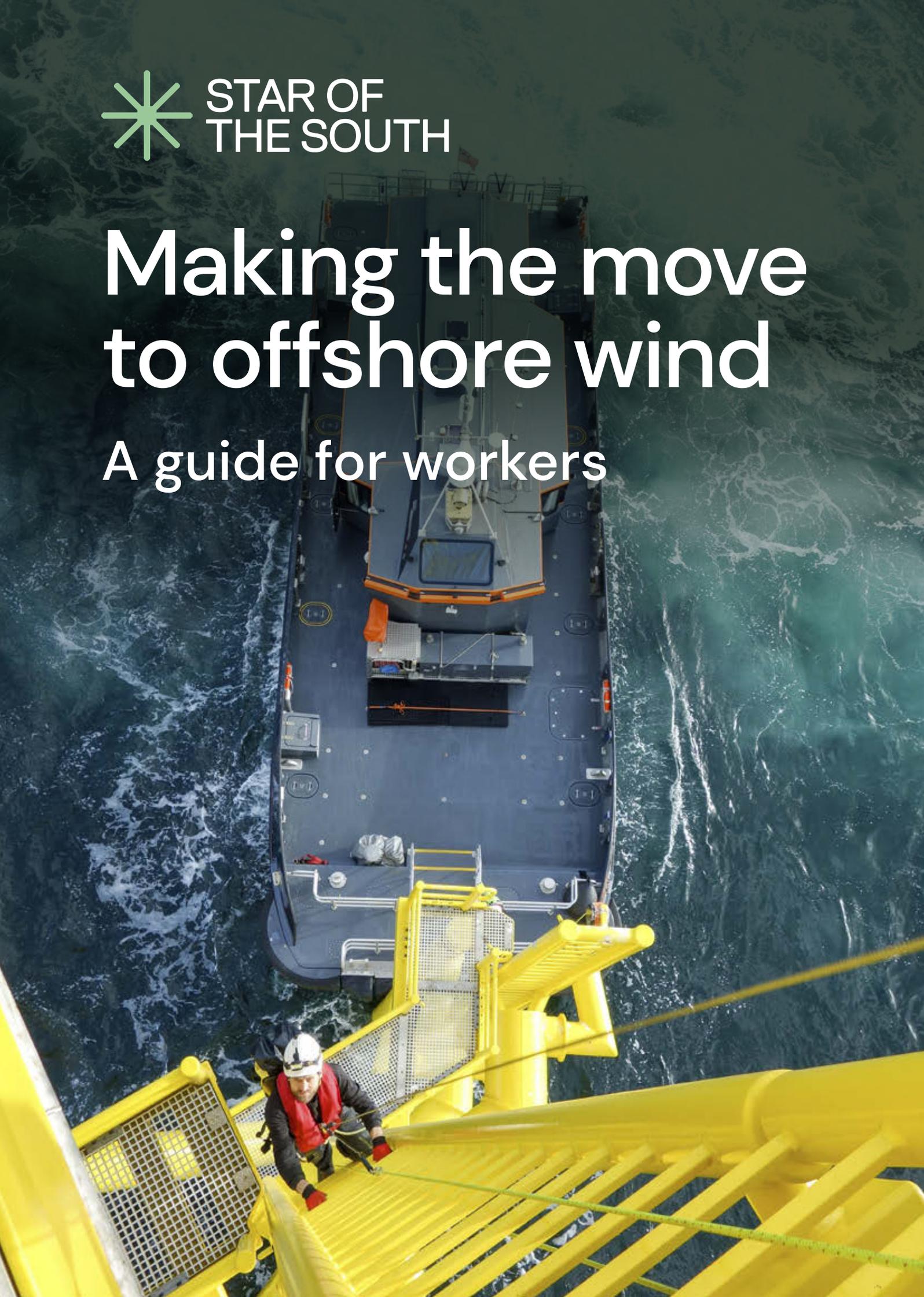




Making the move to offshore wind

A guide for workers



Interested in an offshore wind career?

With Victoria set to lead the nation in offshore wind development, you've come to the right place.

Offshore wind may be new to Australia, but many Australians already have the skills and qualifications needed to work in this industry.

With a wide range of quality jobs being created as the industry grows in Gippsland and around Australia, now is a great time to plan your move into offshore wind.

Working in coal power and mining, offshore oil and gas, or the maritime sector?

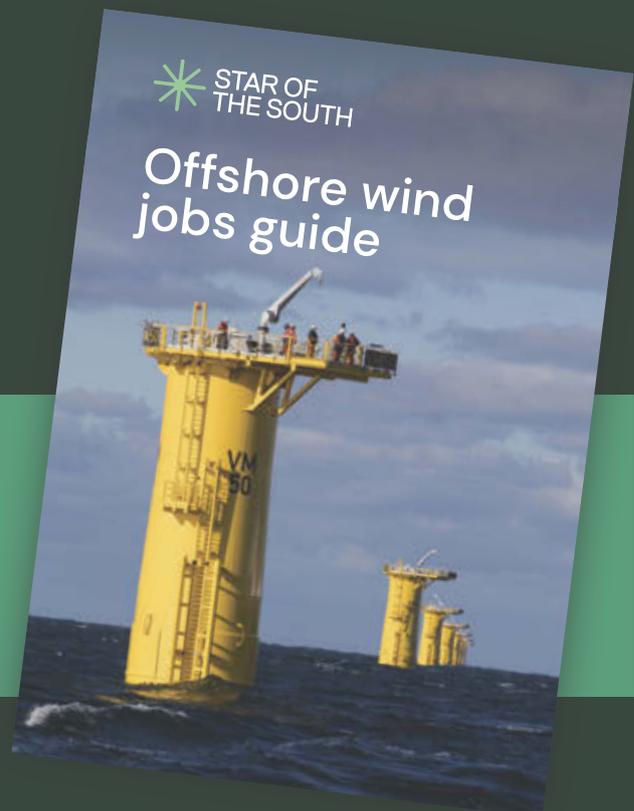
You're well-positioned to continue developing your career in the offshore wind industry. There's a good chance that you already have many of the core skills needed. The potential to apply your qualifications and experience to a comparable role in offshore wind is high. Find out more on pages 4-8.

Just starting out in your career, or making a major career change?

There will be entry-level opportunities for young people and those with limited experience to get started in offshore wind. Find out more on pages 9-10.



Explore the *Offshore Wind Jobs Guide* to learn more about different types of jobs in the industry, at starofthesouth.com.au



This guide was co-funded by the Victorian Government, through the Energy Innovation Fund, and Star of the South.

We acknowledge and respect the people of the Gunaikurnai nation as the original custodians of the land the waters where Star of the South is proposed. We honour their Elders past and present, whose knowledge and wisdom has ensured the continuation of culture and traditional practices. We are committed to working in partnership with First Nations people.

Using the guide

Plan your pathway to a job in offshore wind

This guide maps out key transition opportunities for workers in the coal power and mining, offshore oil and gas and maritime industries who want to continue their career in offshore wind.

Inside, you'll find information to help answer these questions:



We've mapped these opportunities by analysing workforce data and other information from current employers, workforce specialists, industry representative bodies, government, unions and training providers.

Matching existing skills to future jobs

We've mapped the qualifications and skills required to perform current jobs in existing industries with those required for similar roles in offshore wind. The 'skill match' ranking indicates how easily workers could make a shift into offshore wind.

Skill match	What this means
High	<ul style="list-style-type: none">• High skill overlap and holds a required qualification• Strong match and high opportunity for transition• Minimal, industry-specific training may be required
Good	<ul style="list-style-type: none">• Holds a required qualification but has a low skill overlap or has a high skill overlap but no qualification• Good match for transition• Some training likely to be required
Partial	<ul style="list-style-type: none">• Has some skill overlap but does not hold a required qualification• Some opportunities for workforce transition• Training required
Low	<ul style="list-style-type: none">• Low skill overlap and does not hold a required qualification• Limited opportunities for workforce transition• Significant training required

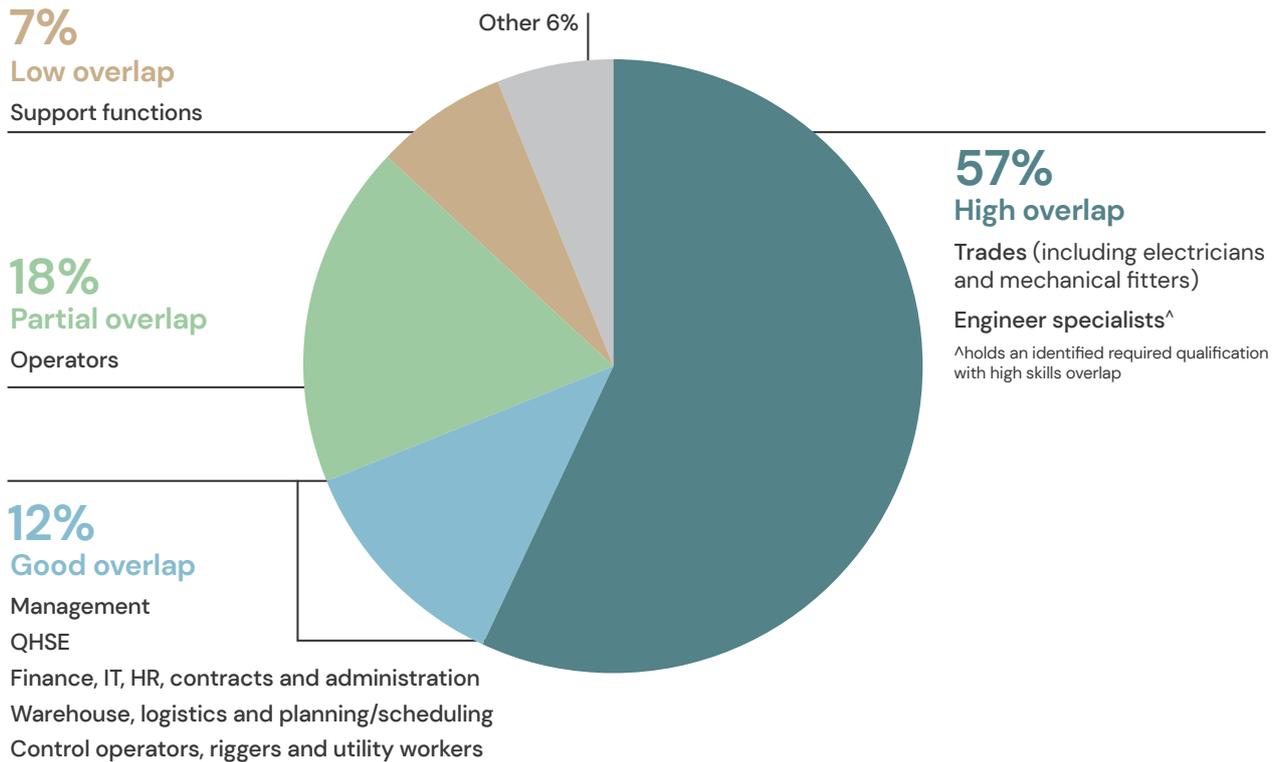
Please note: The roles and training requirements highlighted in this guide are examples only and have been included to indicate a range of opportunities. Suggested training does not include any training or qualifications workers already have in order to perform their current role. Specific training needs for each position would be nominated by an employer.

Coal power and mining to offshore wind

The coal power workforce has significant skills and experience throughout the mines, power stations and supporting businesses that would benefit the offshore wind industry.

The Latrobe Valley has been the centre of Victoria’s power industry for 100 years and is recognised as an international leader in innovation and engineering excellence. Almost 70 percent of the coal power and mining workforce has a good or high opportunity to work in offshore wind.

Comparing skills and roles



Please note: The above includes casual shutdown workforce. All figures are estimated based on stakeholder feedback.

Same skills, different workplace

Coal power and mining workers have many of the core skills and qualifications needed to work in offshore wind and are accustomed to industrial work settings with a strong focus on health and safety. This experience is highly regarded in the offshore wind industry.

However, working in offshore wind can be a very different to working in a coal power station.

Depending on the job, a few key differences could be:

- Hands-on roles are likely to be located close to the coast or offshore
- Working outdoors in various weather and sea conditions
- Working at heights and in confined spaces
- Work locations, employers or projects change over time.



Career pathways – coal power and mining

Current role	Skills match	Offshore wind role – potential match	Jobs Guide reference	Potential training requirements
Trade-based roles, such as Electricians and Mechanical Fitters	High	Mechanical/Hydraulics Technician	Page 44	<ul style="list-style-type: none"> • GWO Basic Safety Training • IRATA Rope Access • GWO certified Blade Repair Training / Certificate III Engineering Composites • DG and RB certifications • BOSIET or HUET (dependent on role) • GWO Basic Technical Training
		Electrical Technician/ Supervisor	Page 45	
		Installation Technician	Page 25	
		Wind Turbine Technician	Page 70	
		Blade Repair Technician	Page 71	
Engineering specialists, such as Electrical Engineers	High	Planning Manager	Page 11	<ul style="list-style-type: none"> • GWO Basic Safety Training • Post graduate study in relevant engineering field (dependent on role) • GWO Basic Technical Training • HUET
		Project Engineer	Page 18	
		Project Manager – Grid/ Transmission	Page 13	
		Cable Installation Manager	Page 24	
		Carousel Engineer	Page 26	
		Commissioning Engineer	Page 32	
		SCADA Engineer	Page 58	
		Control Room Technician	Page 59	
Health, Safety, Environment and Quality Manager	Good	Quality Manager	Page 12	<ul style="list-style-type: none"> • GWO Basic Safety Training • HUET
		QHSE Manager	Page 53	
		Risk Manager	Page 15	
Planner/ Scheduler	Good	Planning Manager	Page 11	<ul style="list-style-type: none"> • MSIC
		Site Administrator	Page 61	
Warehouse Coordinator	Good	Site Manager	Page 36	<ul style="list-style-type: none"> • GWO Basic Safety Training • LF, DG, RB and EWP certifications • MSIC • Dangerous goods certification
		Site Administrator	Page 61	
		Warehouse Stores Assistant	Page 63	
Contracts Manager	Good	Contracts and Commercial Manager	Page 9	<ul style="list-style-type: none"> • GWO Basic Safety Training
		Procurement Manager	Page 10	
Office based roles, such as IT, Finance, HR and Administration	Good	Human Resources Manager	Page 14	<ul style="list-style-type: none"> • GWO Basic Safety Training • MSIC • HUET
		Environment and Approvals Manager	Page 17	
		Site Administrator	Page 61	
Operators	Partial	Installation Technician	Page 25	<ul style="list-style-type: none"> • GWO Basic Safety Training • MSIC • DG and RB Certifications • BOSIET or HUET (dependent on role) • GWO certified Blade Repair Training / Certificate III Engineering Composites • GWO Basic Technical Training
		Tension Operator	Page 27	
		Wind Turbine Technician	Page 70	
		Blade Repair Technician	Page 71	
		Apprentice Mechanical/ Hydraulics Technician	Page 41	

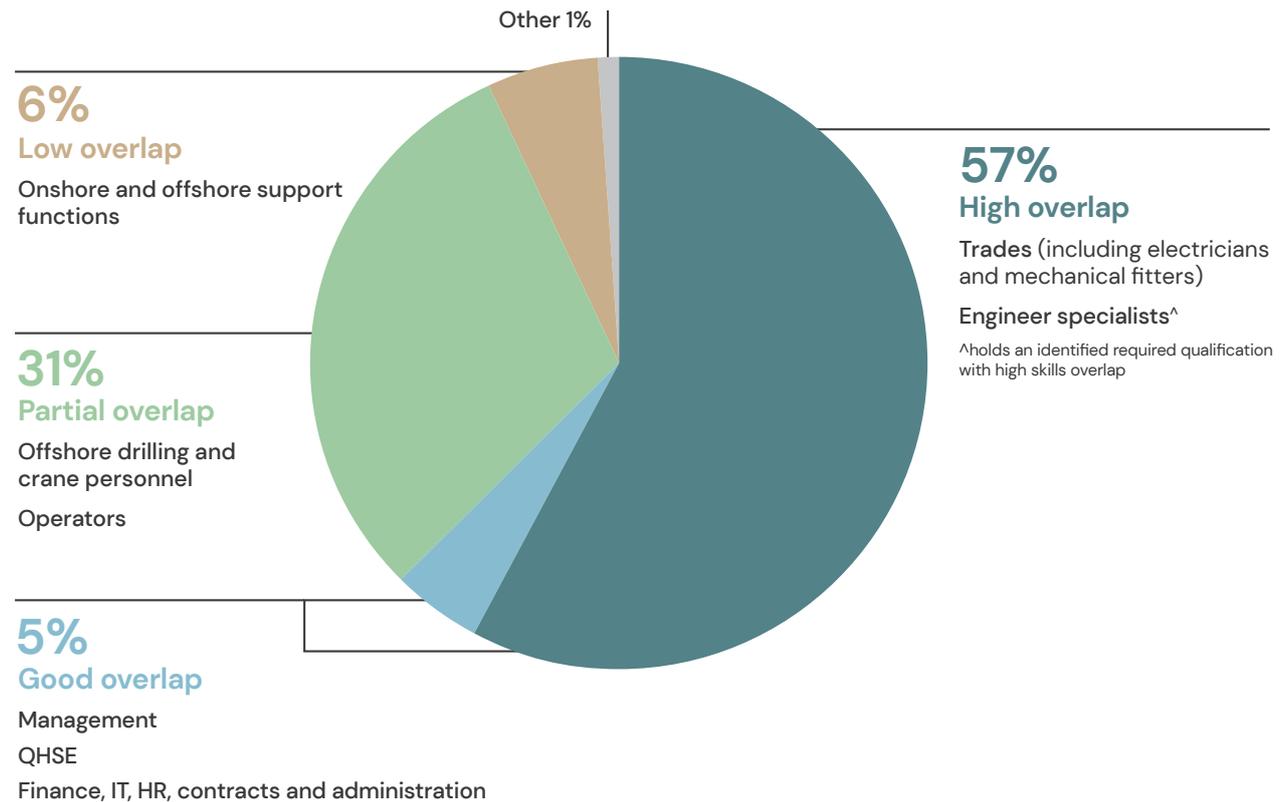
Abbreviations: Global Wind Organisation (GWO), Industrial Rope Access Trade Association (IRATA), Maritime Security Identification Cards (MSIC), Dogging (DG), Rigging (RB), Basic Offshore Safety Induction and Emergency Training (BOSIET), Helicopter Underwater Escape Training (HUET), Forklift Licence (LF) and Elevated Work Platform (EWP).

Offshore oil and gas to offshore wind

The offshore oil and gas industry shares similar skills, training requirements and workplace conditions. Many current offshore oil and gas workers are well placed to make the shift into offshore wind.

The offshore oil and gas sector has a long history in Gippsland, with the first oil field in Australia discovered in 1924 at Lake Bunga. Around 60 percent of the offshore oil and gas workforce has a good or high opportunity to work in offshore wind.

Comparing skills and roles



Workforce ready

Many offshore oil and gas workers will already hold certificates relevant for offshore wind, including:

- Basic Offshore Safety Induction and Emergency Training (BOSIET)
- Maritime Security Identification Cards (MSIC)
- Construction industry white cards
- Dogging and rigging certifications
- First aid qualifications
- Oil and gas medicals.



Career pathways – offshore oil and gas

Current role	Skills match	Offshore wind role – potential match	Jobs Guide reference	Potential training requirements
Trade-based roles , such as Electricians and Mechanical Fitters	High	Mechanical/Hydraulics Technician	Page 44	<ul style="list-style-type: none"> GWO Basic Safety Training IRATA Rope Access GWO certified Blade Repair Training / Certificate III in Engineering Composites DG and RB certifications BOSIET or HUET (dependent on role) GWO Basic Technical Training
		Electrical Technician/Supervisor	Page 45	
		Installation Technician	Page 25	
		Wind Turbine Technician	Page 70	
		Blade Repair Technician	Page 71	
Engineering specialists , such as Electrical Engineers	High	Planning Manager	Page 11	<ul style="list-style-type: none"> GWO Basic Safety Training Masters or post graduate study in relevant engineering field (dependent on role) GWO Basic Technical Training HUET
		Project Engineer	Page 18	
		Project Manager – Grid/Transmission	Page 13	
		Cable Installation Manager	Page 24	
		Carousel Engineer	Page 26	
		Commissioning Engineer	Page 32	
		SCADA Engineer	Page 58	
		Control Room Technician	Page 59	
Health, Safety, Environment and Quality Manager	Good	Quality Manager	Page 12	<ul style="list-style-type: none"> GWO Basic Safety Training HUET
		QHSE Manager	Page 53	
		Risk Manager	Page 15	
Office based roles , such as IT, Finance, HR and Administration	Good	Contracts and Commercial Manager	Page 9	<ul style="list-style-type: none"> GWO Basic Safety Training MSIC HUET
		Procurement Manager	Page 10	
		Planning Manager	Page 11	
		Quality Manager	Page 12	
		Human Resources Manager	Page 14	
		Risk Manager	Page 15	
		Environment and Approvals Manager	Page 17	
		Site Administrator	Page 61	
Warehouse Stores Assistant	Page 63			
Operators	Partial	Installation Technician	Page 25	<ul style="list-style-type: none"> GWO Basic Safety Training MSIC DG and RB Certifications BOSIET or HUET (dependent on role) GWO certified Blade Repair Training / Certificate III in Engineering Composites GWO Basic Technical Training
		Tension Operator	Page 27	
		Wind Turbine Technician	Page 70	
		Blade Repair Technician	Page 71	
		Apprentice Mechanical/Hydraulics Technician	Page 41	
Offshore Drilling Personnel	Partial	Installation Technician	Page 25	<ul style="list-style-type: none"> GWO Basic Safety Training GWO certified Blade Repair Training / Certificate III in Engineering Composites Working at heights certification IRATA Rope Access qualification GWO Basic Technical Training
		Tension Operator	Page 27	
		Wind Turbine Technician	Page 70	
		Blade Repair Technician	Page 71	
		Painter / Rope Access Technician	Page 62	
Offshore Crane Operator	Partial	Deck Supervisor	Page 22	<ul style="list-style-type: none"> LEEA LEG training Working at heights certification PMASUP 305 Operate Offshore Crane (or equivalent – Stage 3 Crane Operator)
		Crane Inspection Engineer	Page 31	
		Rigger Foreperson	Page 33	
		Heavy Lift Supervisor	Page 37	
		Crane Operator	Page 38	
		Trainee Integrated Rating	Page 47	
		Tension Operator	Page 27	

Abbreviations: Global Wind Organisation (GWO), Industrial Rope Access Trade Association (IRATA), Dogging (DG), Rigging (RB), Helicopter Underwater Escape Training (HUET), Supervisory Control and Data Acquisition (SCADA), Lifting Equipment Engineers Association (LEEA), and Lifting Equipment General (LEG).

Maritime to offshore wind

The maritime workforce is already equipped for work in offshore wind.

Qualification-based maritime roles, such as deck officers, marine engineers, and ratings are in high demand. The skills and qualifications required for seafaring positions in offshore wind are consistent with those already in place across the maritime industry.

There is the potential for local commercial fishers to work in offshore wind, as many will hold domestic marine certificates that may be suitable for inshore work.

More than 85 percent of the maritime workforce is ready to work in offshore wind.

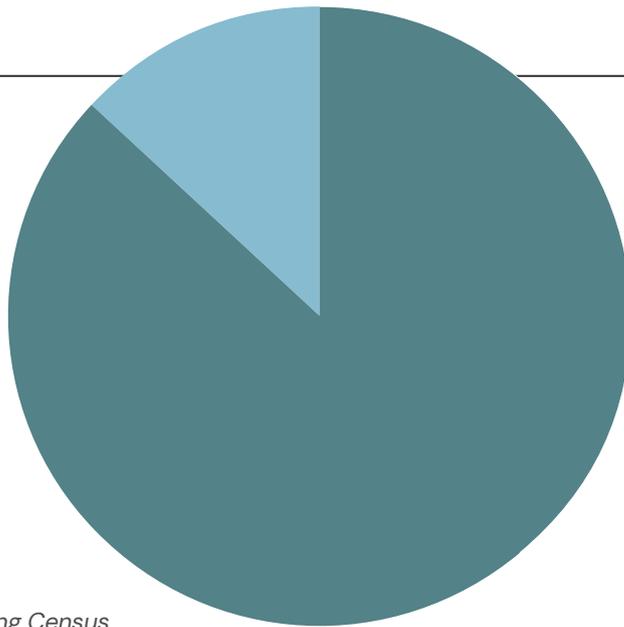
Comparing skills and roles

13%

Good overlap

Caterers and other seafarers[^]

[^] This category covers a range of roles with varying levels of transferability



87%

High overlap

Integrated ratings, able seafarers and crane operators*

Engineers and electro-technical officers*

Deck officers*

*Includes trainees

Based on MIAL 2018 Seafaring Census

Offshore wind ready

Most of the vessels used during the construction and operations of an offshore wind farm have previously worked in Australian waters, with a few exceptions. Vessels typically involved include:

- Crew transfer vessels
- Service operation vessels
- Survey vessels
- Heavy lift vessels
- Wind turbine installation vessels
- Jack up barges / installation vessels
- Fall pipe vessels
- Offshore support vessels
- Cable lay vessels
- Multipurpose support vessels
- Accommodation support vessels
- Anchor handlers / tug supply vessels





Entry-level career pathways

There are many entry-level roles that give young people and those with limited relevant experience a chance to start a career in offshore wind.

A few of these roles are outlined below.

Offshore wind role – potential match	Description	Potential training, education and experience
Deck Cadet (p39, Jobs Guide)	Cadets become qualified as a Deck Officer who holds a Certificate of Competency as a Deck Watchkeeper and can work anywhere in the world.	<ul style="list-style-type: none"> • Diploma of Maritime Operations (Watchkeeper Deck) • 18 months of sea service greater than or equal to 500GT
Marine Steward (p40, Jobs Guide)	Responsible for cleaning and maintenance of vessel accommodation, stores, laundry and galley.	<ul style="list-style-type: none"> • Certificate of Safety Training (STCW Reg IV/I) • Current Australian Maritime Safety Authority (AMSA) medical • BOSIET (if required for vessel type) • Food Safety Level 1 (Use Hygienic Practices for Food Safety) • Food Safety Level 2 (Participate in Safe Food Handling Practices) • MSIC • Hospitality experience is desirable
Apprentice Mechanical/Hydraulics Technician (p41, Jobs Guide)	A traditional four-year apprenticeship as a Mechanical Fitter with hydraulics experience. Apprentices become qualified as a Mechanical Fitter.	<ul style="list-style-type: none"> • Relevant training would be completed as part of the apprenticeship.

Apprentice Electrician (p42, Jobs Guide)	A traditional four-year apprenticeship as an electrician. Apprentices can gain an A grade electrical licence and work as a qualified electrician.	<ul style="list-style-type: none"> • Relevant training would be completed as part of the apprenticeship.
Trainee Integrated Rating (p47, Jobs Guide)	A marine traineeship that includes study at a maritime college and 36 weeks of sea service. Trainees become qualified as an Integrated Rating with a Certificate of Proficiency and can work anywhere in the world.	<ul style="list-style-type: none"> • Relevant training would be completed as part of the traineeship.
Trainee Marine Engineer (p49, Jobs Guide)	After completion of the marine traineeship, the trainee will hold an Engineer (Watchkeeper) Certificate of Proficiency and can work anywhere in the world.	<ul style="list-style-type: none"> • Relevant training would be completed as part of the apprenticeship.
Site Administrator (p61, Jobs Guide)	Responsible for managing administration, reporting functions and travel. This role may be based onshore or offshore.	<ul style="list-style-type: none"> • Certificate IV in Business Administration or Project Management is desirable • Previous administration experience is desirable
Warehouse Stores Assistant (p63, Jobs Guide)	Responsible for procuring and maintaining stock levels of offshore stores and required equipment/parts for onshore and offshore teams.	<ul style="list-style-type: none"> • A Certificate IV in Logistics is desirable • LF, DG, RB and EWP certificates – endorsed on a high risk licence • Current GWO Basic Safety Training • Dangerous Goods certification
Deckhand/Mate – CTV (p66, Jobs Guide)	Responsible for assisting passengers, manual tasks and maintenance duties on a Crew Transfer Vessel (CTV).	<ul style="list-style-type: none"> • AMSA endorsed near coastal maritime certificate (dependent on vessel type but example certificate would be Coxswain Grade 2 Near Coastal certification)

Abbreviations: Basic Offshore Safety Induction and Emergency Training (BOSIET), Maritime Security Identification Cards (MSIC), Global Wind Organisation (GWO), Forklift Licence (LF), Dogging (DG), Rigging (RB), Elevated Work Platform (EWP).



Getting ready for a new industry

How long will it take to upskill?

There are many different certifications or other requirements that may be needed to work in different offshore wind jobs. Some only take hours or days to complete. Others require long-term commitment, such as trade and university qualifications. The below table provides guidance on how long it typically takes to gain new certifications.

For more information, refer to the Offshore Wind Jobs Guide.

Certification durations

Certification	Duration	Validity period
ADAS Diver Qualification	4 days – 2 weeks (varies depending on training provider)	5 years
Advanced First Aid	1 day	3 years. Every 12 months for CPR
Aeronautical Radio Operator	5 hours	3 years
AMSA Chief Integrated Rating Certificate of Proficiency	11 – 13 days	5 years
AMSA Integrated Rating Certificate of Proficiency	18 months – 2 years	5 years
AMSA Medical	2 – 3 hours	2 years (1 year if under 18 or over 55 – or less if needing a follow up doctor review)
AS 2299 Dive Medical	2 – 3 hours	Yearly
Basic Offshore Safety Induction and Emergency Training (BOSIET)	2 days	2 or 4 years



Certificate III Engineering Composites – Blade Repair Technician	3 – 4 years	N/A
Certificate of Safety Training (full course – STCW Reg IV/1)	9 days	5 years
Chester Step Test	10 minutes	Yearly
Confined Space Entry Certificate	1 day	2 years
Construction Industry White Card	4 hours	No expiry unless you haven't worked in construction for 2 years
Dangerous Goods Certificate	2 – 3 days	5 years
Dogging and Rigging Certifications (DG, RB , RA)	5 days (for each certification)	5 years (as part of a high risk licence)
Dynamic Positioning (DP) Offshore Unlimited Certification	DP advanced training (5 days) plus approved sea service on DP vessel	5 years
E-learning service lift training (dependent on wind turbine manufacturer)	Online learning	Variable as per manufacturer
ECDIS (Electronic Chart Display and Information System)	5 days	N/A
Elevated Work Platform (EWP) certification	2 days	5 years (as part of a high risk licence)
Flag State medicals and endorsements	Varies as per flag state requirements	2 years (1 year if under 18 or over 55 – or less if needing a follow up doctor review)
Forklift Licence (LF)	2 days	5 years (as part of a high risk licence)
Global Wind Organisation (GWO) Basic Safety Training (BST)	4 – 5 days	Refresh required every 2 years
Global Wind Organisation (GWO) Blade Repair Training (BRT) Certificate	9 days	N/A
Global Wind Organisation (GWO) Standard – Basic Technical Training (BTT)	4 – 5 days	Refresh required every 2 years
Helicopter Underwater Escape Training (HUET)	1 day	2 or 4 years
High Voltage Certifications	4 days	2-5 years (varies)
MAR40620 Master up to 35 meters	5 weeks	5 years
MAR30921 Master up to 24 meters	5 weeks	5 years
MAR20321 Coxswain Grade 1	4 weeks	5 years
MAR10418 Coxswain Grade 2	4 weeks	5 years



MAR20421 Marine Engine Driver Grade 3	2 weeks	5 years
MAR30821 Marine Engine Driver Grade 2	2 – 5 weeks	5 years
MAR40220 Marine Engine Driver Grade 1	4 weeks	5 years
MAR10220 General Purpose Hand	5 days	5 years
IRATA Rope Access Certification	5 days	3 years
ISO 9001, ISO 14001 and ISO 45001 Integrated Management Systems Internal Auditor Training	2 – 5 days	3 years
LEEA Lifting equipment general (LEG) training	5 days	3 years
Lifting Equipment General (LEG) Advanced Program	5 days	3 years
Manual Handling Certificate	4 hours	2 years
Maritime Security Identification Card (MSIC)	Online application only	2-4 years
Master 11/2 (Unlimited)	12 months	5 years
Minimum CIP -2 Certified Coating Inspector	5 days	3 years
NDT Certifications	Varies depending on course	3 years
OGUK Medical	2 – 3 hours	2 years (or less for medical reasons)
Permit to Work Training	0.5 day	2 years
PMASUP 305 Operate Offshore Crane	3 days	2 years
Radio Operator Certificate (GMDSS Radio Operator Certificate of Recognition)	2 weeks	5 years
Risk Management PMI-RMP certification	3 days	3 years
SITXFSA005 Use hygienic practices for food safety	1 day	5 years
SITXFSA006 Participate in safe food handling practices	1 day	5 years
Trade Certificate	4 years (varies by trade)	Varies depending on trade requirements
Welding Certificate	4 years	No expiry if working in the role
Work Safely at Heights	1 day	5 years (as part of a high risk licence)

Certifications are estimates and durations may vary depending on the provider and mode of delivery.

Thank you

Thank you to the following organisations for providing data and advice to support the development of this guide.

AGL

Australian Maritime Safety Authority

Bass Coast Shire Council

Beach Energy

Clean Energy Council

Committee for Gippsland

Committee for Wellington

Energy Australia Yallourn

Esso

Federation University

Gippsland Tech School

Gunaikurnai Land and Waters Aboriginal Corporation

Latrobe City Council

Latrobe Valley Authority

Local Jobs Program

Loy Yang B

Maritime Industry Australia Limited

Offshore and Specialist Ships Australia

Regional Development Victoria

South Gippsland Shire Council

TAFE Gippsland

Victorian Skills Authority

Victorian Trades Hall Council

Wellington Shire Council



This guide is the property of Star of the South Wind Farm Pty Ltd as trustee for Star of the South Trust (Star of the South), and recipients must not copy, modify, reproduce or distribute this document without the express prior consent of Star of the South. While the material contained in this guide has been formulated with all due care, Star of the South does not warrant or represent that the material is free from errors or omission, or that it is exhaustive. Star of the South has endeavored to include all relevant information, however provides no warranty or representation that it has canvassed all potential suppliers, employers or the entire market or that this document is complete. Star of the South will have no liability for any inaccurate or incomplete information presented in this guide. The information contained within is provided on an "as is" basis with no guarantees of completeness or accuracy and Star of the South has no liability to any recipients for any loss or damage.





 starofthesouth.com.au

 1800 340 340

 info@southerlyten.com.au

 Star of the South

 Star of the South Project

 Interpreter service: 13 14 50

starofthesouth.com.au



The information listed in this guide was developed in partnership with Programmed Offshore.

programmed.com.au

A PROJECT BY
 SOUTHERLY
TEN