelligence to cope with the higher potential supply/demand mismatches in an electrified future dominated by renewables.’ Menti response.
- The current gas regulation framework isn’t fit for purpose. Updated/strengthened regulation is needed for a successful transition.

Key insights - Integrated Energy Plan principles

Forum participants were divided into small groups to discuss the 8 principles that have been developed to guide the IEP and the transition in general. The principles are intended to reflect the expectations of the Canberra community and priorities of ACT Government.

Each group was given one principle to work with, and as a group they were asked to answer the following 3 questions and then report back to the wider group:

1. On a scale of 1-4, how important do you think this principle is for the success of the IEP? 1 - Not at all important; 2 - Slightly important; 3 - Moderately important; 4 - Very important
2. Who will benefit most from this principle being upheld?
3. What are the risks if this principle isn't upheld?

Below is a summary of key insights from each principle discussion.

Principle 1: Get the ACT ready for our electric future

Participants in this group rated principle one as **very important (4)**. They emphasised that it is overarching goal of the transition and an 'umbrella' that captures the other principles. Participants also broadly agreed that the principle is a bit vague in its wording, and suggested the following alternative descriptions:

- 'Community acceptance of an electric future.'
- 'Building the case for an electric future in the ACT.'

Who will benefit most from this principle being upheld?

Participants reported those who will benefit most from this principle being upheld are **ACT households**. The group also discussed a number of considerations to ensure it is upheld/successful:

- Ensuring this principle is marketed effectively. For example, it will be important to:
 - use evidenced-based information to explain and build the case for an electric future
 - promote the transition as the right thing to do and inevitable transition for the ACT
 - promote an electric future in the context of environmental sustainability.
- The ACT Government needs to build community confidence that all aspects of the transition have been considered.
- The ACT Government needs to reassure the community that policy won't change under another government and that this isn't a policy 'fad'.
- It will be important to consider how the electric future might change over time e.g., with the introduction of new technologies.

Risks if this principle isn't upheld

Participants reported that the risks if this principle isn't upheld are:

- negative impacts on households as a result of lack of electricity provider competition
- that the IEP could fail, making it impossible to meet the net zero target.

Principle 2: Provide a clear and implementable pathway to achieve and maintain net zero emissions.

Participants in this group rated principle two as **very important (4)**. However, participants generally agreed that the principle covers too many issues, and with a lack of clarity in the wording it creates confusion with the other principles. Participants emphasised that this principle will be the building block of IEP success and noted that **clarity** of this principle is crucial for both the community and industry. Participants agreed that this principle needs to guide the 'how' of the IEP, and that it should be actionable and achievable. Participants also agreed that this principle should communicate the outcome or the 'destination' of the IEP as well as how it will be maintained.

Who will benefit most from this principle being upheld?

Participants reported that **everyone in the community** will benefit from this principle being upheld, particularly:

- the community/households
- industry, who will benefit from clarity and certainty
- other jurisdictions who can learn from the ACT's example.

Risks if this principle isn't upheld

Participants reported that the risks if this principle isn't upheld are:

- undermining industry and negative impacts on the economy
- creating further disparity and equity issues for vulnerable people and households.

Principle 3: Prioritise a fair and equitable transition to net-zero

Participants in this group rated principle three as **very important (4)** because:

- it will create broad community buy in and social licence
- a fair and equitable transition is 'the right thing to do'
- it benefits everyone, from industry to consumers
- it creates transparency

Who will benefit most from this principle being upheld?

Participants agreed that everyone in the community will benefit from upholding this principle because it will create **social cohesion and a positive attitude towards electrification**. Participants emphasised that energy choice is a public right, whether they can afford to do it themselves or not. Participants also agreed that upholding this principle will position the ACT as a leader in an equitable transition to net zero.

Risks if this principle isn't upheld

Participants reported that the risks if this principle isn't upheld are:

- health related risks such as cold or heat stress, particularly in vulnerable households, as gas becomes more expensive
- potential for homelessness to increase as gas becomes more unaffordable
- that it will become increasingly difficult for consumers and government to manage and meet budgets if the transition isn't fair and equitable
- failure to meet the ACT's climate targets if those who can't transition themselves are left behind.

Principle 4: Educate our community and industry to prioritise and take action to manage a sustainable and responsible transition

Participants in this group rated principle four as **very important (4)** and emphasised the need to prioritise **construction industry education**, as they are a trusted advisers and influencers to many in the community.

Who will benefit most from this principle being upheld?

Participants agreed that everyone, including households and industry will benefit from this principle being upheld.

Risks if this principle isn't upheld

Participants agreed that the ACT's transition goals risk not being met if there is not comprehensive and targeted community and industry education throughout the IEP's implementation stages.

Principle 5: Provide policy certainty so industry and community investments are made in the right areas at the right time

Participants in this group rated principle five as **very important (4)**. The main considerations participants highlighted in relation to this principle were:

- the need for government to provide certainty to the community so people can start making informed decisions now
- the need to provide certainty to the gas/trade industry, particularly gas fitters and plumbers
- providing appropriate supports that will help build local industry and skills to support the transition
- how to get different stakeholders, including homeowners, renters, and strata/body corporates to agree on solutions and technologies for complex buildings
- additional funding such as 'sinking funds' is needed to help complex buildings transition
- greater investment in EV charging infrastructure to support growing demand
- strategies to manage safety and recycling / waste management of these new technologies
- clear and strong regulation to avoid any 'surprises' related to the transition
- stronger policy on skills and training to meet the growing workforce demands
- planning systems that align with what the IEP is seeking to achieve.

Principle 6: Develop policy which contributes to building a strong and stable energy system powered by renewables

Who will benefit most from this principle being upheld?

Participants in this group rated principle **six as very important (4) and** reported the benefits to the Canberra community of this principle being upheld are:

- building a resilient and self-sufficient energy supply
- ACT positioning itself as a leader in electrical engineering and trades, with a 'learn here and stay here' approach to messaging
- the potential to significantly expand roof-top solar through loans
- that policy would be driven by community needs
- the policy would encourage investment in community scale infrastructure, e.g. community batteries to take the pressure off the network.

'Principle 6 needs to include large scale and community scale batteries and renewables, not just residential scale.' Menti response

- Participants agreed there will need to be robust planning and regulation to ensure effective and efficient investments in renewable technology and energy infrastructure.

Risks/challenges of upholding this principle

Participants discussed the potential challenges of upholding the principle, including:

- limited land space for renewable infrastructure

- workforce shortages in key trades and skills.

Principle 7: Capitalise on the significant reputational and economic benefits for the ACT as a world leader in the transition

Participants in this group rated principle 7 as being not at all important (1). Participants doubted whether the IEP will achieve significant reputational and economic benefits, but generally agreed that there may be a political benefit.

Participants reported that the following challenges will need to be addressed to achieve reputational and economic benefits:

- Address skills shortages in all trades, including attracting more workers and investing more in the existing workforce.
- Increase investment in the local workforce, innovation, and technology. Participants emphasised that while this might cost the government more, it will have greater economic and reputational benefits.
- Address broader economic challenges associated with the current cost of living crisis.
- Create more transparent processes to report on IEP's progress. Participants suggested this could be achieved by creating clear measures of success and by undertaking independent reviews to build community trust for the transition.
- Remove red tape that might create barriers to businesses electrifying. For example, development licencing.

Principle 8: Establish conditions for a transition by supporting the development of a net zero emissions ecosystem

Who will benefit most from this principle being upheld?

Participants in this group rated principle eight as **very important (4)**. Participants agreed that **everyone in the community** will benefit if this principle is upheld.

Risks/challenges of upholding this principle

Participants emphasised that the risks associated with this principle not being upheld include a 'messy' inequitable and more expensive transition pathway.

Participants discussed that the other key considerations to make sure the principle is upheld are:

- to start communicating about future rules and regulations to the community now
- looking at how the transition will be financed
- investigating whether the ACT builds or buys its electricity, or a mix of both

- making sure the renewable energy supply is secure and resilient into the future
- fostering collaboration between training providers who will train the future workforce
- cooperating and learning from other jurisdictions
- addressing timing and load demands of the electricity network so households and businesses aren't negatively impacted
- establishing supply chains and industry support and investment in the near future.

Key insights - Integrated Energy Plan focus areas

In this session, participants were asked to provide their detailed feedback on the six IEP focus areas. Each participant had the opportunity to provide their feedback on each of the six focus areas. The Position Paper consultation questions were used as a general guide for the discussions, but conversations were quite fluid and wide-ranging. A detailed summary of insights from the focus areas discussions is provided in this section of the report.

Focus area 1: Developing our future energy network and sharing the costs

Barriers to uptake of consumer energy resources and other technology such as batteries, solar panels, and electric vehicles

Participants reported several barriers associated with the uptake of consumer energy resources and other technologies:

- **Cost considerations:** The main barrier reported was the cost. This was discussed by participants in the context of both individual expenses for appliance upgrades and solar installations, as well as the required electricity network upgrades. Participants noted that the financial burden will also impact property owners who might be hesitant to invest in renewables.

- **Network resilience:** Participants emphasised the need to address challenges such as network capacity and the resilience of the energy grid to cope with broad transition.

'This needs a holistic approach to a considered electrical network that is designed and future proofed for 2045. Planning for where the infrastructure should go needs to be sorted now.'
Menti response

- **Supply and infrastructure limitations:** Access to and availability of renewable technologies like solar panels, batteries, and electric vehicles can be limited due to supply chain issues and infrastructure challenges, which may impact widespread adoption.

- **Challenges associated with electrifying complex buildings:** Transitioning complex buildings, such as those with multiple units or mixed-use spaces, requires extensive planning and time, which could lead to delays in implementation. This is due to both technical complexities and multiple stakeholders sharing the decision-making process.
- **Regulatory hurdles:** Outdated guidelines and strata rules are creating significant transition barriers, particularly in apartment buildings, where regulations need to be reformed to support the installation of EV charging and other renewable technologies.
- **Concerns for vulnerable groups:** The potential impacts on vulnerable demographics who may not be able to afford the associated costs raised ethical concerns. The inclusivity of the transition needs to be ensured.
- **Renter limitations:** Renters face barriers due to their limited control over the transition process, even if they are supportive of renewable energy adoption.
- **Gaps in workforce skills:** There is a shortage of skilled professionals who can support the transition, including for the installation and maintenance of renewable energy technologies.
- **Communication and education challenges:** Lack of awareness, education, and knowledge/understanding were reported as significant barriers. Consumers require information on the benefits, choices, and the rationale behind transitioning to renewables. This includes understanding complex technologies and being able to make informed decisions between various options.
- **Knowledge gaps about the transition:** Gaps in knowledge and education about the transition's purpose, benefits, and timeline could contribute to hesitancy among consumers.
- **Misinformation about the transition:** Participants highlighted that untrusted sources of information could lead to scepticism about the renewable energy transition. There is a need to de-politicise information about the transition to reassure individuals and encourage their active participation.
- **Distrust in government decisions:** The complexity of the transition process and a history of distrust in government actions might deter some people in the community from engaging with renewable technologies.
- **Environmental considerations:** Some participants expressed concerns about the environmental impact of renewable technologies when considering their entire lifecycle, and recycling and resource recovery at end-of-life.

Benefits of a consumer-led approach during the first IEP

Participants highlighted the following benefits of a consumer-led approach during the first IEP:

- **Gives consumers choice, but only those who can afford to transition themselves:** A consumer-led transition caters to individuals and households who can manage the costs,

allowing them to embrace renewable energy solutions at their own pace and at a time that suits them.

- **Benefits household who are motivated to transition:** Participants generally agreed that a consumer-led transition could happen quickly among households that are motivated to do so, building on the momentum already underway in the ACT.

Benefits of a staged transition following an initial consumer-led transition in Stage 1 of the IEP

Participants reported the following benefits of a staged transition following an initial consumer-led transition:

- **A staged approach offers more control and certainty:** A staged transition will likely offer greater control and predictability, in relation to network upgrades and consumer adoption rates.
- **It will likely increase community motivation:** Participants discussed that moving to a staged transition could increase community commitment because of the certainty and planning capabilities it provides.

Preference for a staged or consumer-led transition

There was no consistent view among participants for a staged or consumer-led transition. The discussions revealed a nuanced set of mixed preferences. Some favoured a consumer-led transition for those who can afford it, while others emphasised that a staged approach was more inclusive. Participants highlighted the importance of a balanced approach that integrates the strength of both models to facilitate a successful transition.

Some key considerations reported by participants were:

- **A consumer-led transition will result in higher infrastructure costs:** Participants raised concerns about higher infrastructure costs associated with a consumer-led approach.
- **It's important to keep network upgrade costs down:** Participants agreed that whatever approach is taken, it will be crucial to find ways to reduce the network upgrade costs to individuals and business.
- **Network capabilities:** Some participants reported that the network will cope better with a staged approach.
- **Staged is a more equitable approach:** Some participants reported that a staged approach aligns more with a fair and equitable transition, but also recognised the role of a consumer-led approach. Some noted that a consumer approach should be for those who can afford and a staged approach for those who need it. Participants also noted that price caps should be considered for those who are left on a declining and expensive gas network.

- **Staged approach will help with households decision-making:** A planned approach could help individuals and businesses with their forward planning, particularly for those who are considering making unsustainable upgrades like installing new gas appliances.

Focus area 2: Electrifying our community

Things that can be done to further encourage electrification among those households that have the means to do so

Participants suggested a number of strategies that could further encourage electrification among those households that have the means to do so:

Education-based strategies

- **Provide clear information from a range of trusted sources to reach diverse groups and build social acceptance:** Participants emphasised the importance of providing easily accessible, accurate, and reliable information about electrification from reputable sources. Participants highlighted that this will be crucial for reaching culturally and linguistically diverse (CALD) communities and other harder-to-reach audiences. Participants also emphasised that the right communication and education about the social importance of the transition will help to build strong social acceptance.
- **Use case studies to promote benefits:** educational materials and real-world case studies can help demonstrate the positive impact on both individual households and the broader community. This approach can also help dispel myths, address concerns, and encourage wider adoption.
- **Provide education to the trade sector:** Educating tradespeople on energy-efficient practices and technologies was mentioned as essential. For instance, encouraging efficient appliance installation instead of relying solely on property size can lead to better energy outcomes.

Financial and other incentives:

- **Offer incentive programs:** Offering split incentive programs for both households and businesses can provide financial support for the transition to electric appliances and energy-efficient technologies. These programs can help bridge the initial investment gap and make electrification more appealing.
- **Expand rebates and loan eligibility:** Broadening the eligibility criteria for rebates and loans to a wider range of individuals could encourage more households to electrify.
- **Commonwealth incentives and tax benefits:** Exploring partnerships with the federal government to provide additional incentives and tax write-offs can significantly motivate households to transition to electric technologies.

- **Offer loan repayments through rates:** Participants suggested a mechanism where homeowners repay loans for electrification through their property rates. This approach can make the repayment process more manageable and transparent.
- **Increase rebates:** Consideration was given to increasing the size of rebates to cover a larger portion of the cost associated with purchasing electric appliances. This can help alleviate the financial burden for households.
- **Investigate alternative locations for solar generation:** For households or units with limited space for solar panels, exploring alternate locations, such as public land, for solar power generation was brought up. This way, even those without enough rooftop space can be part of the transition.

‘No elevated flat surface should be left unutilised. If not solar panels then storage. Or to indirectly help, extensive/intensive roof gardens that reduce electricity needs. There should be government and property owner co-investment in roofing.’ Menti response

The role of regulation to support the community when choosing between gas and electric appliances

Participants highlighted 2 key aspects where regulation could effectively support the community's decision-making between gas and electric appliances:

- **Providing point of sale Information:** Participants emphasised the importance of regulations that ensure relevant information is provided to consumers at the point of sale. This would enable consumers to compare the energy efficiency, environmental impact, and costs of gas and electric appliances, facilitating more sustainable choices.
- **Dispelling misinformation:** Regulation could help to counter misinformation surrounding the benefits of gas and the renewable energy transition. Sharing accurate and objective communication about the transition, combined with regulation can help consumers make informed choices aligned with their environmental goals.

Members of the community most at risk of being negatively impacted during the transition

Participants reported that the members of the community most at risk of being negatively impacted during the transition are:

- **Elderly individuals:** Participants identified the elderly as a vulnerable group that could face challenges during the transition. Factors such as the cost of new technology, changes in energy sources, and motivation to adapt to new practices were mentioned as potential difficulties for this demographic.
- **Low-income households:** Low-income households, including those in public or community housing, were highlighted as being at risk. The financial burden of transitioning to new energy technologies will disproportionately impact these households, potentially leading to increased energy costs relative to their income.

- **Vulnerable populations:** People with disabilities and other vulnerable members of the community were recognised as being susceptible to negative impacts of the transition. These groups will likely require additional support to make sure they are included in the transition in a fair and equitable way.

Participants also discussed the scope of support needed for vulnerable individuals and households. There was a recognition of a growing cohort of vulnerable members within the community. Participants emphasised the challenge lies in determining the extent of support required to ensure their equitable inclusion in the transition.

'I worry the middle income will be left behind i.e. those who don't qualify for the vulnerable scheme.' Menti comment

- **Owners of stranded assets:** People who own dwellings that are still connected to the mains gas network were identified as potentially being negatively impacted by the transition.

Participants agreed that addressing the concerns of these groups through targeted policies, financial assistance and comprehensive support measures will be essential to make sure the transition is equitable and successful.

Types of targeted support and actions that could be provided to low-income households or those who can't transition themselves

Participants suggested the following types of targeted support that could be provided to low-income and other vulnerable households.

Financial support

- **'Bulk buy' Programs:** Participants proposed the implementation of 'bulk buy' programs. These initiatives could offer economies of scale, making it more affordable for households to transition to electric appliances and technologies through reduced costs achieved by collective purchasing.
- **Upfront quantified savings:** Participants emphasised that low-income households need clear and quantified information about the potential savings from transitioning to electric appliances. Providing this information upfront could empower these households to make informed decisions based on their financial situation.

Regulatory measures

- **Provide support to renters:** Participants suggested expanding the minimum standards for rental properties to include energy-efficient and electric technologies. This could encourage landlords to make sustainable upgrades, benefiting renters who might not have the authority to implement changes themselves.

- **Pursue strata reforms:** Exploring strata reforms that simplify the process of electrification in multi-unit buildings was discussed. Reforms could streamline the process for residents, making it easier for them to transition to electric appliances and technologies within shared spaces.

Develop planning guidelines for new homes and suburbs: *‘Mandatory requirements should be considered for all new homes on energy efficiency, renewables, and EV charging, as a minimum. This should be consistent through the ACT for all household types.’* Menti response

Effective ways to reach the community

- **Leverage community organisations and other intermediaries:** Participants emphasised the importance of providing credible information through trusted community sources. Churches and other community groups were mentioned. This inclusive approach can foster awareness and understanding among diverse community members.
- **Collaborate with industry bodies for engagement:** Participants emphasised that industry bodies could be effective conduits to promote the benefits and report on government progress to different audience segments, including businesses, tradespeople, and households.
- **Educate housing providers:** Participants discussed the benefits of educating housing providers on electric replacement options. Ensuring housing providers are well-informed about the benefits and alternatives, they can facilitate the transition for a significant portion of the community.

Types of information and education needed to support the transition

Participants made a number of suggestions about the types of information and education the community will need to support the transition.

Communication

Develop a comprehensive Information Package: A comprehensive information package was suggested to simplify the understanding of the transition and available options. This package could break down complex concepts and provide accessible pathways for individuals to support their transition.

- **Tailoring messages for different audiences is important.** This includes for:
 - Strata complexes: Participants emphasised that tailored messages would be necessary for strata complexes due to their unique challenges. Addressing these complexities using the right communications could facilitate their transition process.
 - Other types of homeowners and renters: Tailoring information to different types of homeowners was noted as essential. This approach ensures that guidance resonates with the specific needs and circumstances of various individuals.

- **Use case studies to promote the benefits:** Using case studies was highlighted as an effective way to demonstrate the value and benefits of electrification. These real-world examples can showcase positive outcomes and inspire action.
- **Promote cost-effective paths:** Clear communication of cost-effective paths was identified as crucial to help community members understand and choose the most efficient transition route.
- **Provide energy-efficient appliance guidance:** Offering guidance on which appliances are the most energy-efficient can empower individuals to make informed choices during the transition.
- **Promote the transition requirement date:** Promoting the transition requirement date can encourage individuals to take proactive steps toward change.
- **Disclose gas use at existing properties:** Early disclosure about whether uses gas access was suggested to help individuals make informed decisions.
- **Introduce an advertising ban for gas appliances:** Some participants suggested implementing a phased approach involving the ban of advertising of gas appliances, followed by the ban on the sale of gas cooktops by a specific year (2030).
- **Develop all-electric design guidelines for new developments:** For new developments and communities, providing consistent all-electric design guidelines could encourage sustainable choices from the outset.
- **Promote electric cooking benefits:** Prioritising education on the benefits of electric cooking was suggested. Highlighting energy efficiency and environmental advantages can drive awareness of this specific aspect.
- **Develop a national register of approved appliances:** This could facilitate informed consumer choices by promoting the most energy-efficient options.
- **Provide installation demonstrations:** Conducting installation demonstrations for the community to see the benefits was discussed. Visualising the process can make the transition more relatable and achievable.

Transition challenges associated with electrifying the ACT community

Participants also discussed in detail the key challenges associated with the transition. These were mainly related to **cost and access to reliable information** from trusted sources. Specifically, participants had concerns about:

- the significant costs for households and businesses to transition to electric appliances, solar panels, and electric vehicles
- certain groups in the community not having access to accurate information about the transition
- the quality and availability of skilled tradespeople required to support the transition

- transitioning complex building are both technically and administratively challenging.

Focus area 3: Electrifying complex buildings

Ways government can work with industry and financiers to electrify existing complex buildings

Participants suggested a number of ways government can work with industry and financiers to electrify existing complex buildings:

- **Establish a strong collaboration framework:** Collaboration between government, industry and the community is crucial for transitioning complex buildings. Public forums and other events were suggested as ways to facilitate this multi-stakeholder engagement.
- **Progress regulatory reform:** Reforms in electrical regulations are needed both at local and national levels to support the transition.
- **Develop industry partnerships:** Industry collaboration is vital for developing regulations related to noise, boundaries, suitable products (e.g., heat pumps), and various limits and specifications.
- **Provide niche technical expertise to complex building owners and managers:** A range of skilled professionals, including engineers and tradespeople, is necessary to manage the diverse challenges of transitioning each individual building.

‘Engage engineers early to help design solutions for the complex areas of the transition. They are problem solvers, innovators, technically proficient and are embedded in many of the affected industries.’ Menti response

- **Stay up-to-date with latest technology developments:** Government and industry need to stay informed about the latest innovations and tech solutions suitable for complex buildings.

Ways government can work with community and community organisations to ensure a smooth transition for those living in complex buildings

Participants suggested the following ways government can work with community and community organisations to ensure a smooth transition for those living in complex buildings:

- **Provide financial support, including through:**
 - long-term strata loans
 - sinking funds
 - government buy-back schemes
 - other incentives and rebates
- **Engagement and education:** The government can play a significant role in educating the community about the transition while encouraging engagement and involvement in the process.

- **Implement tailored approaches for different building types:** Recognising the unique challenges of each complex, the government should address each project individually by understanding its specific needs and concerns. This could be done through development of 'transition template' tailored to different building types with various ownership and governance structures.
- **Conduct pilots and share learnings:** By starting with less complex buildings like sporting complexes, the government can pilot electrification projects to gather valuable insights and lessons, which can inform strategies for more challenging buildings.

The role of body corporates in preparing for the transition

Participants reported a few key ways body corporates can help their complexes prepare for the transition:

- **Support the development of a central complex buildings register:** Establishing a central register of managing agents, body corporates and executive committees could help streamline communication and coordination for the transition process.
- **Continue to advocate for strata reform:** Strata reform is necessary to ensure a coordinated and faster transition to renewable energy.
- **Communicate about the transition at annual general meetings (AGMs):** Promoting discussions about electrification at AGMs within complex buildings is crucial for keeping all stakeholders informed and engaged in the transition.
- **Participate in collaborative planning with the government:** The government should partner with body corporates to assist in developing tailored electrification plans that suit the unique needs of each complex building.
- **Strategic decision making:** For example, decide early on what roof space will be allocated to i.e., gardens or rooftop solar.

Transition challenges for complex buildings

Participants strongly agreed that the transition pathway for complex buildings is both technically and administratively difficult and identified many key challenges.

Technical challenges

- **Heritage listed buildings:** Issues regarding aesthetics, especially for heritage buildings, emerged as significant.
- **Noise from heat pumps:** Noise concerns and the necessity of storage packs for heat pumps were raised.
- **Alternative water heating options:** Water heating options were raised as a significant challenge.

- **Access to EV charging and network overload:** Challenges included equitable access to EV charging and managing network overload.
- **Load management:** Understanding load requirements and creating energy reduction strategies were pivotal for successful electrification.
- **Spatial challenges:** The layout and locations of some complex buildings are creating additional challenges

Administration challenges

- **Finance and cost:** Financial considerations were a major concern, with questions about funding and ownership of upgrades.
- **Prioritisation:** Complex buildings shouldn't be deferred, as they present unique complexities in transitioning.
- **Strata law and planning regulations:** Strata law and planning regulations need updating to support the transition.
- **Ownership and upgrades:** Motivating apartment owners to contribute to upgrades they might not directly benefit from is difficult.
- **Conflicting incentives to transition:** Differing motivations among stakeholders, such as negatively geared investors, owner-occupiers, renters, and international investors, complicated the transition.
- **Equity and income disparity:** Income disparities in buildings are making autonomous electrification decisions difficult.
- **Billing and insurance:** Billing structures and insurance coverage for solar panels is an issue.

Focus area 4: Electrifying business

Transition issues that affect small to medium business

Participants discussed a number of challenges for businesses in the transition:

Cost considerations

- **Solar cost effectiveness:** Concerns were raised about whether solar is a cost-effective solution for all businesses, particularly those who operate at night.
- **Impact on business cash flow:** Several factors were discussed, including:
 - how to fund the transition for small businesses which often have significant constraints on cashflow and limited capital
 - the need for affordable and accessible finance options
 - general disruption to business operations and operating costs

- the need for businesses to be able to upgrade incrementally over time
- bulk purchasing options, possibly with other businesses, to achieve economies of scale.

Landlord and lease dynamics

- **Decision-making:** Landlords generally make decisions about what energy sources are connected to a building and are responsible for investment e.g. solar and batteries. However, cost savings would usually be realised by the tenant. This creates a split incentive. Landlords will seek to recover any costs associated with the transition by increasing rent / outgoings. This places the financial burden on small businesses who most often rent their premises.
- **Spending and consumption:** Clear guidelines are needed about who will bear the costs and who benefits.
- **Regulation:** It was suggested that regulations may need to be introduced to help ensure that businesses transition their energy use, and that costs and benefits are equitably distributed.
- **Solar savings:** Questions were raised about who gains the benefit in energy cost savings from commercial solar and or batteries being installed in buildings.

Commercial cooking

- **Capital costs to transition kitchens:** Commercial cooking businesses will face significant expenses for purchasing new appliances and cookware. This was discussed in particular relating to transitioning gas kitchens.

Heavy industry

- Participants discussed the unique challenges heavy industries may face transitioning to renewable energy, including costs, what happens to old and outdated assets and lack of available options for electric transport.

Other challenges

- **Ensuring a fair transition:** Participants emphasised the importance of making sure the transition is equitable among different types of businesses.
- **Transition lead times:** Sufficient time must be allocated to enable a smooth transition.
- **Skills shortage:** A lack of skilled workers to support the transition could become an acute problem if not addressed early in the transition.
- **Risk of business relocation:** Businesses may relocate to surrounding towns if transitioning is too difficult or expensive.
- **Mixed-use strata:** Ensuring fairness of split and energy usage in various sectors, including hotels, retail, and residential will be important.

- **Flexibility in electricity usage:** Less flexibility (compared to residential) in how electricity can be used may be an obstacle.

Ways existing business programs could be improved to support their transition

Participants discussed a number of ways government could support businesses with electrification:

Financial incentives

- **Upfront capital:** Participants suggested this would lower the barriers for businesses significantly.
- **Matched contributions:** Partnerships between the government, landlords and businesses to fund the transition will be important.
- **Instant asset write-offs:** This would allow immediate deductions for upgrades.
- **Green loans:** Offering loans paid via energy bill savings.
- **Incentives for EV charging infrastructure:** Participants suggested businesses may be able to provide EV charging infrastructure on their premises as a way to bring in some revenue and that this would help support the broader community transition.

Regulatory measures

- **Regulate energy rating requirements:** Participants supported regulations requiring landlords to comply with energy transition. Participants were supportive of requiring commercial property listings (rent and buy) to disclose the current energy sources.
- **Buyback and compensations schemes for gas appliances:** Buyback schemes could encourage food businesses to switch from gas appliances. Participants suggested that businesses could also be given financial compensation for their redundant assets.

Consumer and community engagement

- **Promote the benefits of green businesses:** Participants agreed on the significant opportunities for positive marketing and promoting business ESG commitments, which can lead to increased competition and financial benefits
- **Education and engagement:** Providing flexible programs, clear timelines, support for transition plans and timely information is important.

Focus area 5: Electrifying industry and heavy transport

Best ways to transition industrial zones and infrastructure, and heavy transport away from fossil fuel energy

- **Early identification of businesses who will require additional time/support:** Participants suggested identifying priority industries and specific assets that require attention in the initial stages, so they are not left behind. Engaging design consultants to guide their transition could facilitate a smoother shift towards sustainable energy.
- **Tailor the transition approach for different industries:** Recognising that a one-size-fits-all strategy won't suit all industries is important. Participants emphasised that a tailored approach that considers the unique needs of each sector is necessary.
- **Offer financial incentives:** Tax incentives were suggested to further encourage businesses to electrify and advance sustainable practices.
- **Showcase successes through pilots and case studies:** Demonstrating pilot successful business transitions could offer tangible examples for others to follow.
- **Share positive news stories about the benefits:** Positive news stories could create awareness and inspire wider adoption. Highlighting success stories from businesses that have embraced electrification could also motivate others.
- **Provide options and education to the heavy transport industry:** Addressing options for electrifying vehicles and sharing information about what's available is crucial. Providing clarity on available options will encourage informed decision-making.
- **Collaborate with other states and territories:** Collaborating with other states and territories was recommended to align policy directions and enhance collective progress.
- **Collaborate with federal government:** Aligning with federal hydrogen plans and collaborating with the Australian Government is important.
- **Use modelling and reporting for transparency and tracking progress:** To ensure accountability, participants recommended that transition progress be tracked through modelling and reporting. This would serve both government and industry interests by showcasing advancements and fostering responsibility.
- **Give energy supply assurance:** Ensuring a reliable energy supply during and after the transition is paramount. Reliable energy availability is vital for business operations and stability.
- **Provide green gas training:** Providing industry-specific training for the green gas sector is essential. Equipping the workforce with the necessary skills and knowledge supports the growth of this emerging field.

Participants also noted that:

- if electrification aligns with commercial interests, businesses will start to transition, even without direct government support or incentives.
- some commercial enterprises have taken the lead in transitioning without direct government support. Their success highlights the potential for making environmentally sound choices that also make business sense.

- if done well, electrification could position the ACT to attract new industries while retaining existing ones.
- ensuring that the proposed transition aligns with the types of industries the ACT wants to attract and foster is critical for the success of the transition

Research and innovation priorities for industry and heavy transport

Participants highlighted a number of research priorities for industry and heavy transport:

- **Maintain open dialogue with industry:** This is important for identifying new technology but also retrofitting existing systems where possible.
- **Undertaking cost-benefit analysis:** Participants identified this as being important for both communicating transition benefits to industry at the beginning but will also be needed at stages throughout the transition so industry can make informed decisions about adopting emerging technologies.
- **Understand and communicate the role of green gas:** Establishing the role of green gas and communicating that with industry and the community is important.
- **Explore circular economy options:** Participants identified that this is important, particularly investigating options for renewable energy resource recovery.

‘Need to add consideration of circular economy principles when replacing appliances and other equipment i.e., recovery and recycling materials and weighing up of the full lifecycle emissions and environmental impacts.’ Menti response

Transition challenges for industry and heavy transport

Participants also identified a number of other challenges and considerations for electrifying industry and heavy transport.

- **Businesses might relocate to avoid transition challenges:** There is a concern that businesses might relocate to NSW, to avoid potential challenges of the transition in the ACT. This risk of losing industry to other regions is exacerbated by various factors like land tax and other economic considerations. Participants emphasised that government will need to develop and implement strategies to prevent business loss from the ACT, to maintain economic stability and growth.
- **Transitioning existing assets:** Businesses, particularly small operators, and truck owners, may face financial difficulties transitioning their current assets, such as high-value trucks, to low-pollution alternatives. Addressing the issue of outdated assets and the potential financial burden on small businesses requires careful consideration.
- **Resource recovery associated with outdated assets:** What happens to older equipment and assets is unclear, and could create significant challenges related to disposal, repurposing, or upgrading.

- **Network capacity:** The capacity of the electric network to accommodate a full industry transition needs to be assessed to prevent infrastructure strain.
- **Learning from others:** Exploring the challenges faced by other jurisdictions could provide valuable insights to inform the ACT's transition strategy.

Focus area 6: Skills and workforce for the transition

Strategies to increase the number of skilled workers in electrical trades

Participants suggested a number of strategies that could increase number of skilled workers in electrical trades.

- **Government incentives, including:**
 - **Offering subsidised electrical courses:** The current cost of education poses a barrier. Strategies to reduce these costs should be explored to make education more accessible. Providing incentives to undertake electrical courses, particularly restricted electrical license courses, is crucial.
 - **Providing incentives for existing workers:** Offering incentives such as free short courses to update existing workers on new technologies can keep the workforce informed.
 - **Providing upskilling incentives:** Encouraging those already in the industry to undergo additional training, especially upskilling from entry-level to management roles.
 - **Allocating additional funding to the construction industry:** Increasing government funding across the construction sector, in alignment with the necessary skill demands for the transition, is essential.
- **Explore options for 'cross-pollination' of skills:** Exploring the integration of various skills could lead to economies of scale. This cross-pollination could create a highly skilled workforce trained in multiple areas.
- **A comprehensive and well-coordinated approach is needed:** A holistic look at all the areas of is required, from teacher recruitment to course development, student enrolments and job creation.
- **Enhance the capacity of the education sector:** To meet the demands of the transition, participants emphasised that the ACT needs to attract more teachers and expand course offerings at institutions like CIT and other Registered Training Organisations (RTOs).
- **Position the ACT as a leader in highly skilled trades and other strategic skills:** Establishing the ACT as a leader in electrical trades training is crucial to retain local talent and prevent students from seeking education in other states.

‘Engage the universities more actively to ensure the ACT becomes a hub for strategic skills – not just trade skills – for the benefit of the ACT.’ Menti response

Opportunities for industry wage and work conditions that could assist with workforce attraction and retention

Participants discussed a number of opportunities for industry and work conditions that could assist with workforce attraction and retention:

- **Incentivise workers through more competitive wages:** Acknowledging the challenge of the current cost of living challenges, particularly on entry-level wages, needs to be addressed urgently to make trade careers more financially viable. Initiatives should focus on offering competitive wages to ensure that individuals can afford to sustain themselves in these roles. The ACT needs become more competitive with other states by offering better wages, work conditions, and career prospects.
- **Explore business incentive program options:** Developing incentive programs for businesses could encourage them to provide better wages and work conditions. By supporting businesses in offering attractive packages to their employees, the industry will grow.
- **Promote trade education pathways and opportunities earlier:** Participants suggested there is a growing opportunity to target potential apprentices at an earlier stage, such as in year 10, when they are more likely to be living at home and can manage on an apprentice wage.
- **Reduce the financial and accessibility barriers to training and upskilling:** Participants emphasised that training needs to be more accessible and affordable. This could be achieved by increasing the numbers training providers, leading to competitive pricing and better options for apprentices.
- **Retraining mature workers:** Upskilling and retraining mature workers to meet the demands of the transition could provide one solution to workforce shortages. Leveraging the experience of these workers and aligning their skills with renewable energy technologies can create a more adaptable and skilled workforce.
- **Improve work-life balance and workforce diversity:** Addressing the physically demanding and time-consuming nature of trades is crucial in preventing burnout and ensuring worker retention. Additionally, making provisions to support tradespeople in balancing family and work responsibilities can contribute to a more diverse and sustainable workforce.

Ways to best support gas workers to transition their skills to be part of the net zero economy

Participants suggested some key ways to best support gas workers to transition their skills to be part of the net zero economy:

- **Provide clear communication about the transition:** This includes both:
 - **Addressing concerns about the perceived "drastic" nature of the government's messages about electrification:** Offering clear and gradual communication about the

transition process could help to alleviate fears of early job loss and encourage gas workers to consider alternative career paths.

- **Defining future options for gas fitters:** Clarifying the transition process from gas fitting to potentially new trades is essential. Developing a clear roadmap and guidance on how gas workers can evolve their skills and enter new fields will give with a sense of direction.
- **Offer subsidised or free re-training courses:** Offering subsidised or free training courses to enable gas workers to reskill in electrical or other relevant trades will be critical. This financial support will reduce barriers to entry and empower gas workers to acquire the skills needed for the evolving job market. This could include in Heating, Ventilation, and Air Conditioning (HVAC) training, to expand their skillset into areas closely aligned with their existing expertise.
- **Compensation considerations:** Recognising the investments made by businesses and individuals in acquiring gas-related skills and resources, considering compensation measures could be a fair and equitable approach. This acknowledges their commitment to the industry while providing a bridge to transitioning skills.

How confident are you that the Integrated Energy Plan will support a successful transition to electrification in the ACT?

At the end of the session participants were also asked to rate how confident they are that the IEP will support a successful transition.



Figure 2: Menti graph showing how confident Industry Forum participants are that the IEP will support a successful transition to net zero

The results of the bar chart reveal insights into stakeholders' confidence in the Integrated Energy Plan's (IEP) ability to support a successful transition to renewable energy. A significant portion of respondents expressed being "Moderately confident" or "Very confident," demonstrating optimism and support for the IEP's objectives. A smaller number of participants indicated being "Slightly confident" or "Not at all confident."

Conclusion

The Integrated Energy Plan sets the direction for Canberra's renewable energy future. The Industry Forum revealed strong support in key areas, but also identified challenges, including workforce development. The comprehensive insights gathered from the forum provide a nuanced understanding of the complexities involved in energy transition. Addressing these challenges, while leveraging the areas of support, will be instrumental in guiding the ACT towards a sustainable and responsible energy future.