

## APPENDIX 5

### Accommodation and Employment Strategy



**ACCOMMODATION AND  
EMPLOYMENT STRATEGY**

Tallawang Solar Farm

**FINAL**

May 2024



## ACCOMMODATION AND EMPLOYMENT STRATEGY

Tallawang Solar Farm

### FINAL

Prepared by  
**Umwelt (Australia) Pty Limited**  
on behalf of  
**RES**

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### **Acknowledgement of Country**

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### **Document Status**

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# Abbreviations

Abbreviation	Description
ABS	Australian Bureau of Statistics
AES	Accommodation and Employment Strategy
DPHI	NSW Department of Planning, Housing and Infrastructure
EIS	Environmental Impact Statement
EP&A Act	Environmental Planning and Assessment Act, 1979
FTE	Full-time Equivalent
The Guideline	Social Impact Assessment Guideline for State Significant developments
ha	Hectares (unit)
km	Kilometres (unit)
LGA	Local Government Area
MW	Megawatts (unit)
NSW	New South Wales
PCS	Power Conversion Stations
PV	Photovoltaic
REZ	Renewable Energy Zone
SEAR	Secretary's Environmental Assessment Requirements
SEIFA	Socio-economic Indices for Areas
SIA	Social Impact Assessment
SAL	Suburb and Locality Code
SSD	State Significant Development
Umwelt	Umwelt Australia Pty Ltd

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# 1.0 Introduction

RES Australia Pty Ltd (RES) is seeking to develop the Tallawang Solar Farm (the Project) in the Central West region of New South Wales (NSW). The Project falls within the Central West Orana Renewable Energy Zone (CWO-REZ), as shown on **Figure 1.1** and is proximal to another RES project; the Barneys Reef Wind Farm. The two projects are being assessed separately under the NSW *Environmental Planning and Assessment Act 1979* (EP&A Act) and will be constructed and operated independently of each other. Further detail regarding the Tallawang Solar Farm is provided in **Section 1.2.1**.

## 1.1 Purpose and Objectives

The Environmental Impact Statement (EIS) for Tallawang Solar Farm was placed on public exhibition during late 2022. During the exhibition period, several submissions were received, including one by the Mid-Western Regional Council, raising concern around the management of housing and accommodation for the Project's projected workforce. This Accommodation and Employment Strategy (AES) is a direct response to the concerns raised through community and agency submissions received on the EIS for the Project.

Additionally, this AES also addresses a request from the Department of Planning, Housing and Infrastructure (DPHI) that an AES is required to support the Project's Amendment Report and response to submissions. Specifically, the DPHI's requirement for the AES is to:

- Propose measures to ensure there is sufficient accommodation for the workforce associated with the development at all stages of construction (including prior to construction of the camp, during construction of the camp, and peak construction) (see **Section 4.2 – 4.3**).
- Detail the services and infrastructure that will be provided in the proposed accommodation camp, and how this will be managed (see **Section 4.3.2 – 4.3.3**)
- Consider the cumulative impacts associated with other State significant development projects in the area (see **Section 6.0**).
- Investigate options and includes targets for the employment of local workers and aboriginal workers during the construction and operation of the development, where feasible (see **Section 5.0** and **Section 5.2.1**).
- Include a program to monitor and review the effectiveness of the strategy over the life of the development, including regular monitoring and review during construction (see **Section 7.0**).

Therefore, this AES has been developed to meet the following objectives:

- Respond to the community and agency concerns around temporary workforce accommodation and local employment.
- Respond to feedback from stakeholders and research undertaken by EnergyCo in identifying existing constraints in the capacity of the local accommodation sector to meet the requirements of RES' construction workforce.

- Maximise the capacity for RES to generate local benefits through local procurement and employment outcomes.
- Identify options for the effective and appropriate accommodation of workforce associated with the Project.
- Assist in managing the social impacts and opportunities associated with the development and management of temporary workforce accommodation, designed to house workers involved in the construction of the Project, with regard to overlapping benefits and risks associated with the Barneys Reef Wind Farm and other surrounding large-scale construction projects.
- Meet DPHI's AES requirements as above.

## 1.2 Project Overview

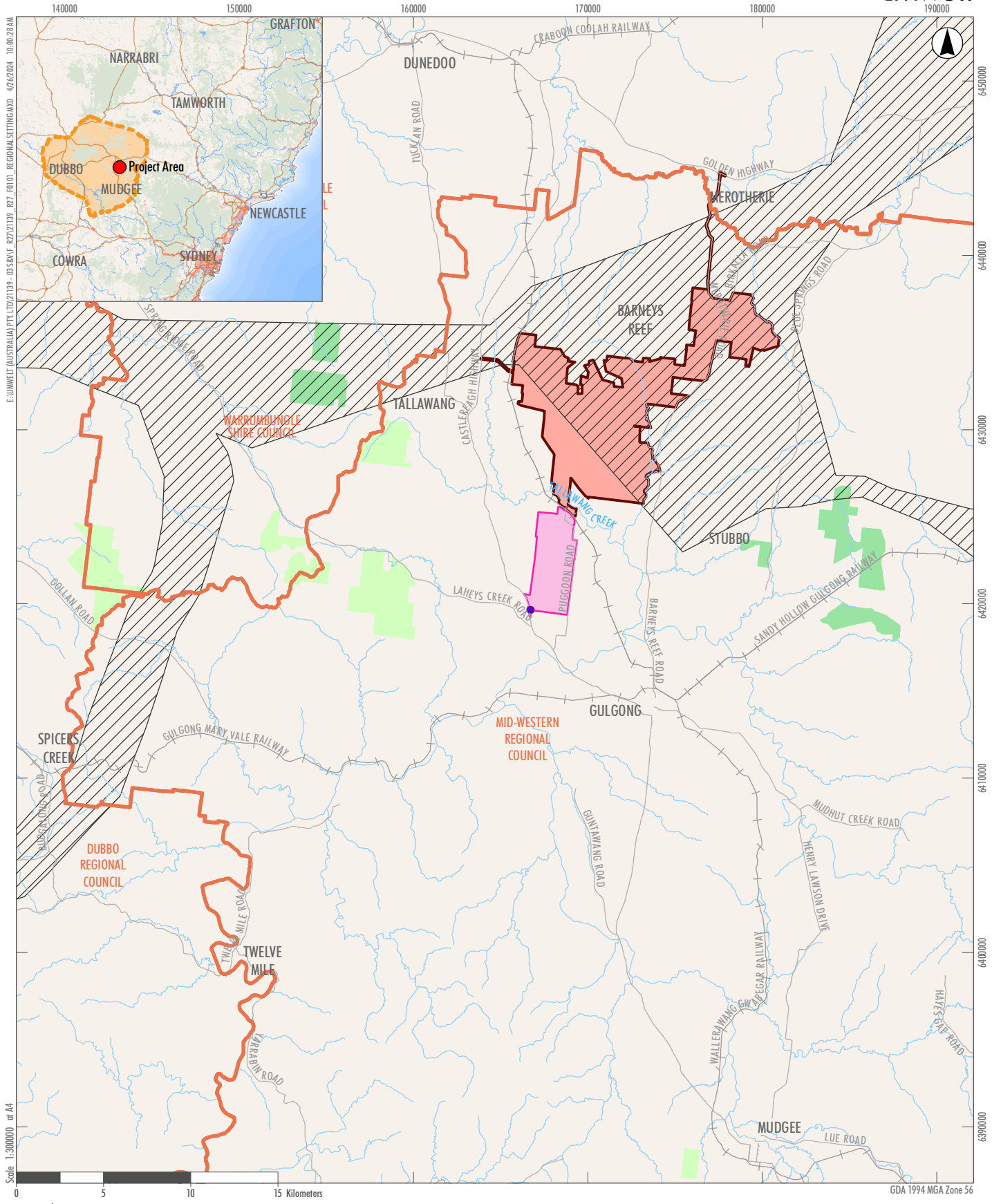
The proposed Tallawang Solar Farm would include the construction, operation and decommissioning of a 500 MW solar farm that would generate and supply power to the national electricity grid. The Project Area is approximately 1,300 ha and encompasses four freehold rural properties, a parcel of Crown Land and a section of the Castlereagh Highway and a council road. The development footprint for the Project is approximately 1,016 ha. The Project includes a Battery Energy Storage System (BESS) of approximately 500 MW/1000 MW-h. The Project is approximately 8 km from the township of Gulgong, 40 km from the regional centre of Mudgee, and is situated within the Mid-Western Regional Local Government Area (LGA) (refer to **Figure 1.1** for Project location).

Grid connection for the Project is reliant on the development of EnergyCo's CWO-REZ Transmission Project, currently proposed to the north of the Project Area and is currently under assessment with DPHI.

The Project's 36-month construction period would be followed by an expected operational life of 35 years. Following its expected operations period, the solar farm would either be decommissioned, removing all above ground infrastructure, returning the site to its existing land capability, or repurposed with new equipment subject to technical feasibility and planning consents at that time.

A purpose-built Temporary Workforce Accommodation (TWA) Facility will be developed on-site to house the non-local construction workforce. TWA's development footprint covers approximately 5 ha and will include 400 one-bed accommodation units and will house around 95% of the workforce population at the peak of construction activity (around 420 workers), and has the capacity to accommodate the entire workforce for most of the extended construction period (see **Section 4.3** for a more detailed description of the TWA Facility).

The Project is currently in the Response to Submissions (RTS) phase with submission of an Amendment Report of which this AES forms part of, to DPHI in Q2 2024.



- Legend**
- Tallowang Solar Farm Project Area
  - Barneys Reef Wind Farm Project Area
  - Indicative Proposed Central West Orana REZ Transmission Corridor
  - Indicative Central-West Orana Renewable Energy Zone
  - Access Point
  - Local Government Area Boundary
  - State Forest
  - National Parks (NPWS Estate)
  - Road
  - Drainage Line
  - Railway Line

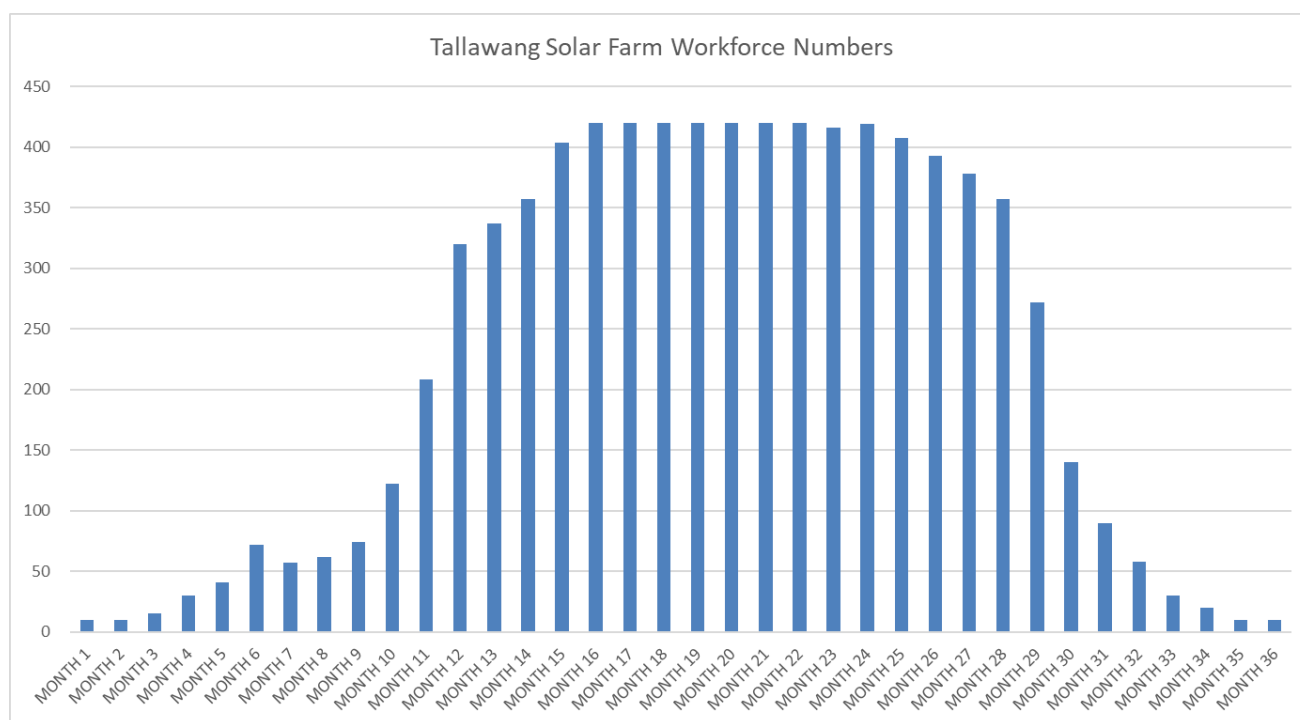
**FIGURE 1.1**  
Location and Regional Setting

### 1.2.1 Construction Workforce Profile

The Project will generate around 380 full time equivalent (FTE) jobs during construction (with a peak of 420 onsite workers), and 10 full time staff during operation and maintenance phases. In addition, the TWA Facility will require 20-25 construction workers, with 20 ongoing operational staff once completed.

Key jobs during construction will include operators, project managers, mechanical management, labourers, installation experts and technicians. Pending approval, the construction period is expected to commence in late 2026, with a 36-month construction period from Q4 2026 to Q4 2029. Refer to **Figure 1.2** for a histogram of anticipated construction workforce numbers across the estimated time period.

Aside from direct employment opportunities associated with the development itself, the employment benefits are expected to extend through local supply chains to include vehicle and equipment servicing, uniform suppliers, cafés, pubs, catering and cleaning companies, tradespersons, tool and equipment suppliers and many other businesses.



**Figure 1.2 Estimated number of On-Site Jobs Over Time (Q4 2026 to Q4 2029)**

Source: Provided by RES

The maximum on-site workforce at any time is anticipated at approximately 420 workers. Based on interviews with local stakeholders (detailed in **Section 3.0**) and assessment of labour market capacity in the region (refer to **Section 5.0** for further detail), sourcing at least 5% of the peak labour force (21 people) from the locality is deemed feasible. The AES therefore assumes there would be a **maximum of 400 beds of accommodation required** at the peak of construction (around Month 16 to Month 24) and approximately 380 beds required for 1 to 2 months either side of that period.

## 1.3 Document Overview

This AES provides:

- A socio-economic overview of the region that the Project is situated.
- An overview of recent community engagement and key outcomes which have informed the development of the strategies.
- Strategies to be adopted by the Project for accommodation, employment, and procurement, to meet the objectives as outlined in **Section 1.1**.
- Consideration of cumulative impacts from other nearby projects and developments.
- A plan to monitor and evaluate the effectiveness of the strategies.

### 1.3.1 Limitation

The AES has been developed based on predicted workforce requirements provided by RES and existing publicly available data on short term accommodation availability. It reflects estimates based on these data inputs, refined by feedback from local stakeholders, including with the Mid-Western Regional Council. It should be noted that the exact workforce numbers may differ based on changing construction timelines and/or changed access to short term accommodation, rental accommodation, and council-constructed caravan park accommodation between the time that this Strategy is prepared and the commencement of construction.

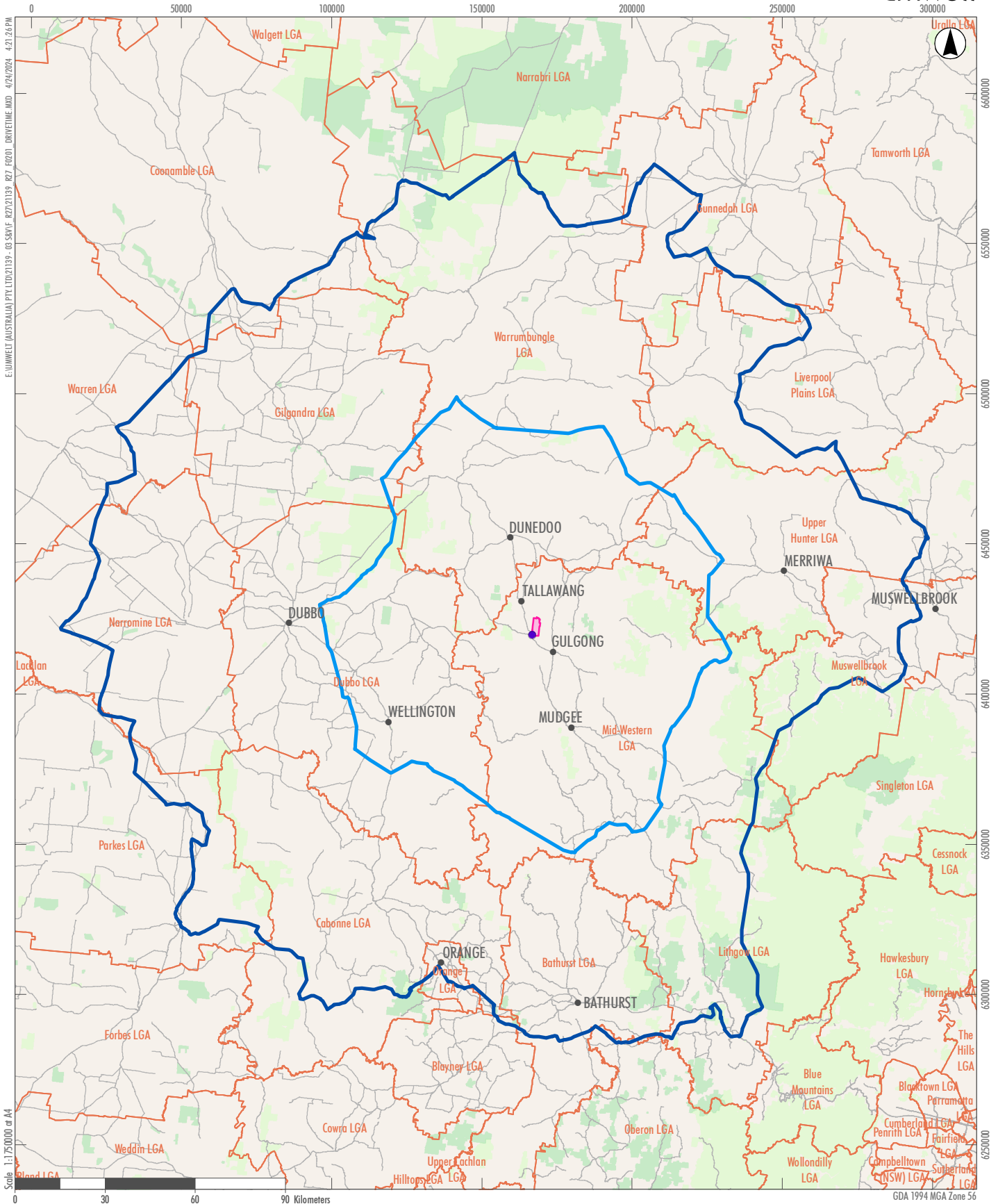
## 2.0 Regional Profile

The following section provides an overview of the socio-economic context which has informed the development of accommodation and employment strategies for the Project.

### 2.1 Defining the Social Locality

The Project is situated within the Mid-Western Regional Council LGA with the closest towns being Mudgee, Gulgong and Dunedoo. The town of Dubbo is also considered a key service provider and population centre for the region, due to the presence of the airport as a resource for Fly-In-Fly-Out (FIFO) workers.

The Warrumbungle Shire Council, Bathurst Regional Council, Dubbo Regional Council and Upper Hunter Shire Council Local Government Areas (LGAs) are considered in the regional profile, due to the physical proximity of these areas to the Project. **Figure 2.1** below shows one hour and two-hour drive times to illustrate feasible drive times for local workers (maximum 1 hour) and likely service catchment areas for procurement purposes (approximately 2 hours).



**FIGURE 2.1**

**Local Employment and Procurement Catchment**

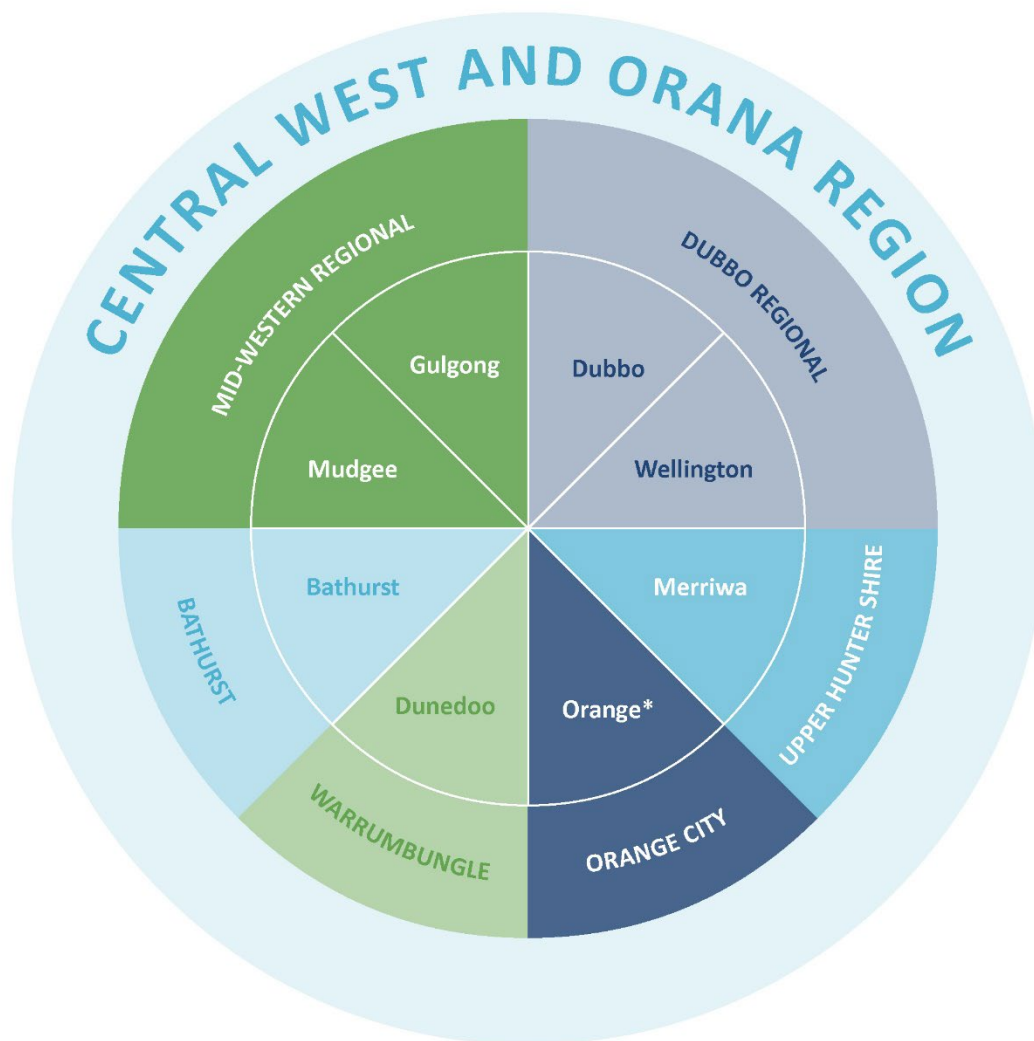
In defining the social locality for the AES, numerous townships have been considered, based on distance from the Project and size of the settlement. **Table 2.1** includes a summary of these townships, including an explanation of their relevance to the Project.

**Table 2.1 Key Towns**

Settlement Type	Township (with population <sup>1</sup> )	Reason for inclusion
<b>Proximal (within 60-minute drive) and primary order (population over 10,000 people)</b>	• Dubbo (40,578)	These towns are included because their physical proximity means they are most likely to be impacted by the Project and most likely to provide services or accommodation to support the Project.
	• Mudgee (11,547)	
<b>Proximal (within 60-minute drive) and secondary order (population between 1,000 and 10,000 people)</b>	• Gulgong (2,680)	
	• Dunedoo (1,020)	
	• Wellington (4,581)	
	• Merriwa (1,040)	
<b>Neighbouring (between 60 and 120 minute drive) and primary order (population over 10,000 people)</b>	• Orange (41,232)	These towns are included because their population size means they are likely to serve as higher-order townships with a greater density of businesses, services, infrastructure and workforces likely to be impacted by, and with the potential to benefit from, the Project.
	• Muswellbrook (12,272)	
	• Bathurst (36,230)	

**Figure 2.2** illustrates the LGAs and key towns considered in development of the AES.

<sup>1</sup>Source: ABS (2021)



**Figure 2.2 Geographical Scales**

Source: Umwelt, 2021. \*This study considers the town of Orange but does not include the LGA due to its distance to the Project area.

## 2.2 Regional Demographic Context

**Table 2.2** provides an overview of socio-economic profile of the Project’s social locality. In short, the following implications can be drawn to contextualise the accommodation and employment strategies for the Project:

- The population of all LGAs grew at rates below the NSW average between 2011 and 2021, with Warrumbungle Shire’s population falling and Upper Hunter stagnating. Similarly, all LGAs except Bathurst are projected to grow at rates below NSW average between 2021 and 2031 with Warrumbungle Shire and Upper Hunter Shire projected to lose population in the next 10 years.
- Mid-Western, Warrumbungle Shire and Upper Hunter LGAs feature older median population ages and substantially higher proportions of the population older than 65, indicating an ageing population. This has implications for labour force participation and access to employees and will impact on need for health and social service infrastructure in the region.

- All LGAs have lower than NSW-average proportions of people of working age (15 to 64), reflective of older populations in some LGAs and higher proportions of children in Dubbo and Mid-Western Regional Council. This has implications for labour force participation.
- Most LGAs have average levels of low-income, low-qualification and low-skilled households within their communities, while Warrumbungle Shire exhibits substantially higher rates of disadvantage than other LGAs in the region.
- Mid-Western Regional, Upper Hunter and Bathurst LGAs have relatively high levels of Economic Resources, with higher proportions of households earning high incomes and owning their own homes. Warrumbungle Shire has substantially lower, indicating higher proportions of households with few economic resources and higher levels of vulnerability to economic shocks.
- Mid-Western and Upper Hunter LGAs are understood to have higher proportions of people without formal educational qualifications, are unemployed or are employed in low-skilled occupations. In contrast, Bathurst has higher than average levels of Education and Occupation outcomes. This has implications for sourcing local employment, with access to highly skilled workers likely to be constrained in Mid-Western and Upper Hunter Shires.
- All LGAs have lower levels of university degrees compared to the State average (27.8%). Further, all aside from Warrumbungle (24.3%) have over a quarter of their population having a certificate three VET qualification or above. This suggests that the region has a larger proportion of tradespeople, helping to source local workers for the Project.
- All LGAs feature higher than average proportions of Indigenous residents, particularly in Dubbo Regional LGA. This has implications for opportunities for Aboriginal participation and employment and implications for likely disadvantage and vulnerability.

**Table 2.2 Regional Profile Overview**

	Mid-Western Regional Council	Dubbo Regional Council	Warrumbungle Shire Council	Upper Hunter Shire Council	Bathurst Regional Council	NSW
<b>Population Demographics</b>						
<b>Population</b>	25,713	54,922	9,225	14,229	43,567	8,072,163
<b>Key townships</b>	Mudgee, Gulgong	Dubbo, Wellington	Coonabarabran, Dunedoo	Merriwa	Bathurst	
<b>Median Age</b>	42 <sup>2</sup>	36	50	42	38	39
<b>Percentage of population older than 65 years</b>	20.7%	17.3%	28.5%	21.2%	18.4%	17.7%
<b>Percentage of population younger than 15 years</b>	19.8%	21%	16.7%	18.6%	18.7%	18.2%
<b>Percentage of population of working age (15 to 65)</b>	52.5%	61.9%	54.4%	60.4%	62.7%	64.2%
<b>Population growth 2011 to 2021</b>	+3,395 15.21% increase	+7,624 16.11% increase	-363 3.78% decrease	+475 3.45% increase	+5,048 13.10% increase	+ 1,154,505 16.68% increase
<b>Projected population growth 2021 to 2031</b>	+1,842 7.16% increase	+4,045 7.36% increase	-866 9.38% decrease	-475 3.33% decrease	+6,846 15.71% increase	861,477 10.67% increase
<b>Educational Attainment</b>	Bachelor's degree level and above: 2,747 (13.3%)	Bachelor's degree level and above: 7,401 (17%)	Bachelor's degree level and above: 785 (10.2%)	Bachelor's degree level and above: 1,387 (12.0%)	Bachelor's degree level and above: 6,717 (19.0%)	Bachelor's degree level and above: 1,838,502 (27.8%)

<sup>2</sup> Green cells reflect higher than State average figures while grey cells reflect lower than state average figures

	Mid-Western Regional Council	Dubbo Regional Council	Warrumbungle Shire Council	Upper Hunter Shire Council	Bathurst Regional Council	NSW
	<p>Advanced Diploma and Diploma level: 1,595 (7.7%)</p> <p>Certificate level IV: 973 (24.6%)</p> <p>Year 12/11: 2,916 (14.1%)</p> <p>Year 10 or below: 5,350 (26%)</p> <p>Other: 2,909 (14.2%)</p>	<p>Advanced Diploma and Diploma level: 3,264 (7.5%)</p> <p>Certificate level IV: 1,849 (20.1%)</p> <p>Year 12/11: 6,609 (15.3%)</p> <p>Year 10 or below: 10,346 (23.8%)</p> <p>Other: 7,082 (20.9%)</p>	<p>Advanced Diploma and Diploma level: 506 (6.6%)</p> <p>Certificate level IV: 247 (17.7%)</p> <p>Year 12/11: 1,098 (14.3%)</p> <p>Year 10 or below: 2,339 (30.5%)</p> <p>Other: 1,586 (20.7%)</p>	<p>Advanced Diploma and Diploma level: 831 (7.2%)</p> <p>Certificate level IV: 502 (23.1%)</p> <p>Year 12/11: 1,824 (15.7%)</p> <p>Year 10 or below: 3,276 (28.3%)</p> <p>Other: 1,589 (13.8%)</p>	<p>Advanced Diploma and Diploma level: 2,961 (8.4%)</p> <p>Certificate level IV: 1,603 (21.1%)</p> <p>Year 12/11: 4,574 (16.8%)</p> <p>Year 10 or below: 7,543 (21.3%)</p> <p>Other: 4,737 (13.4%)</p>	<p>Advanced Diploma and Diploma level: 616,322 (9.3%)</p> <p>Certificate level IV: 216,768 (15.1%)</p> <p>Year 12/11: 116,7525 (17.7%)</p> <p>Year 10 or below: 1,186,245 (18%)</p> <p>Other: 799,044 (12.1%)</p>
<b>Percentage Aboriginal and Torres Strait Islander (ATSI) population</b>	6.8%	16.6%	10.7%	7.0%	7.2%	3.4%
<b>Traditional Owners</b>	The traditional owners are recognised as the Wiradjuri people.	The traditional owners are recognised as the Wiradjuri people.	The northern part of the shire is home to the Gamilaraay people while the southern part of the shire is home to the Wiradjuri people. The nations of the Weilwan and Kawambarai (Werriri) are within the Shire in the west.	The Wonnarua / Wanaruah people are the traditional owners of lands throughout the Hunter Valley.	The traditional owners are recognised as the Wiradjuri people.	

	Mid-Western Regional Council	Dubbo Regional Council	Warrumbungle Shire Council	Upper Hunter Shire Council	Bathurst Regional Council	NSW
Index of Education and Occupation <sup>3</sup>	919 (4 <sup>th</sup> decile)	944 (6 <sup>th</sup> decile)	929 (5 <sup>th</sup> decile)	912 (3 <sup>rd</sup> decile)	959 (7 <sup>th</sup> decile)	
Index of Relative Socio-Economic Disadvantage (IRSD) <sup>4</sup>	979 (5 <sup>th</sup> decile)	985 (6 <sup>th</sup> decile)	927 (2 <sup>nd</sup> decile)	975 (5 <sup>th</sup> decile)	991 (7 <sup>th</sup> decile)	
Index of Economic Resources (IEO) <sup>5</sup>	1002 (7 <sup>th</sup> decile)	988 (6 <sup>th</sup> decile)	952 (3 <sup>rd</sup> decile)	999 (7 <sup>th</sup> decile)	999 (7 <sup>th</sup> decile)	

<sup>3</sup> The Index of Education and Occupation (IEO) is designed to reflect the educational and occupational level of communities. The education variables in this index show either the level of qualification achieved or whether further education is being undertaken. The occupation variables classify the workforce into the major groups and skill levels of the Australian and New Zealand Standard Classification of Occupations (ANZSCO) and the unemployed. A low score indicates relatively lower education and occupation status of people in the area in general. For example, an area could have a low score if there are: many people without qualifications, or many people in low skilled occupations or many people unemployed, AND; few people with a high level of qualifications or in highly skilled occupations.

<sup>4</sup> The Index of Relative Socio-economic Disadvantage (IRSD) is a general socio-economic index that summarises a range of information about the economic and social conditions of people and households within an area. Unlike the other indexes, this index includes only measures of relative disadvantage. A **low** score indicates relatively greater disadvantage in general. For example, an area could have a low score if there are: many households with low income, many households with no qualifications, many people in low skill occupations

<sup>5</sup> The Index of Economic Resources (IER) focuses on the financial aspects of relative socio-economic advantage and disadvantage, by summarising variables related to income and wealth. This index excludes education and occupation variables because they are not direct measures of economic resources. A low score indicates a relative lack of access to economic resources in general. For example, an area may have a low score if there are: many households with low income, or many households paying low rent, AND; few households with high income, or few owned homes

## 2.3 Regional Housing Context

**Table 2.3** provides an overview of key housing characteristics across the LGAs in the region. It highlights that rental and housing prices are lower than NSW averages and that the proportion of low-income households in housing stress is also lower than the NSW average. Household median incomes are also lower than NSW and rental occupancy rates are extremely low. This is particularly evident in the Mid-Western Regional LGA, where house prices have risen rapidly since 2019, partially due to city to regional population movements associated with COVID-19.

In sum, the following implications can be drawn relating to the regional housing market conditions:

- All LGAs apart from Dubbo Regional feature higher rates of homeownership (either with or without a mortgage) than the NSW average. Warrumbungle Shire features extremely high levels of homeownership (72%), in line with many places with an older and more rural population.
- All LGAs have lower than average household incomes. The lower income is offset with lower average rents, the closest being Dubbo Regional (\$330) which is still \$90 less than the NSW average (\$420). Bathurst's median house cost of \$625,000 is \$103,000 less than the NSW average of \$728,000.
- Both Warrumbungle Shire and Upper Hunter Shire have extremely low rental vacancy rates (0.07% & 0.35% respectively), well behind the state average of 1.07%. The other LGAs had averages similar to the State average with Mid-Western at 1.13%, Dubbo Regional at 1% and Bathurst also at 1.13%.

**Table 2.4** applies a township-based analysis and identifies similar trends. It illustrates that housing stress is currently lower in the region than the State average. Similarly, rates of homeownership with or without a mortgage are higher in townships in the region. Significantly, rental vacancy rates are extremely low and rental costs have risen rapidly since 2018. This is indicative of a tight rental market with limited capacity to accommodate additional workforces in the rental market.

**Table 2.3 Housing Market Indicators**

Housing Market Indicators						
	Mid-Western Regional Council	Dubbo Regional Council	Warrumbungle Shire Council	Upper Hunter Shire Council	Bathurst Regional Council	NSW
<b>Median weekly Household Income</b>	\$1,483	\$1,597	\$1,068	\$1,429	\$1,585	\$1,829
<b>Proportion of low-income households in housing stress</b>	786 (33.4%)	1,594 (26.2%)	165 (23.2%)	369 (27.8%)	1,448 (30%)	335,404 (35.5%)
<b>Proportion of low-income mortgage holder households in housing stress</b>	370 (11.9%)	624 (9.5%)	92 (11.8%)	181 (10.3%)	562 (10.7%)	163,060 (17.3%)
<b>Housing tenure</b>	Owned outright: 38.9% Owned with a mortgage: 32.2% Rented: 24.4% Other: 2.2% Not stated: 2.1%	Owned outright: 30.3% Owned with a mortgage: 33.9% Rented: 31.5% Other: 2.3% Not stated: 1.9%	Owned outright: 48.9% Owned with a mortgage: 23% Rented: 20.9% Other: 4.3% Not stated: 3.1%	Owned outright: 36.7% Owned with a mortgage: 32% Rented: 24.2% Other: 5.5% Not stated: 1.8%	Owned outright: 34% Owned with a mortgage: 32.8% Rented: 30.3% Other: 1.5% Not stated: 1.3%	Owned outright: 31.5% Owned with a mortgage: 32.5% Rented: 32.6% Other: 1.9% Not stated: 2.8%
<b>Rental Vacancy Rates</b>	1.13%	1%	0.07%	0.35%	1.13%	1.07%
<b>Median house price</b>	\$623,000	\$470,000	\$268,000	\$425,000	\$625,000	\$728,000
<b>Median weekly rental</b>	\$330	\$300	\$200	\$270	\$320	\$420
<b>Rental price increase between 2016 and 2021</b>	+\$60 (22.2%)	+\$50 (20.0%)	+\$40 (25.0%)	+\$50 (22.7%)	+\$40 (14.2%)	+\$40 (10.5%)

Source: ABS, 2021

**Table 2.4 Township Housing Context**

	Mid-Western		Dubbo		Warrumbungle	Upper Hunter	Bathurst	NSW
	Mudgee	Gulgong	Dubbo	Wellington	Coonabarabran	Merriwa	Bathurst	
<b>Median Household Income</b>	\$1,678	\$1,371	\$1,658	\$1,060	1,154	\$1,208	\$1,547	\$1,829
<b>Proportion of low-income renter households in housing stress</b>	510 (33.1%)	90 (37%)	1,347 (26.1%)	222 (9.1%)	75 (24.7%)	41 (26.1%)	1,399 (30.5%)	35.5%
<b>Proportion of low-income mortgage holder households in housing stress</b>	134 (9.7%)	48 (14.2%)	452 (9.2%)	96 (11.5%)	32 (10.3%)	20 (11.8%)	452 (10.6%)	17.3%
<b>Rental Vacancy Rates (As of 24/01/2024)<sup>6</sup></b>	1.8%	1.2%	1.04%	1.73%	0.26%	0.38%	2.52%	1.08%
<b>Properties Available (As of 24/01/2024)<sup>7</sup></b>	73	11	135	44	5	4	56	
<b>Median house price</b>	\$700,000	\$537,500	\$532,500	\$263,500	\$270,000	\$380,000	\$645,000	\$870,000
<b>Median house price increase between 2018 and 2023</b>	\$308,000 (78.57%)	\$261,250 (94.57%)	\$177,500 (50%)	\$108,500 (70%)	\$90,00 (50%)	\$156,000 (69.64%)	\$274,000 (69.73%)	\$205,000 (37.82%)
<b>Median weekly rental (2021)</b>	\$363	\$300	\$310	\$430	\$210	\$245	\$320	<sup>8</sup> \$420
<b>Ratio median household income to median weekly rent</b>	22%	22%	19%	41% <sup>9</sup>	18%	20%	21%	23%
<b>Rental price increase between 2018 and 2023</b>	\$160+ (44.44%)	\$150+ (50.0%)	\$100+ (28.5%)	\$100+ (40.0%)	No Data	\$70+ (28%)	\$107 (32%)	\$70+ (14.5%)

Source: ABS, 2021

<sup>6</sup> Realestateinvestar.com.au

<sup>7</sup> Realestate.com.au

<sup>8</sup> 2021 ABS census Data

<sup>9</sup> This is indicative of an extremely high rate of housing stress

### 2.3.1 Housing Stress and Homelessness

Dubbo Regional, Upper Hunter, Mid-Western and Warrumbungle LGAs all reported lower than the State average percentage (52.8%) of low-income houses under financial stress at 35.7%, 39.6%, 45.3% and 23.7% respectively. The number of households across the four LGAs experiencing financial stress has increased between the 2016 and 2022 census periods: with one of the contributing factors to this being the rising rent costs across the area. Between the period of September 2018 and September 2022 the median weekly rent across Dubbo Regional, Upper Hunter, Mid-Western and Warrumbungle LGA increased on average by 29.67%. All four LGAs experienced rent growth higher than the State average (14.58%) with Mid-Western experiencing the sharpest rise (37.14%) followed by Upper Hunter, Dubbo Regional, and Warrumbungle's at 31.815, 25% and 20.45% respectively (DCJ, 2023).

Further, recent modelling by Equity Economics forecasts a 59% increase in the number of people experiencing homelessness and an 85% increase in rates of housing stress for the Far West and Orana region between June 2020 and June 2021 – the highest increase in homelessness and third highest rate of housing stress increase in Australia (Equity Economics, 2021).

While housing costs and stress are lower in the social locality than the State average, housing stress has increased substantially in recent years, likely to exacerbate the social impacts of development associated with incoming workforces and housing availability.

### 2.3.2 Short-Term Accommodation

There is an array of short-term accommodation in the social locality, including hotels and motels and housing available through Airbnb and other similar home sharing platforms. The extent and availability of this accommodation is considered in detail in **Section 4.2**.

## 2.4 Community Facilities and Services

**Table 2.5** provides an overview of the facilities and services currently available in the social locality. Dubbo Regional Council is a significant service centre for the region with neighbouring LGAs often relying on Dubbo for higher-order services and facility access.

There is an identified short fall of health services in the social locality with the NSW Primary Health District identifying access to mental health services, access to specialists, availability of after-hours GP services, travel distances and transport availability to services and unequal distribution of GPs across the region, as key regional concerns (NSW Health, 2022).

**Table 2.5 Community Facilities and Services**

	Dubbo Regional Council	Warrumbungle Shire Council	Mid-Western Shire Council	Upper Hunter Shire Council
<b>Health services</b>	Dubbo Community Health Centre, Dubbo Aboriginal Medical Service, Dubbo Base Hospital and Lourdes Hospital.	Baradine Health Services, Coolah Health Services Multipurpose Service, Dunedoo Health Services Multipurpose Service, Coonabarabran health Service.	Mudgee Health service, Gulgong Multi-Purpose Service.	Scott Memorial Hospital, Murrurundi Hospital, Merriwa Multi-Purpose Service.
<b>Educational options</b>	Charles Sturt University, University of Sydney School of Rural Health, TAFE Western Dubbo College, Western College, 6 secondary schools, and 16 primary schools.	Warrumbungle Shire has 4 central schools servicing grades K-12, 1 high school and 5 primary schools with a mixture of state and catholic schools.	Fifteen primary and secondary schools as well as a TAFE campus.	Thirteen primary and secondary schools across the LGA as well as a TAFE campus in Scone.
<b>Key transport Infrastructure</b>	Dubbo City Regional Airport, future Inland Rail freight line, rail line from Sydney.	Trainlink services from Sydney stop at Dunedoo, Coolah, Mendooran, Binnaway, Coonabarabran and Baradine. There are regular bus services running between towns but no services for around the towns.	Mudgee Airport, daily train and bus services from Sydney.	Scone Memorial Airport. Aberdeen is the last stop on the citylink and gets direct rail services from Newcastle daily, buses running between Scone, Aberdeen, Muswellbrook and Denman.
<b>Employment services <sup>10</sup></b>	Regional Enterprise Development Institute, Sureway Dubbo, Joblink Plus and Job Centre Australia.	APM, Joblink Plus.	Sureway Employment and Training, Skillset, APM, Verto.	Joblink Plus, APM, Workskill.
<b>Cultural and Entertainment facilities</b>	Dubbo Wiradjuri Tourism Centre, 2 theatres, 3 galleries, a museum and Taronga Western Plains Zoo.	6 library branches and swimming pools, four CWA branches, various lions and lioness clubs.	2 art galleries, 5 museums, four library branches.	2 art galleries, 5 Museums, five library branches, three pools.
<b>Housing services</b>	Compass Housing, Housing First, St Vincent's de Paul Housing.	Warrumbungle homelessness and Housing Support Service.	Mudgee DCJ Office, Housing Plus.	Upper Hunter Homeless Support & Upper Hunter Community Services are both located outside of the LGA in Muswellbrook.

Source: Umwelt, 2023

<sup>10</sup> The Employment Facilitator for Central West Employment Region (Workforce Australia Local Jobs) facilitates an employment services providers working group with representatives from employment agencies across the region.

## 2.5 Regional Economy

**Table 2.6** below provides an overview of the regional economy. It highlights low levels of unemployment and strong industry specialisations in coal mining and farming. The following implications can also be drawn:

- Labour force participation rates are higher than the NSW average in Upper Hunter, Mid-Western Regional and Bathurst LGAs.
- Both Mid-Western and Upper Hunter LGAs feature strong employment reliance on mining, indicating a likely familiarity with the energy industry and its impacts including FIFO work.
- Warrumbungle Shire and Upper Hunter LGAs feature largely agrarian industries of employment, in line with sparse populations and emphasis on farming in these areas.
- Dubbo and Bathurst feature industries that most closely reflect NSW average industries, indicative of more diverse economies and higher order service delivery.
- Businesses are generally small, in Bathurst only 0.62% of businesses employ more than five people, while Warrumbungle Shire, Upper Hunter and Mid-Western Regional LGAs are more reflective of the state average (11.3%) at 7.3, 11.1 and 12% respectively. The largest LGA by employment size is by far Dubbo Regional with 30.15% of businesses in the LGA employing more than five people. This has implications for employment and procurement opportunities as large-scale projects often require supply chain partners with sufficient scale to meet project delivery, WHS and reporting requirements.

**Table 2.6 Regional Economy by LGAs**

	Mid-Western Regional Council	Dubbo Regional Council	Warrumbungle Shire Council	Upper Hunter Shire Council	Bathurst Regional Council	NSW
<b>Unemployment rate<sup>11</sup></b>	4%	3.6%	6.1%	3.2%	4.0%	4.9%
<b>Top 5 industries by employment</b>	Coal Mining – 17.5% Primary Education – 2.8% Supermarket and grocery Store – 2.6% Aged Care Residential Services – 2.5% Other Social Assistance services – 2.5%	Hospitals (except psychiatric hospitals) – 5.4% Other Social Assistance Services – 3.8% Aged Care Residential Services – 3% Primary Education – 2.8% State Government Administration – 2.4%	Beef Cattle Farming (specialised) – 8.6% Local Government Administration – 4.1% Grain-Sheep or Grain Beef Cattle Farming – 4.0% Combined Primary and Secondary Education – 3.9% Hospitals (except psychiatric hospitals) – 3.7%	Coal Mining – 10.6% Horse farming – 6.3% Beef Cattle Farming (specialised) – 6% Meat Processing – 4% Aged Care Residential Services – 2.8%	Hospitals (except psychiatric hospitals) – 4.2% Other Social Assistance Services – 4% State Government Administration – 3.3% Aged Care Residential Services – 3% Supermarket and Grocery Stores – 2.6%	Hospitals (except psychiatric hospitals) – 4.2% Supermarket and Grocery Stores – 2.5% Other Social assistance Services – 2.45 Computer System design and related Services – 2.3% Aged Care Residential Services – 2.2%
<b>Labour force participation rate</b>	57.8%	60.7%	47.2%	60.5%	60.2%	58.7%
<b>Number of businesses by business size</b>	Non-employed: 1,602 (59.55%) 1-4 Employees: 761 (28.28%) 5-19 Employees: 275 (10.22%) 20 or more: 48 (1.78%) <b>Total: 2,690</b>	Non-employed: 3,006 (58.45%) 1-4 Employees: 1,431 (27.82%) 5-19 Employees: 580 (27.82%) 20 or more: 120 (2.33%) <b>Total: 5,142</b>	Non-employed – 767 (64.89%) 1-4 Employees – 320 (27.07%) 5-19 Employees – 86 (7.27%) 20 or more – 6 (0.5%) <b>Total: 1,182</b>	Non-employed – 1,110 (63.53%) 1-4 Employees – 446 (25.52%) 5-19 Employees- 159 (9.10%) 20 or more – 35 (2.00%) <b>Total: 1,747</b>	Non-employed – 1,981 (54.48%) 1-4 Employees – 1,042 (29.71%) 5-19 Employees- 19 (0.54%) 20 or more – 3 (0.08%) <b>Total: 3,507</b>	Non-employed – 457, 437 (55.94%) 1-4 Employees – 267, 701 (32.74%) 5-19 Employees – 72,818 (8.90%) 20 or more – 19,692 (2.40%) <b>Total: 817,648</b>

Source: ABS, 2021

<sup>11</sup> 2021 ABS Census data

## 3.0 Summary of Stakeholder Engagement

To inform the development of accommodation and employment strategies for the Project, targeted stakeholder engagement was undertaken between 2022-2024, as outlined in **Table 3.1**.

A preliminary round of engagement occurred between December 2022 and March 2023, focused on ascertaining the amount of accommodation, labour force and procurement opportunities available in the region. A key finding from this round of engagement was the lack of available housing near the Project and the need for a custom-built accommodation facility to service the Project. An overview of engagement undertaken for this purpose is contained in **Table 3.1**.

A second round of engagement occurred in late 2023 and early 2024, designed to gather feedback on RES' proposed TWA Facility. These engagement activities are outlined in **Table 3.2**.

**Table 3.1 Stakeholder Engagement Round One (December 2022 to March 2023)**

Stakeholder Category	Number of Stakeholders Engaged	Mechanism	Timing	Key themes/outcomes
<b>First Nations Stakeholder / Business Interest</b>	6	Online meetings	December 2022	Business and development opportunities, Aboriginal participation.
<b>First Nations Stakeholder / Employment and Training Service</b>	2	Online meetings	December 2022	Employment and training for Aboriginal people.
<b>Business Interest</b>	5	Online meetings Phone calls	December 2022 – May 2023	Industry briefing opportunities, value of establishing an ICN Gateway, connections to local industry and Aboriginal business listings. Civil construction opportunities. Investigating availability of accommodation, and accommodation village concept.
<b>Employment and Training Service</b>	3	Online meetings	January 2023	Employment and training opportunities and linking with Local Jobs/ Centrelink caseload in project area.
<b>Local Council</b>	3	Meetings Online meetings	February 2023 – September 2023	Checking preferences on facility size, location and planning pathways. Assessing accommodation options and locations, and planning considerations. Confirming strategy inclusions and assumptions.
<b>State Government</b>	1	Online meeting	March 2023	AES inclusions and requirements.

Source: Umwelt, 2023

**Table 3.2 Stakeholder Engagement Round Two (November 2023)**

Mechanism	Description	Targeted Stakeholders	Timing	No. of people or groups consulted
<b>Community drop-in sessions</b>	Two community drop-in sessions were conducted by RES in Gulgong to engage with and solicit feedback from the broader community. These were undertaken at different times to align with the differing needs of the community.	Broader community	15 <sup>th</sup> -16 <sup>th</sup> November 2023	15 <sup>th</sup> Nov: 17 16 <sup>th</sup> Nov: 5 Total: 22
<b>Meetings</b>	RES met with representatives of both the Warrumbungle Shire Council and the Mid-Western Regional Council to share updates on the Project and discuss the purpose and timing of the community drop-in sessions.	Local Council - Mid-Western Regional Council - Warrumbungle Shire Council Local Police - Gulgong Police	November 2023	3
<b>Media Release</b>	Media release of the Project overview and advertisement of the Community Information Sessions in the Gulgong Gossip and Mid-Western Mail as well as a radio on 2MG	Broader Community	November 2023 issues of the Gulgong Gossip and Mid-Western Mail 2 <sup>nd</sup> - 15 <sup>th</sup> November: 2MG	N/A
<b>Project Newsletter</b>	Project Newsletter with key project updates handed out to stakeholders as the Community Information Sessions as well as invitations to the Community Information session.	Broader Community	November 2023	Sent to: 1,835 unaddressed mail Sent to: Gulgong, Tallawang, Dunedoo

Mechanism	Description	Targeted Stakeholders	Timing	No. of people or groups consulted
<b>Gulgong Show Stall</b>	RES stall at the annual Gulgong Show to engage with the community and solicit Project feedback and questions.	Broader Community	February 2024	N/A

### 3.1 Engagement Outcomes

Engagement conducted for this AES has highlighted the following challenges or contextual elements associated with employment:

- Many regional businesses have a low level of industry experience in renewables, with recognition that renewables are a major growth opportunity and local businesses are keen to identify development opportunities and work with companies in this regard.
- There is a need for information provision on work packages and the type of roles required in construction and operations of renewables projects, with adequate lead time to prepare workforce e.g., scaling up workforce, training/ accreditation.
- Regional businesses with smaller capacity are concerned that they will miss out on opportunities, due to workforce constraints, with work provided to larger contractors with industry experience.
- Employment and training organisations are keen to work with developers and industry to develop regionally based training opportunities and ensure there are employment pathways for jobseekers.
- Aboriginal businesses are keen to work with industry partners to provide training and support for workforce pathways for Aboriginal jobseekers.
- While there is a desire to see local employment and training benefits from the Project, stakeholders raised concerns that low unemployment rates will limit the number of local jobs generated by projects or may pull existing workers from other businesses and projects also competing for skilled workers.

Engagement conducted for this AES has highlighted the following challenges or contextual elements associated with workforce accommodation:

- All local councils raised concerns about a lack of short-term accommodation to house anticipated workforce levels associated with renewable energy projects in the CWO REZ. There are differing levels of support for use of existing short-term accommodation, with Dubbo Regional Council expressing a desire to see some use of temporary accommodation and Mid-Western Regional Council preferring no use of short-term accommodation by construction workers.
- There are a range of campsite providers with interest and capacity to service the Project, and the potential to partner with local companies to provide ancillary services such as catering and transport options.

- Mid-Western Regional Council expressed a desire for TWA to be developed to remove pressure on short term accommodation providers.
- Mid-Western Regional Council is broadly supportive of RES' proposed TWA facility.

## 4.0 Accommodation Strategy

### 4.1 Scope

The key objectives of the accommodation strategy as contained in this section are:

- To provide an evidence-based approach to address and manage the opportunities and impacts associated with housing the temporary construction workforce.
- Reduce or avoid upward pressure on housing prices, rental costs and demand that may result from development activities.
- Avoid unsustainable pressure on existing short-term accommodation by providing sufficient purpose-built temporary workers' accommodation to meet modelled project demand.
- Prioritise procurement and employment of local business and workers to reduce impact on housing demand (more on employment and procurement in the following section).
- Establish a temporary workforce accommodation camp within 5 km of the Project Area to meet workforce housing needs in a location proximal to development activities.

Given the maximum on-site workforce of the Project at any time is anticipated to peak at around 420 workers, and that sourcing at least 5% of the peak labour force (or 21 people) from the locality has been deemed feasible, the AES has assumed the need to accommodate up to 400 people at the peak of construction (month 16 to month 24), also with significant numbers of workers on-site for 1 to 2 months either side of the peak period.

### 4.2 Accommodation Profile – Review of Options

In developing the accommodation strategy for the Project, a variety of accommodation types have been considered and are further defined in the sections below:

- **Short-term accommodation** – this includes self-catering houses and units (typically listed on short stay services such as Airbnb and HomeAway), motels, hotels and camping/caravan parks – (most suitable would-be cabin style facilities) – with the availability of properties influenced by a strong visitor economy.
- **Longer term accommodation** – this includes rental properties available in the social locality. The availability of these properties is influenced by the supply and future development of housing options in the target area.
- **Temporary workforce accommodation facility(s)** – this includes purpose-built worker's sites designed to meet the needs of a single project or multiple proximal projects.

## 4.2.1 Short-term Accommodation

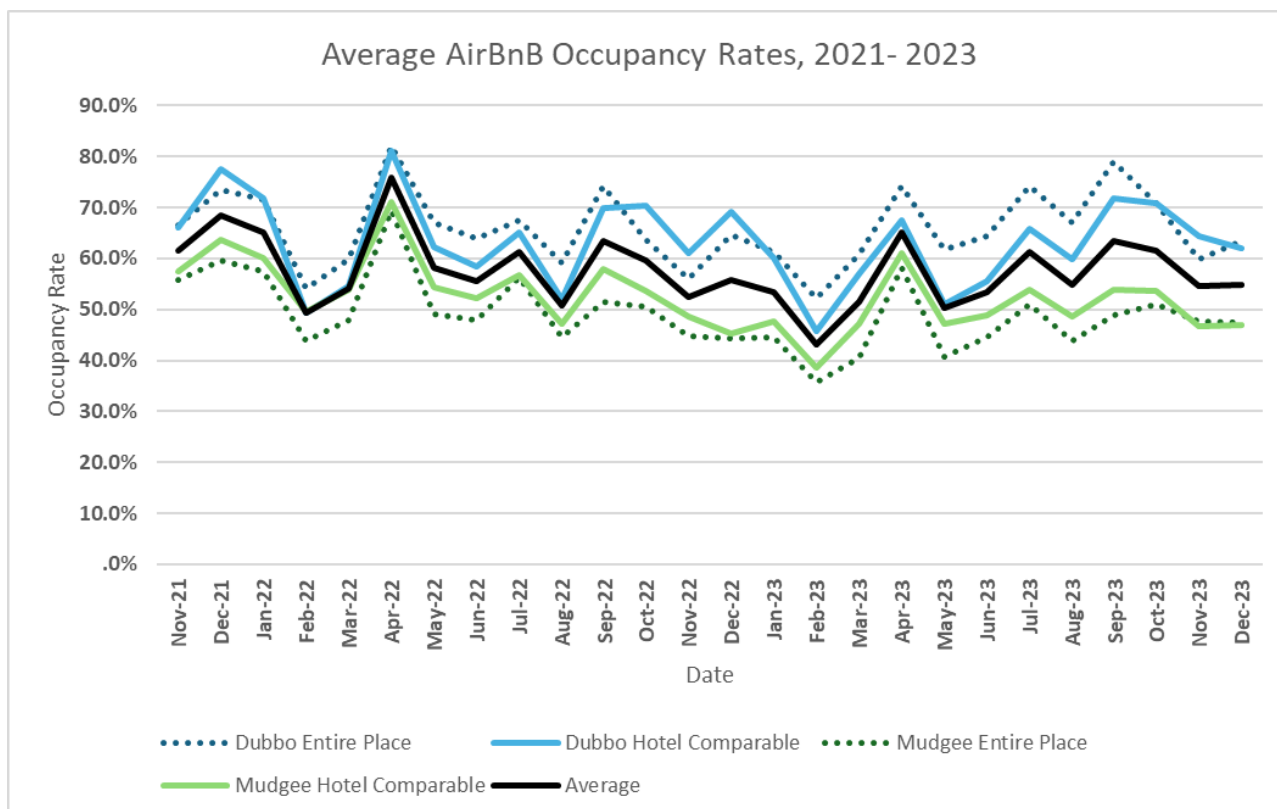
### 4.2.1.1 Existing hotels, motels and caravan parks

There are several hotels and motels in Mudgee, Wellington, Gulgong, Dubbo and Dunedoo (see **Appendix A** for a full list of short-term accommodation, derived from the Australian Accommodation Monitor).

Similarly, there are numerous Airbnb offerings across the region.

This section considers levels of availability of this type of accommodation, based on the following assumptions and limitations:

- Short-term accommodation stock:
  - Data derived from Australian Tourism Monitor has found there are approximately 3,112 rooms in hotels and motels in the towns of Mudgee, Dubbo, Wellington, Dunedoo and Gulgong (see **Table 4.1**).
  - Data derived from AirDNA has found there are approximately 825 Airbnb offerings across Dubbo and surrounds and Mudgee and surrounds. This includes entire places and private rooms in existing homes or hotels (see **Table 4.2**).
  - For the purposes of this study, an ‘entire place’ on Airbnb has been counted as 1 bed, despite there likely being opportunity to fit more than one person in a home. Similarly, each room listed in short term accommodation has been counted as space for one person, despite some rooms including more than one bed. These are conservative estimates and reflect a ‘worst case scenario’ in relation to accommodation availability.
  - For the purposes of this analysis, all short-term accommodation has been considered as ‘able to be occupied’ by incoming work forces. However it is likely that certain accommodation types, e.g., cottages or luxury retreats are unlikely to be utilised by the incoming workforce. This assumption is therefore less conservative but is likely to be mitigated by the more conservative assumptions used in the assessment.
- Short-term accommodation occupancy:
  - Data supplied by Dubbo Regional Council and Mid-Western Regional Council suggests occupancy rates of hotels and motels average approximately 80%.
  - Data derived from AirDNA found that Airbnb occupancy rates between November 2021 and December 2023 averaged 58%, however this data was substantially skewed by COVID-19 lockdowns. Average occupancy rates across Airbnb stock in Dubbo and in the Mudgee regions reached 55% in December 2023.
  - The strategy uses a conservative estimate of 80% occupancy rates across Airbnb and hotel and motel accommodation, assuming 20% of total stock is available to incoming workforces.



**Figure 4.1 Airbnb Occupancy Rates 2021-2023**

Source: (AirDNA, 2023)

**Table 4.1 Short-Term Accommodation**

	Distance from Tallawang Solar Farm (time/km)	Number of providers	Number of rooms	Number of rooms @ 80% occupancy	Number of rooms available to the Project <sup>12</sup>
Mudgee	45min/ 51.8km	94	1,033	207	20
Wellington	1hr7min/ 70km	7	105	21	2
Gulgong	21min/ 20.9km	4	70	14	1
Dubbo	1hr8min/ 97km	61	1,858	372	37
Dunedoo	48 min/ 44km	10	46	10	1
<b>Total</b>		<b>176</b>	<b>3,112</b>	<b>467</b>	<b>71</b>

Source: (Australian Accommodation Monitor, 2022)

<sup>12</sup> Assumes no more than 10% of rooms likely to be available to the Project on any given night could be accessed by RES without restricting accommodation supply for other users, especially given the presence of multiple other concurrent projects in the region.

**Table 4.2 Airbnb Rooms Available as of December 2023**

Location	Number of rooms	Number of Rooms @ 80% occupancy	Number of rooms available to the Project
Dubbo and Region	195	39	4
Mudgee and Region	630	126	13
<b>Total</b>	<b>825</b>	<b>165</b>	<b>17</b>

Source: (AirDNA, 2023)

#### 4.2.1.2 Summary of short-term accommodation options

Based on the current conditions in the social locality, the accommodation strategy has identified extremely limited capacity in short term accommodation beds available to workforce associated with the Project, especially when considering cumulative impacts from neighbouring projects with overlapping construction timeframes. **There may be up to 88 rooms available to the Project on any given night.** However, many of these are located in Dubbo, over an hour from the Project.

This strategy acknowledges the cumulative impact of multiple construction projects competing for access to remaining short-term accommodation. It aims to avoid the use of short-term accommodation, unless associated with sporadic visits from non-regular workers, such as consultants or visiting company representatives.

Therefore, the proposed strategy aims to **avoid using short-term accommodation, except for sporadic use** by non-regular workers such as consultants, or **short-term term use by a small workforce**, such as that required for construction of the TWA (see **Section 4.3**).

#### 4.2.2 Rental Accommodation

There is currently extremely low rental availability in the areas surrounding the Project, as demonstrated in **Table 4.3**.

**Table 4.3 Rental Accommodation Availability in Dubbo Regional LGA**

Location (State Suburb, SSC)	Number of dwellings	Rental Stock Available	Stock available to the project (up to 2%)	Vacancy Rate
Dubbo	17,465	229	5	1.21%
Wellington	3,890	8	0	0.4%
Mudgee	5,382	121	3	2.25%
Gulgong	1,117	10	0	0.8%
Dunedoo	550	3	0	0.43%
<b>TOTAL</b>	<b>28,404</b>	<b>371</b>	<b>8</b>	

Source: (Real Estate Investar, 2021)

With respect to houses available for rent:

- Gulgong, Dunedoo and Wellington are unlikely to be able to provide any rental accommodation capacity for in-coming workforces due to extremely limited rental availability.

- Dubbo and Mudgee may have some rental availability. However, given housing constraints and longer travel distances, accommodation options in these localities are likely to be less attractive to workers.
- RES acknowledges that workers renting homes and rooms in small townships can have an inflationary impact on rental prices and can also displace lower income households from the region.

#### 4.2.2.1 Summary of Rental Accommodation Options

The AES therefore assumes no accommodation will be provided through the private rental market.

### 4.3 Temporary Workforce Accommodation

There is currently no temporary workforce accommodation available within the social locality with the capacity to house workforce associated with the Project. Baseline research undertaken and presented in **Section 5.2.1** has indicated that approximately 21 workers (of the peak 420 workers) anticipated to work on the Tallawang Solar Farm project are likely to be locally based and existing residents in the locality. The remaining workforce, approximately 400 workers at peak construction, are proposed to be accommodated in a purpose-built TWA facility on the Project site. This accommodation will accommodate around 95% of the workforce population at the peak of construction activity and has the capacity to accommodate the entire workforce for most of the extended construction period, as summarised in **Table 4.4**.

**Table 4.4 Tallawang Solar Farm Accommodation Breakdown**

Accommodation components	Predicted number of workers	Housing Form
Local workforce	21 (5% of peak)	Existing homes
Short-term accommodation access	20-25*	Local short-term accommodation
Rental Accommodation	0	0
<b>Subtotal available beds</b>	<b>Up to 46</b>	
Temporary workforce accommodation beds	400	TWA facility
<b>Total available beds</b>	<b>Up to 446</b>	

\*20-25 workers required to construct the TWA Facility, for a period of 8 weeks.

Separate to the workforce of 380 to 420 workers required to construct the Project, the construction of the TWA facility itself will require approximately 20 to 25 full time workers, over an 8-week period at the start of the 36-month construction period anticipated for the solar farm. However construction of the TWA facility may also be staggered to adapt to the solar farm construction needs.

Given that up to 88 rooms may be available to the Project (see **Section 4.2.1.2**), and the short time frame for construction of the TWA, it is expected that these workers can be housed in existing short-term accommodation proximal to the Project.

#### 4.3.1 Temporary accommodation planning and development context

##### 4.3.1.1 Regional approaches to workforce accommodation

The Central West and Orana region experiences large influxes of seasonal and itinerant workers for mining and agribusiness, particularly during harvest periods.

Similarly, construction of large-scale infrastructure can an increase in transient populations can place additional pressure on housing and accommodation supply.

The Central West and Orana Regional Plan 2036 (NSW Government, 2017) has identified a need to increase housing diversity and choice in the region, with an emphasis on housing in strategic locations near services and jobs, aligning infrastructure planning with new land release, increasing density in well-served locations, incentivising affordable housing and delivering social and affordable housing.

The Plan also highlights that peaks in housing demand may be satisfied through the development of short-term workers' accommodation and includes a direction to deliver a range of accommodation options for seasonal, itinerant, and mining workforces. This includes the development of planning guidelines to:

- Help councils plan for and manage seasonal and itinerant worker accommodation.
- Facilitate the short-term accommodation of mining employees to support workforce needs during mining construction, operation or shutdown.

The DPHI released the *Temporary and Seasonal Workers' Accommodation Draft Guideline* (the Guideline) in August 2023 (DPHI, 2023). The Guideline acknowledges the importance of providing housing to support growth in regional and rural areas in NSW and aims to balance clarity with flexibility to respond to local housing and planning needs. According to the guideline, temporary workers' accommodation (TWA) is defined as accommodation that provides "temporary housing for people employed or contracted in various sectors for the life of a project or on a seasonal basis" (DPHI, 2023).

The Guideline notes the following challenges in providing housing or accommodation for temporary workers:

- fluctuations in demand for housing because of the seasonal nature of employment in some agricultural and rural industries
- changes in project requirements over time
- cumulative impacts of multiple projects requiring worker accommodation simultaneously
- employment locations being fixed and in isolated locations, far from available housing
- accommodation being needed quickly when major projects start
- accommodation being needed for short, medium, and longer-term requirements
- accommodation needing to move with a project, e.g. large linear infrastructure projects such as highways or transmission lines
- ensuring housing is provided for temporary workers without affecting the long-term viability of rural land for agricultural and resource land uses.

As mentioned above, there is a lack of temporary workforce accommodation available within the social locality with the capacity to house the Project's construction workforce. This meets the Guideline's optional objective of demonstrating a need for temporary workforce accommodation as part of the development.

#### 4.3.1.2 Planning pathways for temporary workforce accommodation

There are two main pathways for planning TWA:

- Consideration of the accommodation as part of the Tallawang Solar Farm SSD application process.
- Local government assessment of the accommodation through a local Development Assessment process.

RES has chosen to include a temporary workforce accommodation (i.e., an onsite campsite) as part of the SSD assessment process. As such, the design and potential impacts of the campsite is considered as part of the Amended Project and is outlined in the Amendment Report to be submitted to DPHI.

The Guideline (DPHI, 2023) provides support for temporary worker's accommodation to be considered as 'ancillary' to a State Significant Development (SSD) application and therefore supports a planning pathway for the DPHI to assess temporary workers' accommodation as part of the SSD application. Key planning considerations are highlighted in the following section.

#### 4.3.2 TWA Siting and Design

Based on the outcomes of a constraints assessment, RES has selected a site for the proposed TWA facility, in the south-eastern corner of the Project area. The Guideline suggests the following development zones are appropriate for hosting TWAs (DPHI, 2023):

- RU1 Primary Production
- RU2 Rural Landscape
- RU4 Primary production Small Lots
- RU5 Village
- RU6 Transmission
- The Project's TWA is located on RU1 zoned land.

The TWA site will be accessed via the Project's primary access point from the Castlereagh Highway, along an internal dedicated track to the TWA, as shown in **Figure 4.2**. The TWA facility will be located in the south eastern corner of the Project Area, as shown on **Figure 4.2**. Assessment of the impacts of this facility are covered in the Social Assessment Addendum (Umwelt, 2024).

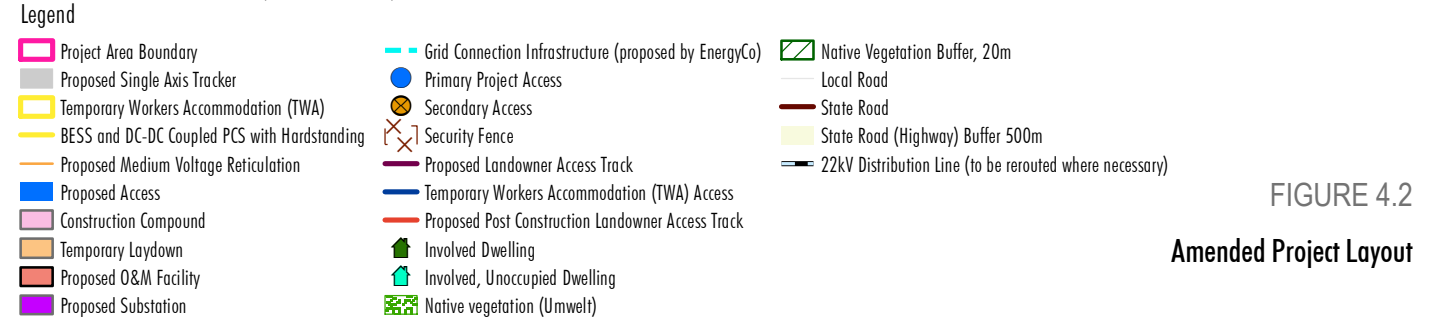
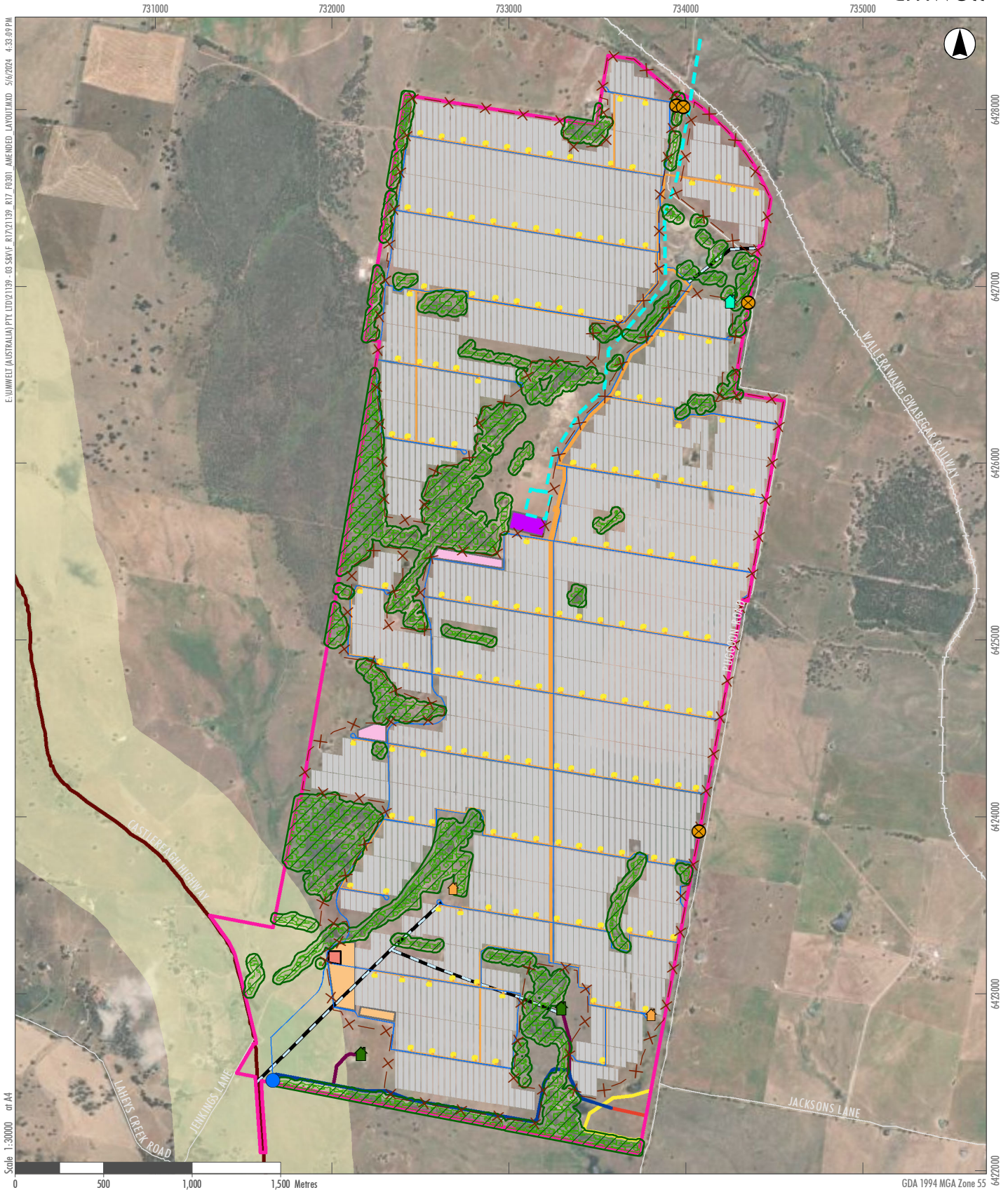


FIGURE 4.2  
Amended Project Layout

Image Source: ESRI Basemap Data source: NSW DFSI (2022), RES (2024)

The TWA's development footprint covers approximately 5 ha, including the accommodation units, ancillary facilities, and car and bus parking.

The TWA facility is proposed to include the following:

- 400 one-bed accommodation units with ensuite
- a reception/retail area and offices
- dining area with servery and connected kitchen
- recreational facilities including gymnasium, beer garden and covered deck area and wet mess area
- security
- communications room
- first aid room
- laundry facilities
- car and bus parking.

### **4.3.3 TWA Operation and Maintenance**

The TWA facility will be operational for the duration of the construction phase of the solar farm project (approximately 36 months). During operation of the TWA facility, a range of general activities would be undertaken to support the functions of the facility, such as general grounds maintenance, deliveries and waste removal, and worker movements. It is expected that ongoing operation of the TWA will require approximately 20 staff. Accommodation will be provided on-site for any staff that do not reside locally however given the types of operational jobs required at the TWA (e.g. maintenance, catering, administration, security, and janitorial services), and the low number required, it is likely that these roles could be sourced from the regional workforce.

The operation and management of the TWA Facility will either be undertaken by RES' construction contractors or will be outsourced to a third-party that specialises in managing such a facility. Specialist activities in relation to the ongoing operation of the TWA Facility, including but not limited to food delivery, handling and service, housekeeping and laundry services provide opportunities for local and regional engagement of existing suppliers that are capable of providing these services.

The TWA facility will be serviced to reduce the need for workers to travel to any of the nearby towns for basic supplies, recreation, medical/health or social services. For example, to reduce the impacts on local health services, RES is committed to an onsite prescribing nurse based at the TWA facility, supplemented by a weekly GP visit to meet the needs of construction workers associated with the Project. RES has been and will continue to consult with Mid-Western Regional Council to confirm the appropriateness of the proposed utility supply and services at the TWA facility.

#### 4.3.4 Services and Utilities

There are no existing utilities services within the TWA area. Services to be supplied to the TWA facility are further detailed in this section below. The TWA facility will further provide food and recreation facilities as well as first aid services to minimise community and socio-economic impacts associated with the influx of the Amended Project's construction workforce on the local and regional towns and services.

##### 4.3.4.1 Electricity

It is estimated that the TWA facility will require 0.7 kWh of electricity per person per day (280kWh per day). Electricity will be generated on site via diesel generators. The TWA facility will be equipped with four generator skids, each housing three 125 kVA generators per skid. Each generator skid will require diesel storage, to be provided by a self-bunded 6,500 L fuel cell. Diesel will be sourced from local suppliers.

However, RES is exploring a fixed connection with Essential Energy and has submitted a connection enquiry. If feasible, this will be the preference.

##### 4.3.4.2 Water (potable and non-potable)

The TWA facility would require approximately 48,219 kilolitres (kL) of potable water (i.e. 200 L per person per day) to be stored in a bank of interconnected 50 kl potable tanks on-site. Stored water will be circulated via a Potable Water Treatment Plant (PWTP) which measures and maintains chlorine dosing. The PWTP then delivers the water to the facility via an above-ground pressurised ring mains.

Potable and non-potable water supply options have been investigated and confirmed by iCubed Consulting (iCubed, 2024). These are:

- Potable water - Ulan Water is located approximately 30 minutes from the Amended Project Area and has been identified as the local contract supplier. Initial discussion with Ulan Water has confirmed that potable water supply is available with quantities dependent on timing, supply and availability.
- Non-potable water – the following options are available:
  - Ulan Water is available for non-potable water supply. Initial discussion with Ulan Water confirmed that non-potable water supply is available with quantities dependent on timing supply and availability.
  - Sourcing treated grey water and recycled wastewater.
  - Onsite boreholes and property owners' dams. One groundwater bore (GW0805247) is located within the Amended Project Area adjacent to and east of Castlereagh Highway. The bore is described as drilled to 42 m in depth and for stock and domestic water supply purposes. The last recorded groundwater depth was recorded as 12 m below ground on 15/02/2013 (WaterNSW, 2024a).
  - Local dams owned by property owners. The maximum harvestable right for all dams within the Amended Project Area was estimated to be 91 ML, making on-site storage a viable option.

In addition, options for water conservation, specifically alternatives and initiatives to minimise potable and non-potable water demand, were investigated. Initiatives included the use of polymers in dust suppression, rainwater collection, employing recycled water in construction, leak detection and repair, and

implementing education and awareness programs to promote responsible water usage among workers. Overall, by implementing these alternatives and initiatives, the Tallawang Solar Farm can significantly reduce water demand, conserve water resources, and promote sustainable water practices.

#### **4.3.4.3 Wastewater**

It is estimated that the TWA facility will produce around 34 ML of wastewater (i.e. 150 L per person per day) over the life of the TWA facility, based on a peak daily wastewater flow of 57 kL.

Options for wastewater management at the TWA facility were investigated (refer to Appendix 12) as part of the Amended Project. The Amended Project includes a potential on-site advanced secondary treatment system with land application / reuse via surface spray irrigation of surrounding pasture, pursuant to Section 68 of the *Local Government Act 1993*. In order to meet the water quality objectives at receiving surface and groundwaters, a minimum storage capacity of 500 kL is required for treated effluent. This will enable an irrigation strategy that applies effluent at a long-term rate of 2.85 mm/day with irrigation shut off during rainfall events greater than 10 mm, to achieve the required pollutant reduction. The system would be design and installed in a modular fashion that aligns with the design capacity of treatment modules (such as 20 KL/d capacity). This would enable system capacity to be ramped up and back down as the workers population peaks and drops during construction.

In addition, RES has consulted with Dubbo Regional Council regarding the receipt of wastewater as an alternative to onsite treatment. RES will continue to consult with Dubbo Regional Council in this regard.

#### **4.3.4.4 Waste (solid, general, recyclable and hazardous)**

As the buildings are fabricated off-site, the amount of waste generated on-site during the construction of the TWA facility will be minimal and will be serviced by a single 10 m<sup>3</sup> skip.

It is estimated that the TWA facility will generate approximately 1.1 Kg of waste per person per day during its operation. During the EIS exhibition and ongoing consultation on the Project, both Mid-Western Regional Council and Warrumbungle Shire Council indicated that there is limited capacity within their current facilities to receive waste from projects in the REZ. As a result, RES has consulted with Dubbo Regional Council and is in the process of seeking an arrangement for waste disposal at one of their landfills. RES will also consider the potential use of waste transfer and recycling facilities available in other LGAs within the broader region to achieve their waste management objectives.

A Waste Management Plan will be developed and implemented for management and disposal of waste. General waste would be managed on-site via waste collection and recycling facilities, and then transported to a licenced landfill facility by an appropriately licenced contractor, in agreement with Dubbo Regional Council.

#### **4.3.4.5 Other services**

Other services provided on site will include:

- Catering such as the daily provision of meals for breakfast, lunch and dinner.
- Provision of alcohol in a dedicated and licensed recreational area.

- Security through security personnel available on site 24/7 to ensure the safety and conduct of workers and the surrounding community.
- Medical / health service through a registered nurse/GP available on site to triage health concerns and referring to external health provides if needed (via telehealth services), ordering and/or administering medication as well as write pharmaceutical prescriptions if needed.
- Housekeeping and ground maintenance.

## 4.4 Accommodation Strategy Actions

The actions in **Table 4.5** are proposed to ensure the effective delivery of the accommodation strategy for the Project.

From left to right, the columns of **Table 4.5** describe:

- The **‘Aspect’**: a high-level summary of what AES matter is being mitigated.
- The **‘Mitigation and or Management Measure’**: describes the actions that will be undertaken to reduce the impacts of the development, including a summary of any proposed techniques that will be used to implement the mitigation.
- The **‘Development Phase’**: identifies what part of the development phase the mitigation and/or management measure will apply. A mitigation and/or management measure can apply to multiple development phases.
- The **‘Responsible Party’**: identifies which group is responsible for implementing the applicable mitigation and/or management measure. The ‘Personnel Responsible’ column identifies the individual from the ‘Responsible Party’ who is to implement the mitigation and or management measure. Numbers 1-5 have been used to represent which individual is responsible, as follows:
  - RES
  - Engineer, Procurement & Construction (EPC) Contractor
  - all employees and contractors.
- The **‘Implementation Action’**: describes the procedures that show how the proposed techniques for the mitigation and/or management measures will practically be achieved for the development, and how they align with the AES ‘Objective/ Intended Social Outcome’ identified in **Section 4.3**.

**Table 4.5 Action Plan and Strategies for Workforce Accommodation**

Aspect	Mitigation/Management Objective	Development Phase				Responsible Party			Implementation Action
		Early Works Construction	Main Works Construction	Operations and Maintenance	Decommissioning	RES	EPC Contractor	All	
<b>Short-term accommodation availability</b>	Avoid placing unsustainable pressure on existing short-term and tourism accommodation and ‘crowding out’ other visitors.								Avoid reliance on short term accommodation by temporary workforce associated with Tallawang Solar Farm by providing sufficient dedicated temporary workers’ accommodation. The Accommodation and Employment Strategy will include a monitoring mechanism to ensure accommodation booking is recorded and managed to avoid unsustainable short term accommodation use.
<b>Short-term accommodation</b>	Encourage the development of new short-term accommodation options in the Mid-Western Regional Council.								Work with Mid-Western Regional Council to provide anticipated timelines and workforce numbers.
<b>Rental accommodation availability</b>	Avoid placing inflationary pressures on rental prices or displacing other residents within the social locality by competing for limited rental housing.								Where Possible avoid company head-leasing or renting of accommodation in the townships of Wellington, Gulgong and Dunedoo. Discourage staff independently renting housing in the townships of Wellington, Gulgong and Dunedoo. Encourage use of the three properties on the Project site available during construction.
<b>Local workforce</b>	Maximise local procurement and employment opportunities to reduce the need for non-local workforce.								Follow the actions identified in the employment strategy (refer to <b>Table 5.8</b> ).
<b>Temporary workforce accommodation campsite</b>	Meet the accommodation and catering needs of a temporary workforce while reducing impacts on existing residents and communities.								Identify, establish and manage a temporary workforce campsite that minimises negative social and environmental impacts. Refer to <b>Section 4.3</b> for a consideration of locations, attributes and planning pathways related to workforce campsite development.

## 5.0 Employment and Procurement Strategy

### 5.1 Scope

The purpose of the local employment and procurement strategy is to ensure that the Project's procurement processes and purchasing power is used appropriately to generate positive outcomes for the region and local communities and businesses, in addition to the delivery of efficient goods, services and works that the Project requires. The strategy also aims to outline mechanisms to ensure that local employment opportunities are proactively sought and maximised for the Project.

Local employment and procurement strategies of the Project build on initiatives already in place by the renewable energy sector in enhancing sustainable and strategic procurement practice, enabling employment and procurement to effectively contribute to regional development and sustainable communities; and is a key mechanism by which a Project can generate wider social/community benefits.

The outcomes of an effective local employment and procurement strategy may include:

- Creation of training and employment opportunities through procurement processes, clauses and specifications in contracts.
- Addressing complex local challenges, such as intergenerational employment, crime, vandalism and economic decline in local communities or amongst disengaged groups.
- Encouragement of local economic development and growth.
- Promotion of fair and ethical trade.
- Social inclusion, particularly for vulnerable groups – giving them the opportunity to participate in the community and the economy.
- Engagement of small-to-medium enterprises and social benefit suppliers providing them with the same opportunities as other businesses, including the ability to engage in procurement processes.
- Securing the company's reputation and leadership in recognising and implementing corporate social responsibility initiatives.
- Local community package to spread the benefits of the Proposal into the operational stage.

As highlighted in **Section 1.2.1**, the Project will generate around 380 full time equivalent FTE jobs during construction (with a peak of 420 onsite workers estimated in month 16 to month 24), and 10 full time staff during its operation and maintenance phases. These employment benefits extend through the local supply chains to fuel supply, vehicle servicing, uniform suppliers, hotels/motels, B&B's, cafés, pubs, catering and cleaning companies, tradespersons, tool and equipment suppliers and many other businesses.





















## 5.2 Employment Profile

To inform the development of the employment and procurement strategy, the existing employment and business profile of the social locality has been assessed and opportunities to maximise social and local procurement identified. **Table 5.1, Table 5.2, Table 5.3, and Table 5.4** provide a breakdown of employment by sector in each LGA within the social locality. The tables highlight those employed in the Construction industry and those currently employed as Trades Workers, Labourers and Technicians. Research undertaken in the resources sector highlights that the majority of workers employed in construction in resource projects transitioned from construction roles in other sectors such as residential or infrastructure sectors (Doyle, 2014). A similar trend is considered likely in renewable energy.

Similarly, research suggests that almost 75% of jobs in renewable energy over the next 15 years are likely to be available for labourers, trades and technicians and professionals (Briggs, Rutovitz, Dominish, & Nagrath, 2020). Therefore, these industries and roles are highlighted below to assess opportunities for local job creation.





















The regional economic profile indicates that Dubbo Regional LGA has the largest capacity to support the Project, with 2,282 people employed in Construction and 3,556 employed in Technicians and Trades roles (and 1,092 employed in both). Following this, Mid-Western Regional LGA has the second largest capacity followed by Upper Hunter LGA, while the capacity of Warrumbungle LGA is substantially smaller.

**Table 5.1 Employment by Sector Mid-Western LGA**

	Managers	Professionals	Technicians and trades	Community and personal service workers	Clerical and administrative workers	Sales workers	Machinery operators and drivers	Labourers	Total
 Agriculture, Forestry and Fishing	521	15	65	3	32	8	16	143	<b>803</b>
 Mining	102	151	520	5	82	0	871	65	<b>1,796</b>
 Manufacturing	100	43	148	20	36	44	27	67	<b>485</b>
 Electricity, Gas, Water and Waste Services	12	3	36	0	12	0	30	7	<b>100</b>
 Construction	110	8	419	5	92	10	143	155	<b>942</b>
 Wholesale Trade	34	9	42	0	36	58	39	24	<b>242</b>
 Retail Trade	155	24	90	11	64	560	29	117	<b>1,050</b>
 Accommodation and Food Services	175	3	123	246	41	80	8	219	<b>895</b>
 Transport, Postal and Warehousing	27	4	6	0	62	10	173	11	<b>293</b>
 Information Media and Telecommunications	12	16	13	0	13	8	0	0	<b>62</b>
 Financial and Insurance Services	15	31	0	0	63	0	0	0	<b>109</b>
 Rental, Hiring and Real Estate Services	24	3	4	0	34	76	3	7	<b>151</b>
 Professional, Scientific and Technical Services	45	194	50	0	105	4	3	10	<b>411</b>
 Administrative and Support Services	26	23	55	17	23	0	26	210	<b>380</b>
 Public Administration and Safety	47	79	31	118	114	0	50	42	<b>481</b>
 Education and Training	51	525	21	206	75	0	0	20	<b>898</b>
 Health Care and Social Assistance	58	402	45	536	147	5	3	72	<b>1,268</b>
 Arts and Recreation Services	15	26	17	20	8	4	0	29	<b>119</b>
 Other Services	34	23	234	56	49	9	13	34	<b>452</b>
 Inadequately described/Not stated	43	16	67	18	25	19	38	52	<b>278</b>
<b>Total</b>	<b>1,591</b>	<b>1,607</b>	<b>1,998</b>	<b>1,261</b>	<b>1,110</b>	<b>893</b>	<b>1,473</b>	<b>1,298</b>	<b>11,231</b>





















Source: (ABS, Community Profile, 2021)

**Table 5.2 Employment by sector, Upper Hunter LGA**

	Managers	Professionals	Technicians and trades	Community and personal service workers	Clerical and administrative workers	Sales workers	Machinery operators and drivers	Labourers	Total
 Agriculture, Forestry and Fishing	561	21	129	12	71	7	21	347	<b>1,169</b>
 Mining	33	29	197	0	17	0	473	21	<b>770</b>
 Manufacturing	31	12	85	0	18	7	34	226	<b>413</b>
 Electricity, Gas, Water and Waste Services	9	10	58	0	5	0	7	11	<b>100</b>
 Construction	59	10	202	4	43	3	73	82	<b>478</b>
 Wholesale Trade	13	15	25	0	14	36	10	8	<b>121</b>
 Retail Trade	73	15	34	7	21	240	9	53	<b>452</b>
 Accommodation and Food Services	64	0	40	127	12	39	6	88	<b>376</b>
 Transport, Postal and Warehousing	26	4	10	0	35	3	106	5	<b>189</b>
 Information Media and Telecommunications	0	7	5	0	0	3	0	0	<b>15</b>
 Financial and Insurance Services	8	28	0	0	21	0	0	0	<b>57</b>
 Rental, Hiring and Real Estate Services	3	6	0	0	10	27	3	0	<b>49</b>
 Professional, Scientific and Technical Services	16	122	52	5	56	7	5	14	<b>277</b>
 Administrative and Support Services	13	9	22	12	16	0	56	79	<b>207</b>
 Public Administration and Safety	23	42	25	63	62	0	44	37	<b>296</b>
 Education and Training	29	270	11	103	53	3	8	20	<b>497</b>
 Health Care and Social Assistance	27	191	19	258	70	0	6	29	<b>600</b>
 Arts and Recreation Services	11	8	41	13	16	0	0	74	<b>163</b>
 Other Services	15	7	153	31	13	4	3	17	<b>243</b>
 Inadequately described/Not stated	25	14	39	4	20	12	23	36	<b>148</b>
<b>Total</b>	<b>1,037</b>	<b>825</b>	<b>1,152</b>	<b>631</b>	<b>575</b>	<b>403</b>	<b>892</b>	<b>1,136</b>	<b>6,651</b>





















Source: (ABS, Community Profile, 2021)

**Table 5.3 Employment by Sector Dubbo regional LGA**

	Managers	Professionals	Technicians and trades	Community and personal service workers	Clerical and administrative workers	Sales workers	Machinery operators and drivers	Labourers	Total
 Agriculture, Forestry and Fishing	701	35	101	5	60	29	55	201	<b>1,187</b>
 Mining	32	21	120	0	19	3	162	13	<b>370</b>
 Manufacturing	154	52	313	20	103	72	133	438	<b>1,285</b>
 Electricity, Gas, Water and Waste Services	37	37	85	4	57	13	72	34	<b>339</b>
 Construction	305	61	1,092	0	221	32	218	353	<b>2,282</b>
 Wholesale Trade	100	62	80	0	103	155	98	49	<b>647</b>
 Retail Trade	354	53	161	23	128	1,378	93	221	<b>2,411</b>
 Accommodation and Food Services	298	12	210	431	65	255	39	439	<b>1,749</b>
 Transport, Postal and Warehousing	81	21	36	14	193	36	481	36	<b>898</b>
 Information Media and Telecommunications	17	60	32	0	20	39	3	4	<b>175</b>
 Financial and Insurance Services	45	126	0	3	205	13	0	0	<b>392</b>
 Rental, Hiring and Real Estate Services	27	34	14	3	59	139	3	5	<b>284</b>
 Professional, Scientific and Technical Services	57	475	124	7	257	15	0	14	<b>949</b>
 Administrative and Support Services	44	62	74	56	58	4	18	343	<b>659</b>
 Public Administration and Safety	234	372	123	647	477	19	56	87	<b>2,015</b>
 Education and Training	191	1,263	58	596	241	0	12	35	<b>2,396</b>
 Health Care and Social Assistance	273	1,743	171	1,725	621	22	33	179	<b>4,767</b>
 Arts and Recreation Services	43	42	124	73	47	14	0	48	<b>391</b>
 Other Services	49	54	500	134	106	22	9	86	<b>960</b>
 Inadequately described/Not stated	88	54	154	77	112	62	82	113	<b>742</b>
<b>Total</b>	<b>3,133</b>	<b>4,648</b>	<b>3,556</b>	<b>3,822</b>	<b>3,158</b>	<b>2,320</b>	<b>1,580</b>	<b>2,692</b>	<b>24,909</b>

Source: (ABS, Community Profile, 2021)

**Table 5.4 Employment by Sector in Warrumbungle LGA**

	Managers	Professionals	Technicians and trades	Community and personal service workers	Clerical and administrative workers	Sales workers	Machinery operators and drivers	Labourers	Total
 Agriculture, Forestry and Fishing	624	17	49	0	24	11	19	178	922
 Mining	4	0	11	0	4	0	42	9	70
 Manufacturing	16	4	17	0	7	11	8	16	79
 Electricity, Gas, Water and Waste Services	0	0	12	0	8	3	14	0	37
 Construction	21	0	73	0	12	0	35	43	184
 Wholesale Trade	5	4	4	0	4	11	4	4	36
 Retail Trade	46	10	22	0	10	130	9	21	248
 Accommodation and Food Services	49	0	27	66	4	3	0	62	211
 Transport, Postal and Warehousing	18	0	0	0	25	6	61	12	122
 Information Media and Telecommunications	0	3	7	0	3	0	0	0	13
 Financial and Insurance Services	0	4	0	0	9	0	0	0	13
 Rental, Hiring and Real Estate Services	0	0	0	0	5	8	0	0	13
 Professional, Scientific and Technical Services	6	36	10	0	16	0	0	0	68
 Administrative and Support Services	5	12	7	7	3	0	0	38	72
 Public Administration and Safety	22	23	17	38	43	0	35	30	208
 Education and Training	27	207	15	91	45	0	0	18	403
 Health Care and Social Assistance	17	119	16	168	42	0	0	37	399
 Arts and Recreation Services	3	7	0	0	0	3	0	16	29
 Other Services	9	9	50	6	9	0	0	8	91
 Inadequately described/Not stated	16	7	16	8	9	13	14	28	111
<b>Total</b>	<b>882</b>	<b>463</b>	<b>353</b>	<b>394</b>	<b>277</b>	<b>199</b>	<b>238</b>	<b>526</b>	<b>3,329</b>

Source: (ABS, Community Profile, 2021)

## 5.2.1 Estimating Employment Capacity

As mentioned in **Section 5.2**, almost 75% of jobs in renewable energy over the next 15 years are likely to be available for labourers, trades and technicians and professionals, with electricians, electrical trade assistants, mechanical trades and technicians, finance, business, legal and planning professions and administrative staff generating the largest number of jobs (Briggs, Rutovitz, Dominish, & Nagrath, 2020).

More specifically for the Project, based on RES' analysis, most jobs will involve Photovoltaic Plant installation technicians (375 people), plant operators (115), component delivery (62), piling (60), substation component delivery (46) and management (40), with these roles predominantly filled by trades and technicians, labourers, drivers and machinery operators.

As **Table 5.5** illustrates, the social locality includes a total workforce of around 46,120 people, including 3,895 employed in the construction industry and just over 7,000 people employed as trades workers and technicians. Those employed in these professions are likely to have transferable skill sets or can more easily be upskilled to work on the Project.

**Table 5.5 Employment by Industry and Job Type Summary Table**

	Dubbo Regional	Upper Hunter Shire	Mid-Western Regional	Warrumbungle Shire	Total
<b>Total workforce</b>	24,909	6,651	11,231	3,329	<b>46,120</b>
<b>Workforce employed in construction</b>	2,282	487	942	184	<b>3,895</b>
<b>Workforce employed as trades workers and technicians</b>	3,556	1,152	1,998	353	<b>7,059</b>
<b>Workforce employed in TWA-related job types<sup>13</sup></b>	762	148	377	61	<b>1,348</b>

Source: ABS, 2021

Further to this, across the social locality a total of 1,866 people were unemployed and looking for full time or part time work (as at the 2021 census), as shown in **Table 5.6**. This pool of unemployed people may also benefit from employment opportunities generated by the Project.

**Table 5.6 Labour Force Status for the Social Locality**

	Dubbo Regional	Upper Hunter Shire	Mid-Western Regional	Warrumbungle Shire	Total
<b>Unemployed, looking for full-time work</b>	579	136	282	138	<b>1,133</b>
<b>Unemployed, looking for part-time work</b>	370	89	187	83	<b>730</b>
<b>Total</b>	<b>946</b>	<b>224</b>	<b>470</b>	<b>221</b>	<b>1,866</b>

Source: ABS, 2021

<sup>13</sup> TWA-related job types include the following industries of employment: Laundry and Dry-Cleaning Services; Investigation and Security Services; Repair and Maintenance; Building Cleaning, Pest Control and Gardening Services; Food and Beverage Services; Water Supply, Sewerage and Drainage Services; Administrative and Support Services; and Waste Collection, Treatment and Disposal Services.

In developing the employment strategy for the Project, it has been conservatively assumed that 5% of the peak workforce may live locally to the Project (21 workers, or 22 if including the TWA operational workforce) which may constitute around 1% of those currently unemployed and looking for work in the social locality or 0.03% of those currently employed as trades workers or technicians within the social locality.

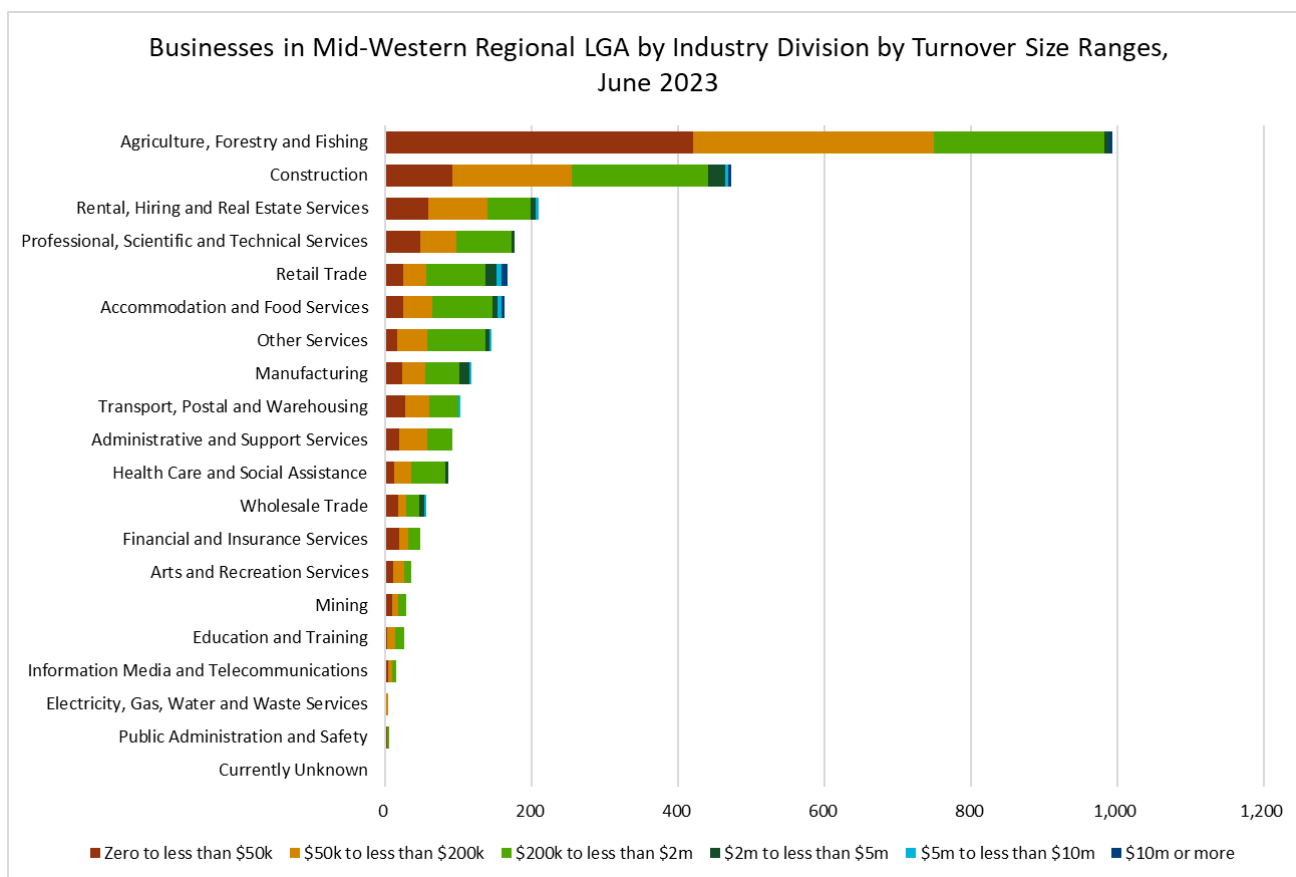
## 5.3 Local Procurement Profile

The local construction sector in the Central West Orana Region has recently experienced rapid expansion (Narromine Shire Council and Dubbo Regional Council, 2018). Supporting renewable energy projects will provide a broad economic base for the construction and manufacturing industry to continue to grow; and while competition for skilled labour in the construction sector remains tight due to high demand, the presence of a skilled and growing workforce presents opportunities for other sectors to access development, especially during periods of relatively low growth in the mining sector (Narromine Shire Council and Dubbo Regional Council, 2018).

### 5.3.1 Mid-Western Regional Council

As of June 2023 in Mid-Western Regional, there were 2,952 businesses operating in the LGA with 34% of the businesses in the LGA being in the Agricultural, Forestry and Fishing sector, as outlined below in **Figure 5.1** (ABS, 2023). The construction sector is the second largest industry by turnover size, representing 16% of businesses. Of those Construction businesses, 46% have a turnover size of over \$200,000 per year and 7% have a turnover size of over \$2,000,000.

Manufacturing in the Mid-Western Regional LGA is the 8<sup>th</sup> largest industry by turnover size, with 54% of those businesses having a turnover size of over \$200,000 and 14% having a turnover size of above \$2,000,000. This local context provides some opportunity for the Project to identify businesses with the relevant skills required.

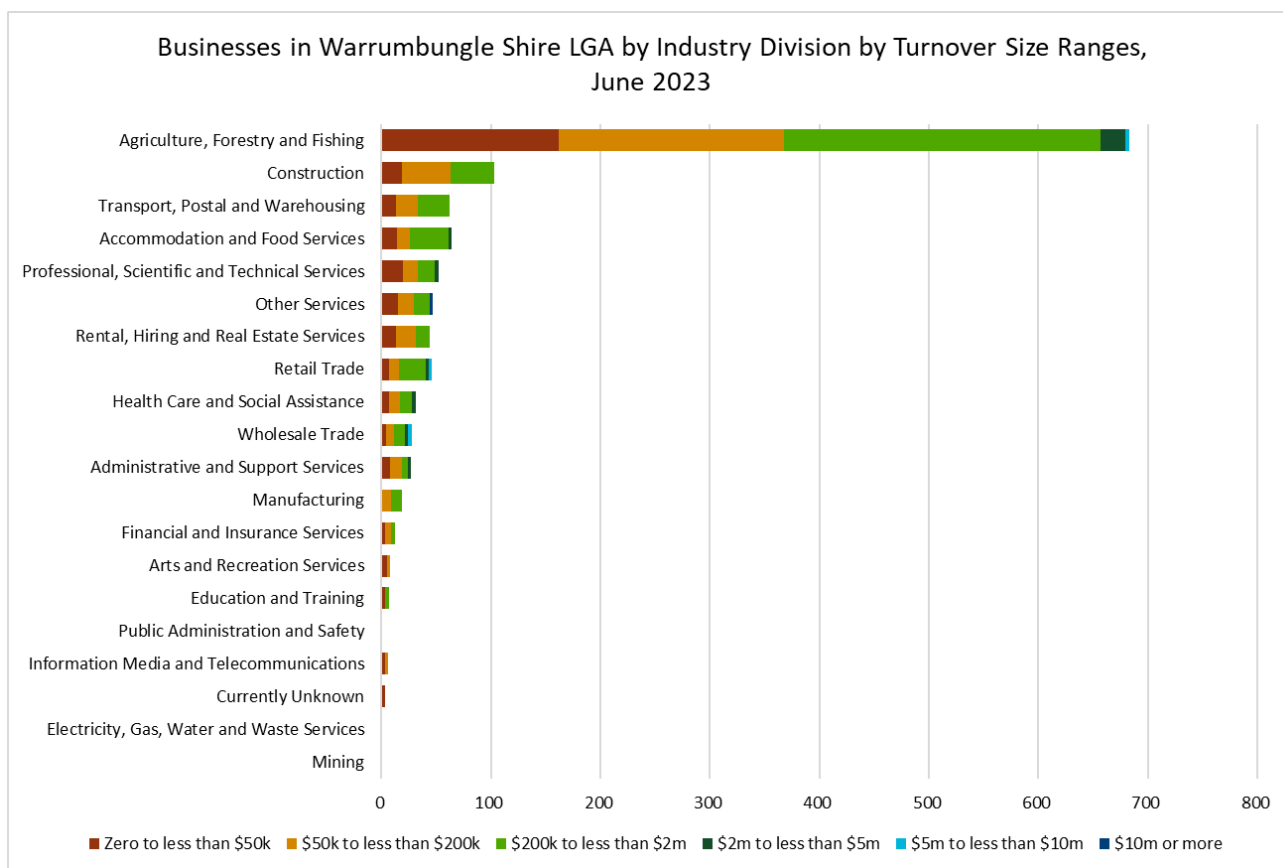


**Figure 5.1 Businesses in Mid-Western Regional LGA by Turnover Size Range**

(ABS, 2023)

### 5.3.2 Warrumbungle Shire

As of June 2023, there were 1,234 businesses operating in the Warrumbungle Shire LGA, with Construction being the second largest industry (though being substantially behind the primary industry of Agriculture, Forestry and Fishing) and Manufacturing being the 12th largest industry, as outlined below in **Figure 5.2** (ABS, 2023). Only 40% of Construction businesses and 50% of Manufacturing businesses have an annual turnover of over \$200,000, presenting challenges for identifying businesses of sufficient scale to deliver substantial renewable energy contracts.



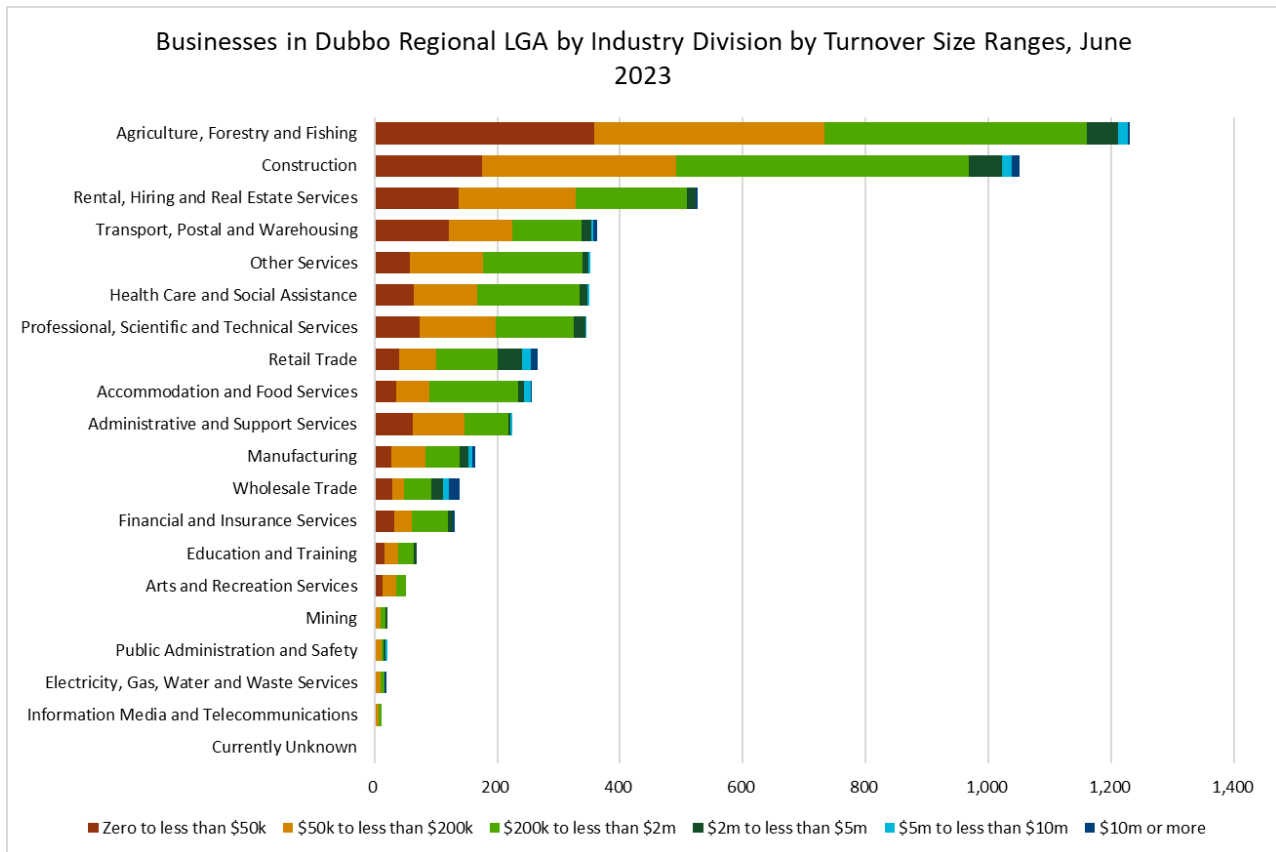
**Figure 5.2 Businesses in Warrumbungle LGA by Turnover Size Ranges**

(ABS, 2023)

### 5.3.3 Dubbo Regional Council

As of June 2023, there were 5,593 businesses operating in the Dubbo LGA, as outlined below in **Figure 5.3** (ABS, 2023). Of those businesses, Construction is the second largest sector, with 1,051 businesses in the LGA, making up roughly 19% of all businesses in the LGA. Of the Construction businesses, 53% have an annual turnover of over \$200,000. Manufacturing in Dubbo Regional LGA represents the 11<sup>th</sup> largest industry by turnover size.

This context in the neighbouring LGA provides some opportunity to identify businesses with the relevant skills required to assist in delivering the Project.



**Figure 5.3 Businesses in Dubbo Regional LGA by Turnover Size Range**

(ABS, 2023)

## 5.4 Employment Strategy Targets and Actions

Targets relating to local participation, in conjunction with other commitments made by RES, will be embedded into RES contracts with nominated Engineering, Procurement and Construction (EPC) and Operations and Maintenance (O&M) contractors. This will ensure that the Project’s approach is consistent, coordinated and flows down through the tiers of subcontractors at all levels of the Project and that local and regional benefits are enhanced where possible.

The following actions are proposed to prioritise and support local employment and procurement for the planning and construction phase of the Project.

The key strategies which comprise the Project’s employment and procurement plans include:

- Maximise the proportion of sub-contractors and suppliers sourced locally.
- Generate lasting training and skills development opportunities for the region.
- Pro-actively generate opportunities for under-represented communities, including First Nations people, learning workers, apprentices, and women.
- Transparently communicate employment and procurement opportunities to the local community and provide updates on whether objectives are achieved.

**Table 5.7 Action Plan and Strategies for Employment Generation**

1. Aspect	2. Mitigation/ Management Objective	3. Development Phase				4. Responsible Party		5. Actions to be considered
		Early Works Construction	Main Works Construction	Operations and Maintenance	Decommissioning	RES	EPC Contractor	
<b>Local employment and procurement</b>	Encourage local employment and procurement.							<p>Establish, review and maintain an Expression of Interest business and employee register.</p> <p>Communicate regularly with EOI list via email updates or other communications method.</p> <p>Ensure EOI register relates to ICN Gateway or other industry pathways.</p> <p>Update project website and e-newsletter to communicate development of the project and link to supply chain opportunities.</p> <p>Consideration within EPC and O&amp;M contracts (and through subcontractor tiers) for supply chain.</p> <p>Require EPC Contractor to develop.</p>

1. Aspect	2. Mitigation/ Management Objective	3. Development Phase				4. Responsible Party		5. Actions to be considered
		Early Works Construction	Main Works Construction	Operations and Maintenance	Decommissioning	RES	EPC Contractor	
Local employment and procurement	Build local familiarity and connections with RES and the Project requirements.							<p>Attend and host industry forums that target local and regional business sectors to communicate employment and procurement opportunities on the projects, including:</p> <ul style="list-style-type: none"> <li>• Establish an ICN Gateway pre-construction.</li> <li>• Schedule early ICN industry briefings in major towns around projects to give an overview of the projects and their resourcing needs.</li> </ul> <p>Provide social procurement information and links to support SMEs to respond to social procurement requirements.</p> <p>Link attendees to industry partners that can assist with their tender.</p> <p>Document events and register Expressions of Interest collected at these events.</p>

1. Aspect	2. Mitigation/ Management Objective	3. Development Phase				4. Responsible Party		5. Actions to be considered
		Early Works Construction	Main Works Construction	Operations and Maintenance	Decommissioning	RES	EPC Contractor	
<b>Local employment and procurement</b>	Build and maintain relationships with local businesses and networks.							Attend and host local forums and events to maintain relationships with local businesses and groups. These may include through chambers of commerce and industry groups, local government economic development forums, school-based events focused on apprenticeships and career pathways and RDA/ICN forums. Collaborate with local organisations and social enterprises to identify labour hire opportunities across work packages (e.g., security, signage, site compound buildings, tree-planting and landscaping). Partner with local/regional employment agencies to recruit underrepresented jobseekers.
<b>Local employment and skills development</b>	Collaborative approach to support pathways into training and employment.							Schedule a workshop with regionally based local employment agencies to discuss opportunities and develop a collaborative approach to workforce opportunities.
<b>Local employment and skills development</b>	Building local skills capacity.							Investigate partnering with Mudgee TAFE to develop training programs and scholarships directly related to key skills shortages in the region, particularly electrical trades and engineering.

1. Aspect	2. Mitigation/ Management Objective	3. Development Phase				4. Responsible Party		5. Actions to be considered
		Early Works Construction	Main Works Construction	Operations and Maintenance	Decommissioning	RES	EPC Contractor	
<b>Local employment and skills development</b>	Support apprenticeships and training opportunities.							<p>Promote Apprenticeships and Traineeships as a key employment strategy and work with regional employment agencies, education providers and Group Training Organisations to develop strategies to enable apprentices to access experience across different infrastructure projects.</p> <p>Incentivise EPC and O&amp;M contractors to support employment and training outcomes for underrepresented groups.</p>
<b>Local employment and skills development</b>	Build pathways into the renewable energy sector for school leavers.							<p>Work with local schools to establish annual excursions, vocational training partnerships and sponsorship of school awards nights.</p> <p>Continue existing relationship with Red Hill Environmental Education Centre (RHEEC) to support engagement with renewable energy career opportunities for students.</p>

1. Aspect	2. Mitigation/ Management Objective	3. Development Phase				4. Responsible Party		5. Actions to be considered
		Early Works Construction	Main Works Construction	Operations and Maintenance	Decommissioning	RES	EPC Contractor	
<b>First Nations local employment and skills development</b>	Advertise employment and procurement opportunities broadly, with a particular focus on First Nations businesses and community members.							<p>Establish and maintain a register of key communication channels, key contacts and mechanisms for engaging with relevant stakeholders. Ensure consistent use of these channels throughout construction and operation of the project. Ensure that all direct recruitment activities, procurement opportunities, workforce and service needs targeting Aboriginal and local community members are visible through multiple channels, including:</p> <ul style="list-style-type: none"> <li>• LGAs.</li> <li>• LALCs.</li> <li>• Aboriginal employment and health services.</li> <li>• Social media targeting Aboriginal community.</li> </ul>
<b>First Nations local employment and skills development</b>	Increase First Nations participation and employment.							<p>Partner with LALCs, NSW Indigenous Chamber of Commerce, Servegate, Many Rivers and other relevant Aboriginal organisations, to identify Certified and Registered Indigenous businesses. Establish processes and selection criteria that prioritise Indigenous employment and procurement.</p> <p>Establish and maintain a register of local and regional Certified and Registered Indigenous businesses. Embed selection criteria to prioritise sub-contractors that are Certified and Registered Indigenous businesses, or are owned, managed or staffed by Indigenous people.</p>

1. Aspect	2. Mitigation/ Management Objective	3. Development Phase				4. Responsible Party		5. Actions to be considered
		Early Works Construction	Main Works Construction	Operations and Maintenance	Decommissioning	RES	EPC Contractor	
								<p>Incorporate a baseline target of 1.5% First Nations workforce participation targets in EPC and subcontractor contracts for construction.</p> <p>Re-establish and continue to develop mutually beneficial relationships with First Nations organisations, networks and businesses to identify joint initiatives that can support positive socioeconomic outcomes.</p> <p>Partner with a local Aboriginal organisation/s to identify work packages during construction that can be delivered by a First Nation business registered with Supply Nation.</p> <p>Partner with a local Aboriginal organisation/s to identify operational ongoing contract / work package that can be filled by a First Nations owned businesses registered with Supply Nation.</p> <p>Partner with local/regional employment agency to recruit First Nations jobseekers that face barriers.</p> <p>Review Traditional Owners Whole of Country Plans for specific guidance on targets and strategies where procurement by the Project can deliver measurable value.</p> <p>Require EPC Contractor to develop IAPP prior to construction commencing.</p> <p>Monitor target delivery through Project Delivery mechanisms and milestone claims.</p> <p>Partner with Traditional Owners to develop a Welcome to Country video for site inductions.</p>

1. Aspect	2. Mitigation/ Management Objective	3. Development Phase				4. Responsible Party		5. Actions to be considered
		Early Works Construction	Main Works Construction	Operations and Maintenance	Decommissioning	RES	EPC Contractor	
<b>Local employment and skills development</b>	Embed transparent selection criteria for sub-contractors that prioritizes organisations based in the key LGAs.							Implement selection criteria with a weighting to prioritise sub-contractors that employ workers and/or have a business registered in key LGAs or within the Orana and Central West Region.
<b>First Nations local employment and skills development</b>	Facilitate pathways for Indigenous job seekers to build required skills and move into available employment opportunities.							Work with existing schools and organisations, including the Clontarf Foundation, to develop scholarships and training programs for Indigenous school leavers. Prioritise working with Registered Training Organisations with existing protocols and mechanisms for encouraging Indigenous trainees.

1. Aspect	2. Mitigation/ Management Objective	3. Development Phase				4. Responsible Party		5. Actions to be considered
		Early Works Construction	Main Works Construction	Operations and Maintenance	Decommissioning	RES	EPC Contractor	
<b>Local employment and procurement</b>	Identify and utilise key regional channels to promote employment and training opportunities for the project.							Community-wide engagement and promotion of employment and training opportunities for the project, including: <ul style="list-style-type: none"> <li>• Project websites.</li> <li>• LGA communications.</li> <li>• Key industry partners.</li> <li>• Industry Chambers of Commerce.</li> <li>• Social media.</li> </ul>
<b>Workforce accommodation campsite</b>	Embed social procurement and local procurement throughout the project lifecycle and across activities.							Ensure tender evaluation provides for assessment weighting of the use of local and/or Aboriginal-owned companies in the development, design and management of workforce accommodation campsites.

## 6.0 Cumulative Considerations

It is recognised that the CWO-REZ, with its sizable investment and quantity of proposed energy generator projects, will generate benefits for the region, as well as large-scale cumulative effects and a rapid rate of change requiring large influxes of construction workers.

This population increase will place pressure on existing housing and social services across the region. Initial modelling by EnergyCo (2022) indicated that incoming workforces are cumulatively predicted to peak at 4,500 in mid-2025. However, a more recent analysis of projects scheduled in the region conducted for this AES suggests that peak construction activity is likely to occur later than anticipated across the region at large, with an analysis of proximal projects and indicative workforce numbers totalling approximately 3,380 workers in the region overlapping with the construction period of the Tallawang Solar Farm Project (further outlined in **Table 6.1**). This figure is based on peak construction workforce numbers and hence is considered the ‘worst case’ scenario to effectively manage.

A number of major projects have been identified as being planned in proximity to the Project and therefore need to be considered in relation to the scale and timing of construction workforce influx and accommodation availability. Though the full range of projects has been considered, only those with overlapping construction timeframes and/or proximity are summarised in **Table 6.1**.

The cumulative considerations of these concurrent projects on the Tallawang Solar Farm’s strategies to manage the workforce accommodation and employment may include:

- Significant competition for short-term and rental accommodation if and where projects require it; current short-term accommodation and rental constraints in the region would be further exacerbated by concurrent renewable construction phases. The proposed TWA will alleviate this matter for the Project’s workforce however it is recognised that this is a broader issue of the REZ resolving multi-stakeholder coordination.
- Increased competition for local labour, resulting in labour being sourced from outside of the region and interstate or overseas. It is acknowledged that the current and future challenges faced in the region regarding workforce procurement due to the cumulative demand for labour is contributed to from large infrastructure projects.
- Additional construction traffic along major transport routes and local roads that will be shared by other projects. A Traffic Management Plan will be developed for the Project which identifies potential cumulative traffic impacts and suitable mitigation measures.
- Demands on other services in key townships e.g. health, food services/venues and education facilities. There will be a strain on current services to meet the demand of large population influxes which may affect the availability of goods and services for those communities during these periods.

However, concurring projects also create opportunities to build a project pipeline that facilitates skilled workers to move to the area, either permanently or in the medium-term, to work across consecutive projects, supporting the value of legacy housing and employment outcomes. As a result, RES acknowledges the ongoing work by EnergyCo in developing Generator Guidelines for the CWO REZ which outline an approach to addressing and minimising cumulative REZ impacts by coordinating with proponents and other

stakeholders. The Generator Guideline will aim to support the coordination of REZ-wide outcomes and establish joint responsibility for building and maintaining social licence.

In addition to operating in accordance with the Guidelines being prepared by EnergyCo, RES is committed to being part of the solutions for cumulative impacts and will seek to continue to collaborate with local Councils, the NSW Government and other proponents and community stakeholders to minimise any negative cumulative effects that the Project may contribute, and in efforts to maximise the local and regional benefits.

**Table 6.1 Other Projects with Potential Cumulative Workforce Impact**

Project	Description	Potential overlapping workforce (Peak)	Status	Proximity to Project	Likelihood of Cumulative Impact
Barneys Reef Wind Farm – RES	440MW wind farm, up to 65 wind turbines. Construction is expected to commence Q1 2028, with an approximately 28 month construction period. Peak construction is expected during months 7 – 14.	340	In planning – prepare EIS	Adjacent; directly north	<b>Impact likely</b> due to proximity to project and construction period overlap
Mavis Solar Farm – Metka - EGN	250MW solar farm with a capacity of 100MW/ 200MWh BESS. Construction expected to commence late 2025, with an 18 month construction period.	200- 250	Request for SEARs	Adjacent directly south	<b>Impact likely</b> due to proximity to project and construction period overlap
Bellambi Heights BESS – Vena Energy	204 MW per stage or up to 408 MW in one stage. Revised in 2023 to remove the solar farm and only retain the BESS. Construction may be undertaken in either one or two stages. Construction in a single stage will take 13 – 20 months. If constructed in two stages, the first stage construction period will be 13 – 18 months, followed by a second construction period of 12 – 15 months (commencing approximately 6 – 12 months later). Employment generation would include approximately 80-100 people for battery per stage, over approx. 9-14 months. Construction expected to commence in 2025.	100	Approved	Adjacent; directly south	<b>Impact likely</b> due to close proximity and likelihood of some construction timing overlap. Construction timing not known. Assumed that there will be some overlap due to proximity.
Central West Orana REZ Transmission Project – EnergyCo	Study corridor runs to the north of the Project, where the connection to the REZ infrastructure is planned. Peak workforce of 650, with a construction period of 36 months in late 2024. Project will take approximately 3 years to construct, with initial operations commencing as early as mid-2027.	650	Currently under assessment, considered Critical State Significant Infrastructure  Amendment Report submitted March 2024	Directly north	<b>Impact likely</b> due to scale of the project, overlapping construction timelines
Valley of the Winds Wind Farm – UPC\AC Renewables	800 MW wind farm, up to 175 wind turbines with up to 400 workers during peak construction. Peak workforce of 400, construction period expected to be between 24-42 months. Construction expected to commence in late 2024.	400	In Planning – Under Assessment  Amendment report lodged October 2023	39 km north-northeast	<b>Impact likely</b> due to the proximity of the project and potential overlapping construction timelines.
Birriwa Solar Farm and Battery Project - ACEN Australia	600 MW solar farm with 1000MW BESS. Peak workforce of 800, with a construction timeframe of 28 months. Construction expected to commence in late 2024.	800	Currently in the further assessment required stage, post Response to Submissions	15 km northeast	<b>Impact likely</b> due to the proximity to the project and potential overlapping construction timelines.
Spicers Creek Wind Farm - Squadron Energy	Up to 117 wind turbines with a capacity of 700MW. Construction timeframe of 40 months, with construction to commence within 1 – 5 years of development consent. Construction is not expected to commence until at least Q1 2025.	840	Currently in the further assessment required stage, post Response to Submissions	38 km west	<b>Impact likely</b> due to proximity to the project and potential overlapping construction timelines.

Source: Umwelt, 2024

## 7.0 Monitoring and Evaluation

RES is committed to monitoring and evaluating the effectiveness of the actions proposed in this strategy in line with the processes outlined in **Table 4.5** and **Table 5.8**. During the Project's pre-construction and construction phases, the AES would be reviewed quarterly by the EPC Contractor to assess the effectiveness of steps taken to encourage local employment and secure sufficient accommodation for the workforce.

During the pre-construction phase and during construction, the EPC Contractor will be required to detail the following:

- whether there is sufficient accommodation available for the Project's non-local workforce,
- whether there are any cumulative employment or accommodation impacts arising from competing demands of other State Significant Developments in the region, and
- whether there is sufficient workforce available to service the Project, including identifying the proportion of local workers who are engaged on the Project.

Indicators which will be used to measure and evaluate progress against the strategies and actions committed within this AES include:

- The number of partnerships formed with employment services, training providers, and/or Aboriginal organisations.
- The number of rooms occupied by workforce or contractors in short-term accommodation.
- The number of local or regional workers and businesses engaged in and/or registering their interest in the Project.
- The number of business and employment opportunities for First Nations businesses and people.
- Feedback from key stakeholders on the development of the TWA.

It is intended that RES will continue to engage with the Mid-Western Regional Council, Warrumbungle Shire Council, Dubbo Regional Council, Bathurst Regional Council, Upper Hunter Shire Council, and EnergyCo during the pre-construction phase and throughout construction in relation to this strategy. In particular, RES will liaise with the relevant Councils regarding the temporary workforce accommodation facility being planned with respect to planning and approval requirements.

RES will also continue to engage with other key relevant stakeholders such as employment services, training providers, labour hire agencies, community organisations, and schools who play a role in the achievement of this strategy. It is also imperative that the near neighbours to the Project, including the TWA, be kept informed and involved in the development and construction of the TWA Facility and wider Project.

In the instance whereby quarterly reviews indicate actions are not being met or progressed as planned, the AES will be reviewed and strategies adapted.

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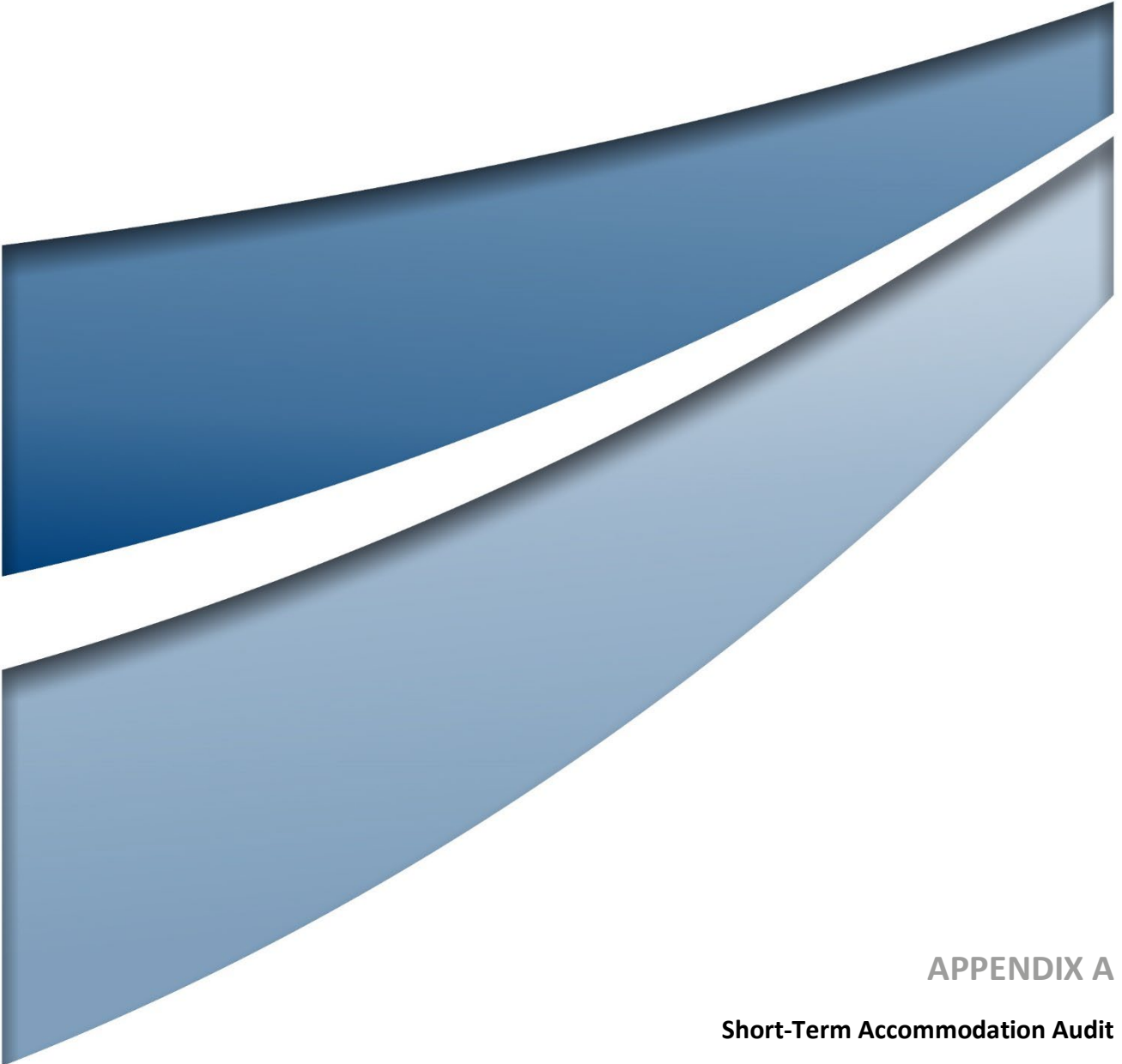
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## APPENDIX A

### Short-Term Accommodation Audit

**Table A.1 Dubbo Regional LGA Short-Term Accommodation Options**

Accommodation Provider Name	Town	Accommodation Type	No. of rooms	Sleeping Capacity
Westview Caravan Park	Dubbo	Caravan, Camping and Holiday Parks	50	346
Forest Lodge Motor Inn and Restaurant	Dubbo	Hotels, Motels	15	40
Outback Cellar Dubbo	Dubbo	Cottages	2	12
Abel Tasman Motor Inn	Dubbo	Motels	38	129
Country Apartments Dubbo	Dubbo	Apartments, Holiday Houses	15	60
NRMA Dubbo Holiday Park	Dubbo	Caravan, Camping and Holiday Parks, Cottages, Motels	141	806
Castlereagh Hotel	Dubbo	Hotels	26	41
Across Country Motor Inn and Serviced Apartments	Dubbo	Apartments, Motels	23	66
All Seasons Motor Lodge	Dubbo	Motels	19	62
SureStay Hotel by Best Western Blue Diamond Motor Inn Dubbo	Dubbo	Motels	25	80
Centrepont Motel	Dubbo	Motels	14	39
Fountain View Motel	Dubbo	Motels	27	80
Nightcap at Macquarie Inn	Dubbo	Motels, Apartments, Hotels	29	111
Manera Heights Apartments	Dubbo	Apartments, Cottages, Holiday Houses	16	60
Matilda Motor Inn	Dubbo	Motels	52	184
Cattleman's Country Motor Inn and Serviced Apartments	Dubbo	Apartments, Motels	135	300
Orana Motel	Dubbo	Motels	34	86
ibis Budget Dubbo	Dubbo	Motels	65	170
Glenmore Lodge	Dubbo	Apartments	4	20
Discovery Parks - Dubbo	Dubbo	Caravan, Camping and Holiday Parks	106	565
Tallarook Motor Inn	Dubbo	Motels	22	85
Countryman Motor Inn	Dubbo	Motels	22	60
Australian Heritage Motor Inn	Dubbo	Motels	23	94
Billabong Camp, Taronga Western Plains Zoo, Dubbo	Dubbo	Retreat and Lodges	27	80
Shearing Shed Motor Inn - Open	Dubbo	Motels	23	83
The Aberdeen Motel	Dubbo	Motels	32	107
Amaroo Hotel	Dubbo	Hotels	24	56
The Palms Motel, Dubbo	Dubbo	Bed and Breakfast, Motels	24	68
Dubbo Rhino Lodge	Dubbo	Retreat and Lodges	14	50
Gipps Street Cottage	Dubbo	Cottages	1	8
Quest Apartments	Dubbo	Apartments	64	140
Eastend Studio Apartments	Dubbo	Apartments	35	70
Bluegum Dubbo Motel	Dubbo	Motels	24	55

Accommodation Provider Name	Town	Accommodation Type	No. of rooms	Sleeping Capacity
Quality Inn Dubbo	Dubbo	Motels	60	76
The Oxley Motel Dubbo	Dubbo	Motels	53	144
Quality Inn Dubbo International	Dubbo	Motels	60	150
The Westbury Dubbo	Dubbo	Bed and Breakfast	6	12
<b>Subtotal</b>			<b>1,350</b>	<b>4,595</b>
Motel Mandalay	Wellington	Motels	23	30
Grand Hotel Wellington	Wellington	Hotels	15	36
Wellington Motor Inn	Wellington	Motels	11	25
The Bridge Motel	Wellington	Apartments, Motels	20	40
The Central Hotel	Wellington	Hotels	15	55
The River Bed and Breakfast	Wellington	Cottages	3	4
Hermitage Hill Country Retreat	Wellington	Cottages, Resorts, Retreat and Lodges	18	38
Cow and Calf Hotel	Wellington	Hotels	20	42
Federal Hotel Wellington	Wellington	Hotels	15	24
Central Hotel	Wellington	Hotels	18	54
<b>Subtotal</b>			<b>2490</b>	<b>7857</b>
<b>Total</b>			<b>3,840</b>	<b>12,452</b>

**Table A.2 Mid-Western Regional LGA**

Accommodation Provider Name	Town	Accommodation Type	No. of rooms	Sleeping Capacity
Cudgegong Valley Motel	Mudgee	Motels	16	42
Mudgees Getaway Cottages	Mudgee	Bed and Breakfast, Cottages, Farmstays	25	40
Bandalong Cottages	Mudgee	Cottages	6	12
Mudgee Homestead Guesthouse	Mudgee	Bed and Breakfast	7	14
Parklands Resort and Conference Centre	Mudgee	Farmstays, Hotels, Resorts, Retreat and Lodges	70	280
Perry Street Hotel	Mudgee	Apartments, Hotels	13	26
Rosby Guesthouse	Mudgee	Bed and Breakfast, Cottages, Farmstays, Holiday Houses	5	10
Cobb & Co Court Boutique Hotel	Mudgee	Hotels	16	40
Ningana Motel	Mudgee	Motels	18	42
Mudgee Valley Park	Mudgee	Caravan, Camping and Holiday Parks, Cottages	72	250
Kirsten Accommodation Mudgee	Mudgee	Apartments	6	28
Afton House B and B	Mudgee	Bed and Breakfast	5	10
Sierra Escape	Mudgee	Caravan, Camping and Holiday Parks, Retreat and Lodges	5	10
BIG4 Mudgee Holiday Park	Mudgee	Caravan, Camping and Holiday Parks	22	87
Aden Hotel Mudgee	Mudgee	Motels	46	122
The Parkview Hotel Mudgee	Mudgee	Hotels	7	14
Elington Manor	Mudgee	Bed and Breakfast, Cottages, Farmstays	6	12
Mudgee Explorer Accommodation	Mudgee	Holiday Houses	6	14
The Horatio Mudgee	Mudgee	Cottages, Hotels, Motels	39	87
Strikes Mudgee	Mudgee	Cottages, Farmstays, Retreat and Lodges	1	2
Tom's Cottage	Mudgee	Cottages	3	2
Peppertree Terraces	Mudgee	Apartments	1	16
Forgandenny House B and B	Mudgee	Bed and Breakfast	3	6
A Market Place Mudgee	Mudgee	Cottages	3	6
The Ori Cottage	Mudgee	Cottages	3	8
Evanslea Luxury Boutique Accommodation	Mudgee	Cottages	8	16
Shawwood Cottage	Mudgee	Cottages	2	4
Wanderlight Motor Inn	Mudgee	Motels	34	102
Macleay Duff Apartment	Mudgee	Apartments, Bed and Breakfast	1	4
Ningana Heritage Houses	Mudgee	Apartments, Holiday Houses	3	7

Accommodation Provider Name	Town	Accommodation Type	No. of rooms	Sleeping Capacity
Braeside House - Burnbrae Wines	Mudgee	Holiday Houses	3	6
The Little Cooking School Accommodation	Mudgee	Holiday Houses	4	8
The Laneway	Mudgee	Holiday Houses	7	28
Xenya Accommodation	Mudgee	Holiday Houses	1	4
The Willows	Mudgee	Apartments	4	24
Lawson Hill Estate Guesthouses	Mudgee	Holiday Houses	6	13
Stay on the Park Mudgee Accommodation	Mudgee	Cottages, Holiday Houses	10	20
Vinestay by Yeates Wines	Mudgee	Apartments, Bed and Breakfast, Farmstays, Retreat and Lodges	2	4
Riverlea Retreat Mudgee	Mudgee	Cottages, Holiday Houses, Retreat and Lodges	5	10
Normandie Cottage Mudgee	Mudgee	Cottages, Holiday Houses	4	12
Wandarra Homestead	Mudgee	Holiday Houses	4	8
The Wandering Grape	Mudgee	Apartments	1	4
44 The Lane	Mudgee	Apartments	1	2
Flora Cottage	Mudgee	Cottages	3	6
<b>Subtotal</b>			<b>507</b>	<b>1462</b>
Prince of Wales Hotel Gulgong	Gulgong	Hotels	24	62
Gulgong Tourist Park	Gulgong	Caravan, Camping and Holiday Parks	19	70
Gulgong Goldfields Motor Inn	Gulgong	Motels	15	54
The Commercial Travellers House	Gulgong	Hotels	12	28
<b>Sub-total</b>			<b>960</b>	<b>2750</b>
<b>Total</b>			<b>1467</b>	<b>4212</b>

**Table A. 3 Warrumbungle LGA**

Accommodation Provider Name	Town	Accommodation Type	No. of rooms	Sleeping Capacity
Baradine Hotel	Baradine	Hotels	4	13
John Oxley Caravan Park	Coonabarabran	Caravan, Camping and Holiday Parks	17	78
Country Gardens Motel	Coonabarabran	Motels	36	82
Coachmans Rest Motor Lodge	Coonabarabran	Motels	20	70
Imperial Hotel Coonabarabran	Coonabarabran	Hotels	36	70
Getaway Tourist Park	Coonabarabran	Caravan, Camping and Holiday Parks	7	41
Warrumbungles Mountain Motel	Coonabarabran	Motels	15	85
Azalea Motel	Coonabarabran	Motels	21	53
All Travellers Motor Inn	Coonabarabran	Motels	30	96
Matthew Flinders Motor Inn	Coonabarabran	Motels	40	181
Castlereagh Village Holiday Units	Coonabarabran	Cottages, Motels	10	48
Poplars Motor Inn	Coonabarabran	Motels	35	49
Amber Court Coonabarabran	Coonabarabran	Motels	21	76
Acacia Motor Lodge	Coonabarabran	Motels	23	73
Wagon Wheel Motel and Units	Coonabarabran	Cottages, Motels	8	32
Coonamble Riverside Holiday Park	Coonamble	Caravan, Camping and Holiday Parks	50	200
Clocktower Motor Inn	Coonabarabran	Motels	17	48
Warrigal Gardens Bed and Breakfast	Baradine	Bed and Breakfast	2	5
Coolah Valley Hotel	Coolah	Hotels	14	42
Coolah Black Stump Inn	Coolah	Hotels	13	39
Coolah Black Stump Motel	Coolah	Motels	12	24
Royal Hotel Mendooran	Mendooran	Hotels	8	19
Hotel Dunedoo	Dunedoo	Hotels, Motels	10	21
Dunedoo Caravan Park	Dunedoo	Cottages, Caravan, Camping and Holiday Parks	3	12
Camp Cypress Cabin and Caravan Park	Baradine	Caravan, Camping and Holiday Parks	16	90

Accommodation Provider Name	Town	Accommodation Type	No. of rooms	Sleeping Capacity
<b>Redbank Gums Bed and Breakfast</b>	Dunedoo	Apartments, Bed and Breakfast	3	7
<b>Exchange Hotel Binnaway</b>	Binnaway	Hotels	3	10
<b>Swan Motel</b>	Dunedoo	Motels	9	23
<b>Coolah Tops National Park Camping</b>	Coolah	Caravan, Camping and Holiday Parks	1	5
<b>Binnaway Rail Heritage Barracks</b>	Binnaway	Backpackers and Hostels, Bed and Breakfast	11	22
<b>Pumphouse Camping Ground</b>	Binnaway	Caravan, Camping and Holiday Parks	8	8
<b>The Royal Hotel Bed and Breakfast</b>	Dunedoo	Bed and Breakfast	10	20
<b>Burbie Camp</b>	Tonderburine	Caravan, Camping and Holiday Parks	1	20
<b>Camp Wambelong</b>	Warrumbungle	Caravan, Camping and Holiday Parks	1	20
<b>Brackens Hut</b>	Coolah	Caravan, Camping and Holiday Parks	2	5
<b>Skywatch Observatory Domestays</b>	Coonabarabran	Bed and Breakfast	1	6
<b>Coonabarabran Mudbrick Cottage</b>	Coonabarabran	Cottages	2	7
<b>Tibuc Gardens Cottage</b>	Coonabarabran	Cottages	2	4
<b>Camp Walaay</b>	Warrumbungle	Caravan, Camping and Holiday Parks	1	20
<b>Camp Blackman</b>	Warrumbungle	Caravan, Camping and Holiday Parks	5	30
<b>Bamboo Cottage</b>	Coonabarabran	Cottages	3	6
<b>Coonandry Cottage</b>	Coonabarabran	Cottages	1	6
<b>Langley Cottage Bed and Breakfast</b>	Coonabarabran	Bed and Breakfast	2	6
<b>Barkala Farmstay - Home of Pilliga Pottery</b>	Coonabarabran	Caravan, Camping and Holiday Parks, Cottages, Farmstays	7	50
<b>Tooraweenah Caravan Park</b>	Tooraweenah	Caravan, Camping and Holiday Parks	4	18
<b>Mirrabook Cottage</b>	Coonabarabran	Cottages	3	4
<b>Argyle Cottage</b>	Coonabarabran	Cottages, Holiday Houses	3	6
<b>Caddy Shack Dunedoo</b>	Dunedoo	Caravan, Camping and Holiday Parks, Cottages	1	4

Accommodation Provider Name	Town	Accommodation Type	No. of rooms	Sleeping Capacity
Coolah Shorts - Self Contained Apartments	Coolah	Apartments	1	2
Mendooran Showground	Mendooran	Caravan, Camping and Holiday Parks	30	100
Balor Hut campground	Tonderburine	Caravan, Camping and Holiday Parks	1	20
Camp Pincham	Tonderburine	Caravan, Camping and Holiday Parks	1	22
Coxs Creek campground	Coolah	Caravan, Camping and Holiday Parks	1	22
Gunneemooroo campground	Tonderburine	Caravan, Camping and Holiday Parks	10	10
Ogma Gap campground	Tonderburine	Caravan, Camping and Holiday Parks	1	23
Sculptures in the Scrub picnic area and campground	Baradine	Caravan, Camping and Holiday Parks	10	50
The Barracks campground	Coolah	Caravan, Camping and Holiday Parks	1	22
The Pines campground	Coolah	Caravan, Camping and Holiday Parks	1	22
Hurleys camp	Tonderburine	Caravan, Camping and Holiday Parks	1	20
Dows camp	Tonderburine	Caravan, Camping and Holiday Parks	1	22
Danu camp	Tonderburine	Caravan, Camping and Holiday Parks	1	20
River Cottage	Coonabarabran	Cottages	3	6
Dark Skies Cottage	Coonabarabran	Cottages	3	6
Cobbora Station Cottage	Dunedoo	Bed and Breakfast, Cottages, Holiday Houses	2	4
Cobbora Battery Shed	Dunedoo	Bed and Breakfast, Cottages, Holiday Houses	1	2
Bluebell Cottage	Coonabarabran	Cottages	3	5
Dunedoo Shearer's Huts	Dunedoo	Cottages	3	6
Tibuc Gardens Studio	Coonabarabran	Apartments	1	5
Warrumbungles Mountain Motel Campground	Coonabarabran	Caravan, Camping and Holiday Parks	18	72
Dark Sky Eco Resort	Coonabarabran	Retreat and Lodges	1	6
Gilgooma	Coonamble	Caravan, Camping and Holiday Parks, Farmstays	12	48

Accommodation Provider Name	Town	Accommodation Type	No. of rooms	Sleeping Capacity
Reggies Tattersalls Hotel	Baradine	Hotels	11	22
Strathroy Guesthouse	Dunedoo	Bed and Breakfast, Holiday Houses	4	8
Camp Street Cottage	Coonabarabran	Cottages	3	6
Mendooran Cottages - Castlereagh Cottage	Mendooran	Bed and Breakfast, Cottages	4	8
Mendooran Cottages - Rose Cottage	Mendooran	Bed and Breakfast, Cottages	4	7
<b>Subtotal</b>			<b>685</b>	<b>2,420</b>
<b>Total</b>			<b>2,452</b>	<b>6,632</b>

**Table A. 4 Upper Hunter LGA**

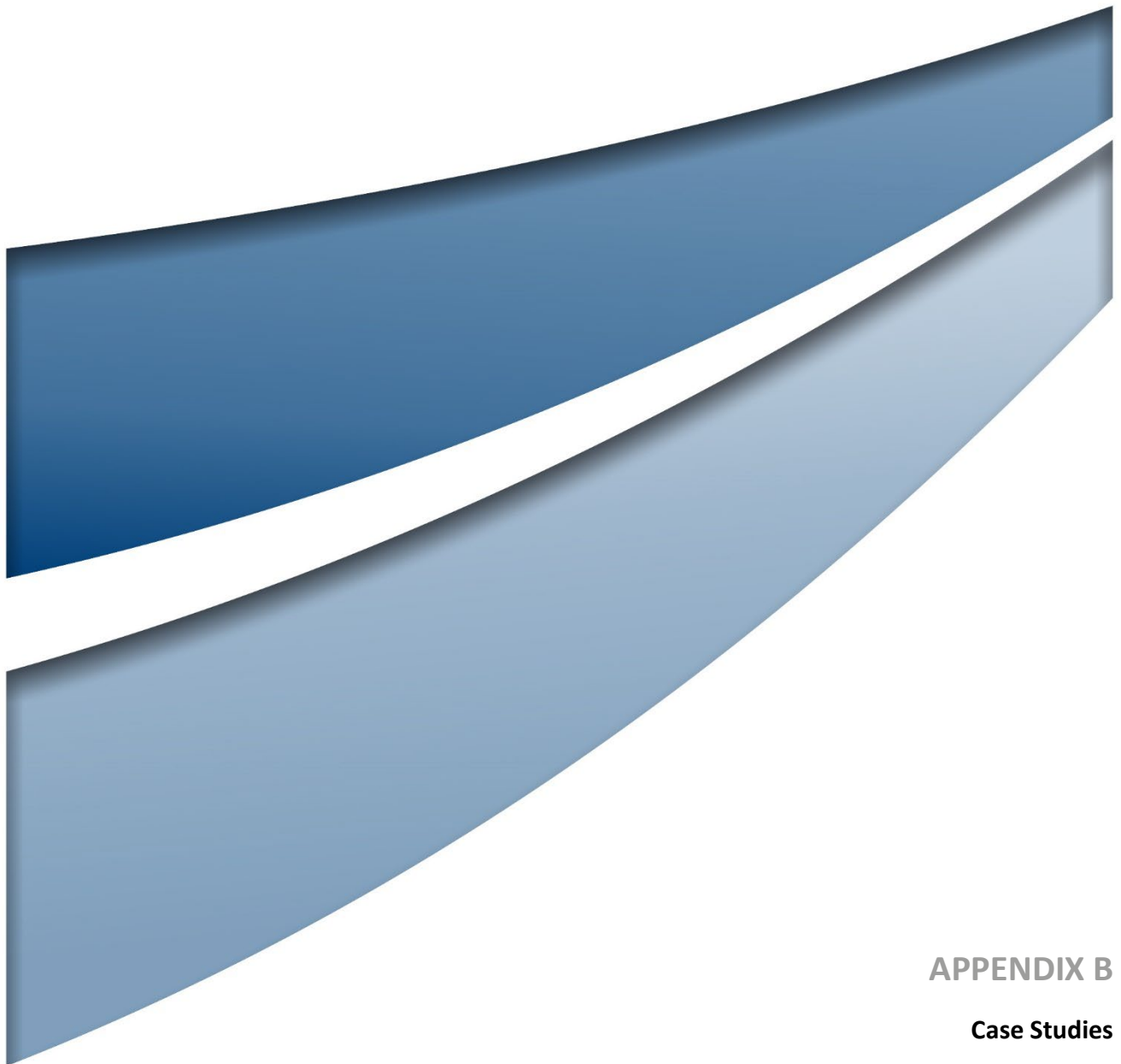
Accommodation Provider Name	Town	Accommodation Type	No. of rooms	Sleeping Capacity
Valley View Motel Murrurundi	Murrurundi	Motels	16	48
Scone Motor Inn and Apartments	Scone	Apartments, Motels	24	66
Moonan Cottage	Moonan Brook	Cottages	4	26
The Remington Muswellbrook	Muswellbrook	Hotels	54	108
Horse Swamp campground	Moonan Brook	Caravan, Camping and Holiday Parks	1	20
Polblue campground and picnic area	Moonan Brook	Caravan, Camping and Holiday Parks	45	100
Washpools campground	Middle Brook	Caravan, Camping and Holiday Parks	5	20
Gummi Falls campground	Tomalla	Caravan, Camping and Holiday Parks	5	30
Reflections Holiday Parks Lake Glenbawn	Glenbawn	Caravan, Camping and Holiday Parks	20	40
Airlie House Motor Inn	Scone	Motels	25	65
Roma Cottage	Moonan Flat	Cottages	3	8
Roma Orchard Lodge	Moonan Flat	Retreat and Lodges	9	30
Devils Retreat	Tomalla	Farmstays, Holiday Houses, Retreat and Lodges	4	8
Devil's Retreat	Ellerston	Farmstays, Holiday Houses, Retreat and Lodges	3	8
John Hunter Motel	Muswellbrook	Motels	70	100
Murrurundi Caravan Park	Murrurundi	Caravan, Camping and Holiday Parks	54	118
Roma Orchard Campgrounds	MOONAN FLAT	Caravan, Camping and Holiday Parks	15	2
Merriwa Motor Inn	MERRIWA	Motels	12	40
<b>Subtotal</b>			<b>369</b>	<b>837</b>
<b>Total</b>			<b>2,521</b>	<b>7,469</b>

**Table A. 5 Bathurst Regional LGA**

Accommodation Name	Town	Accommodation Type	No. of rooms	Sleeping Capacity
Chesleigh Homestead	Sofala	Bed and Breakfast, Farmstays, Resorts, Retreat and Lodges	10	20
Jack Duggans Irish Pub	Bathurst	Backpackers and Hostels, Hotels, Motels	10	30
Bathurst Explorer Motel	Bathurst	Motels	23	57
Ben Chifley Motor Inn	Bathurst	Motels	31	83
Country Lodge Motor Inn	Bathurst	Motels	31	58
Best Western Coachman's Inn Motel	Bathurst	Motels	26	79
Chifley Dam Cabins	The Lagoon	Retreat and Lodges	7	58
Barcoos Farmstays Bathurst	Perthville	Caravan, Camping and Holiday Parks, Farmstays	3	23
Panorama Bathurst	Bathurst	Motels	70	150
Knickerbocker Hotel	Bathurst	Backpackers and Hostels, Bed and Breakfast, Hotels	20	50
Rydges Mount Panorama Bathurst	Bathurst	Hotels	131	400
Parkview	Bathurst	Cottages, Holiday Houses	3	7
Bathurst Goldfields Accommodation	Mount Panorama	Backpackers and Hostels, Cottages, Motels	23	260
Glendora campground	Hill End	Caravan, Camping and Holiday Parks	1	22
Village campground	Hill End	Caravan, Camping and Holiday Parks	1	22
Family Hotel	Bathurst	Hotels	18	30
Abercrombie Caves campground	Abercrombie River	Caravan, Camping and Holiday Parks	50	150
Grove Creek cabins	Abercrombie River	Cottages	2	4
Arch Cottage	Abercrombie River	Cottages	3	6
Hallows Accommodation	Bathurst	Apartments, Motels	42	70
Royal Hotel Hill End	Hill End	Hotels	6	15
Kalinya	Bathurst	Cottages, Holiday Houses	1	8
The Guesthouse: Hill End	Hill End	Cottages, Holiday Houses	2	4

Accommodation Name	Town	Accommodation Type	No. of rooms	Sleeping Capacity
The Reservoir - Bathurst Accommodation	Bathurst	Holiday Houses	7	14
Tannin Apartment	Bathurst	Apartments	1	2
Encore Apartments	Bathurst	Apartments	6	10
Bathurst Motor Inn	Bathurst	Apartments, Cottages, Motels	52	100
NRMA Bathurst Panorama Holiday Park	Bathurst	Caravan, Camping and Holiday Parks	177	954
Hosies	Hill End	Caravan, Camping and Holiday Parks	7	12
Littomore Hotels and Suites	Bathurst	Apartments, Hotels	60	200
Bummaroo Ford campground	Paling Yards	Caravan, Camping and Holiday Parks	1	22
Mount Werong campground	Mount Werong	Caravan, Camping and Holiday Parks	1	22
Post Office Lodge	Yerranderie	Retreat and Lodges	6	26
Post Office Residence and Stables	Hill End	Holiday Houses	4	8
Private Town campground	Yerranderie	Caravan, Camping and Holiday Parks	1	22
Slippery Norris Cottage	Yerranderie	Cottages	2	4
The Bank Room	Yerranderie	Cottages	1	3
The Sink campground	Arkstone	Caravan, Camping and Holiday Parks	1	22
The Old Milltown Police Station B and B	Bathurst	Bed and Breakfast	3	6
Gold Panner Motor Inn	Kelso	Motels	32	92
Kings Hotel	Bathurst	Hotels	8	16
The George Hotel	Bathurst	Hotels	18	50
Bathurst Heights Bed and Breakfast	Bathurst	Bed and Breakfast	6	14
Hill End Pines Cottage	Hill End	Cottages	2	4
232@Boonderoo	Rock Forest	Retreat and Lodges	3	5
Alloggio Bathurst	Bathurst	Apartments	60	140
Bathurst Central 4 Bedroom Friends and Family	Bathurst	Holiday Houses	7	8
Wilga Station	Evans Plains	Retreat and Lodges	6	12
The Victoria Hotel Bathurst	Bathurst	Hotels	19	35

Accommodation Name	Town	Accommodation Type	No. of rooms	Sleeping Capacity
The Mill Apartments	Bathurst	Apartments	5	12
20 Mile Country Cottage	Wiagdon	Cottages, Farmstays	5	6
Chifley Dam Primitive Camping Area	The Lagoon	Caravan, Camping and Holiday Parks	4	12
Wattle Flat Heritage Lands	Wattle Flat	Caravan, Camping and Holiday Parks	10	30
Sydney Hotel Cottage	Hill End	Cottages	2	4
Northeys apartment	Hill End	Caravan, Camping and Holiday Parks	1	2
High Country Rrail Rides and Farm Stay	Norway	Farmstays	5	12
Mantra Bathurst	Bathurst	Hotels	50	125
Black Gate Reserve	Duramana	Caravan, Camping and Holiday Parks	10	30
Crossley Bridge Sofala Campsite	Sofala	Caravan, Camping and Holiday Parks	20	30
Ration Point Campground	Sofala	Caravan, Camping and Holiday Parks	20	50
The Cutting Mt Panorama	Mount Panorama	Holiday Houses	1	18
Lavender Hill Guest House Bathurst NSW	Robin Hill	Bed and Breakfast	1	4
Bummaroo Ford Campground	Paling Yards	Caravan, Camping and Holiday Parks	10	20
Fairfax House	Hill End	Holiday Houses	2	4
Uralla Bathurst   Beautiful 5-bedroom house with pool	West Bathurst	Holiday Houses	5	11
<b>Subtotal</b>			<b>1,156</b>	<b>3,779</b>
<b>Total</b>			<b>3,677</b>	<b>11,248</b>



## APPENDIX B

### Case Studies

## B.1 Workforce Campsite Case Studies

The below sections provide case studies of comparable workforce campsites, providing insight into potential delivery mechanisms for the development of the Temporary Workforce Accommodation for the Project.

### Project EnergyConnect

Project EnergyConnect is a joint venture between the South Australian transmission network provider ElectraNet and the New South Wales' provider Transgrid, to build a 900km long interconnect between the two states with an additional connection point in Victoria.

The project includes six purpose-built accommodation camps along the project alignment, including a 30-hectare camp in Buronga with the capacity to accommodate approximately 340 people. Camp facilities include rooms with ensuites, a recreation room, gym, small retail facilities, Wi-Fi, mess, wet mess, 24/7 security, and laundry, welfare and non-denominational spiritual meeting facilities.

Australian Portable Camps has delivered more than 200 brand new modules to site, with the camp being managed by Compass Group ESS. A similar model is being considered for the Tallawang Solar Farm TWA.



**Figure B.1 Project EnergyConnect**

*(Transgrid, 2022)*

### Inland Rail ARTC – Gilgandra

The Inland Rail Project (Narromine to Narrabri) EIS proposes a 500-person temporary worker accommodation facility in Gilgandra. ARTC are working with Gilgandra Shire Council to ensure that local benefits of the project are reinforced. This includes:

- The use of the Aero Park residential sub-division as a location for a temporary workers camp.

- The construction of legacy infrastructure including roads and other reticulated services that Gilgandra Shire Council can repurpose for future housing needs once the camp has been decommissioned. Key legacy infrastructure needs include sewerage, water supply, electricity, drainage, telecommunications, and access and parking.
- Accommodation opportunities such as houses constructed for executive staff. Council would develop this long-term housing with ARTC renting them on long-term leases (Gilgandra Shire Council, 2021).

Further temporary workforce accommodation is currently being considered at five locations: Narromine South (8 km south of Narromine) which would require a new connection off Tomingley Rd; Narromine North 11 km north-east of Narromine on Euromedah Rd; Gilgandra, located on the north-western edge of Gilgandra on Federation St, 1.5 km from the town centre; Baradine located on the Western Edge of Baradine on Lachlan St 1 km from the town centre and; within the Narrabri West multi-function compound, located 4 km south-west of the Narrabri town centre.

The Project's TWA is proposed follow a similar model to these sites.

## **B.2 Employment and Procurement Case Studies**

The following case studies represent potential models for increasing local procurement, training, employment and social outcomes. Similar models and lessons will be considered as plans are refined.

### **Ginninderry SPARK Yass Construction Program**

Ginninderry Spark Programs are case study examples of the types of strategies or initiatives that could be implemented in the area. Ginninderry is a joint venture between Riverview Projects and the ACT Government's Suburban Land Agency, to plan and develop a community consisting of four suburbs containing 30,000 people. Yass Construction Program is a partnership between SPARK, TAFE NSW and the Yass Valley Anglican Church to deliver an innovative accredited training program focusing on skills development, work experience and potential employment within the construction sector. This program will provide participants with a Certificate I in Construction (CPC10111), a Certificate II Skills for Work and Vocational Pathways (FSK20119) and a Certificate II in Construction Pathways (CPC20211). The 15-week program will run 3 days per week (Mon–Wed, 21 hours per week) and be a combination of theory, practical hands-on learning, and industry work experience. Each year, the program enrolls between 10-20 students.

### **Ginninderry SPARK Jobtrainer Women in Civil Construction Program**

SPARK and Master Builders ACT have partnered to create the JobTrainer Women in Civil Construction Program, which is an innovative program to encourage more women to consider a career in the civil construction industry. This program will provide participants with seven core units of competency and a pathway into a qualification in civil construction with a four-week work placement within the civil sector and guaranteed jobs for successful program graduates. Between 2019 and November 2021, 21 women completed this program and have secured permanent work in the sector. ACT and Commonwealth Governments have agreed to an extension and expansion of the JobTrainer Fund, providing an additional \$16.75 million to support critical skills training in 2021 and 2022. This means approximately 2,500 free training places will be available over two years; the final number of places is contingent on the uptake of full qualifications and short courses.