Department of Climate Change, Energy, the Environment and Water

Meeting Summary

Competency Benchmark Advisory Panel Meeting # 3 Summary

Held on: 20/05/2026 – 10:00 to 11:30

Chaired by: Christine Rieksen

Attendees: Advisory Panel members, Secretariat, Director

1. Acknowledgment of Country

Acknowledgement of Country provided.

2. Welcome and apologies

The Chair welcomed panel members.

Previous meeting minutes was confirmed.

Overview of key actions and matters arising:

- DCCEEW has developed a Conflict of Interest Register
- NSW Office of Local Government representative was invited to join, and welcomed to the panel
- Draft Implementation Plan was updated and redistributed to panel members
- Terms of Reference was updated and formally endorsed by panel members.

3. Program updates

An update was provided on the following programs:

- Supervisor uplift program
- NSW Fresh Start funding support
- 2026 Workforce composition survey
- Data on current registered trainees

4. Draft Implementation Plan

An overview of the updated draft Implementation Plan was presented.

The discussion was focused on:

- Implementation timeline

- Pilot programs – Existing Workers (including challenge testing)
- Funding opportunities (e.g. Trade Pathways for Experienced Workers, Targeted Priorities, Prevocational and Part Qualification Program, traineeships, Fresh Start)

5. Update on Water Authority Fiji

There was discussion around a training program currently under development in Fiji and other Pacific countries.

- Similarities to NSW Competency Benchmark for operators in LWUs, and opportunities to share and learn.

6. Change management

The topic of change management was introduced including;

- Importance of clearly defining the change
- Providing clear pathway to enable change to be embedded in business as usual
- ADKAR model
- Will hold dedicated workshop for change management before next Advisory Panel meeting.

7. General business

- Workforce Futures team presenting at Ozwater'26 in Brisbane
- BuildSkills Australia roundtable sessions scheduled for early June.

8. Next steps

- Registered Training Organisation meeting – 3 June 2026
- Advisory Panel meeting – 26 August 2026
- Change management workshop to be scheduled for July 2026.