

Submission to the National Licensing for Electrical Occupations Consultation

October 2025



Recommendations

Growing a clean energy workforce

1. RACV supports Option 3: A hybrid approach to the national licensing of electrical occupations, as a short-term option before transitioning to Option 1: a single, uniform national licensing scheme.
 2. RACV calls on the Australian Government to embed microcredentials in electrical occupations licensing.
 3. The Australian Government should consider developing an education campaign to help consumers identify and verify licensed electrical tradespeople.
 4. Greater enforcement of unqualified electrical workers is required to ensure compliant businesses are not at a competitive disadvantage for adhering to regulatory oversight. Consider the introduction of an appropriate audit and enforcement regime to ensure new regulations have been met and the disclosure is accurate, ensuring these are focused on all business sizes, including small and medium sized enterprises.
 5. The Australian Government should consider harmonising requirements for workers and businesses when implementing rebate schemes that rely on electrical occupations.
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Introduction

RACV welcomes the opportunity to respond to the Australian Government's National Licensing for Electrical Occupations consultation. RACV supports a hybrid approach to the national licensing of electrical occupations to build towards a single national licence administered cooperatively by the states. As part of a national licensing scheme, the Australian Government should also consider education campaigns to help consumers identify and verify licensed electrical tradespeople, greater enforcement of unqualified electrical workers and how licensing requirements can be harmonised with electrification rebate schemes.

About RACV

Representing over 2.3 million members and an additional 500,000 customers, RACV exists to improve lives in the areas of home, cleaner energy, motoring, mobility and leisure.

RACV is committed to helping members at key stages in life's journey in the home. These include moving, renting, buying and selling a home, keeping the home safe, renovations and energy efficiency.

In the home, RACV delivers exceptional services to members and customers through a range of products and services. These include property and rental inspection reports, home and contents insurance, trades (for both emergencies and renovations), retail energy, solar, battery and EV charger installation solutions.

Helping Victorians is at the heart of RACV. In 2023-2024, RACV:

- provided 898,000 members with home insurance policies; and
- assisted with 52,000 home emergencies through Emergency Home Assist.

This means RACV is in a Victorian home every six minutes.

RACV Trades gives customers access to accredited, licensed tradespeople, providing quality work in an emergency and for everyday repairs and general maintenance around the home. RACV's workforce and extensive partner network ensure that we can reliably meet the needs of both metropolitan and regional members and customers.

Home Trades Hub Australia (HTHA) is RACV's 100%-owned subsidiary and home service delivery business which delivers a comprehensive range of repairs, maintenance, inspections and security services around the home through a national network of qualified tradespeople and professionals.

Established in 2020, HTHA is a national business operating in Victoria, New South Wales, Queensland and Western Australia.

Since 2020, HTHA trades and electrification service delivery includes:

- 95,000 properties attended for trade work
- 191,000 trade jobs quoted
- 321,000 trade jobs delivered
- 74,000kw of solar installations across 6,100 residential and commercial properties, offsetting the equivalent of 29,000 tonnes of CO2 emissions annually
- 25,600 property inspections
- 8,500 heating and cooling jobs.

Through a series of recent investments RACV is now one of the largest inspection businesses in Australia. This gives us a unique opportunity to support more Australian households to unlock the benefits of electrification.

RACV plays its part in a cleaner energy future

RACV is committed to helping Australians transition to a cleaner energy future and save on energy costs.

RACV Solar is part of HTHA and is now one of the largest installers of solar power, both commercial and residential, on the east coast of Australia and is one of the largest installers of home batteries in Victoria. RACV is an electric vehicle charger network operator with charging facilities at RACV Clubs and resorts and public locations across Victoria. RACV has also invested in electric vehicle charging companies JET Charge and Chargefox. Our team of electricians, engineers and project managers design, install and support commercial and residential EV charging infrastructure and provide integrated energy solutions for households, fleet operators and businesses.

RACV delivers expert and tailored commercial energy solutions to help businesses save on energy costs, improve energy resiliency and reliability, reach renewable energy goals, unlock additional revenue streams and maximise return on assets through the energy markets.

Key services include commercial solar, battery storage, EV chargers, renewable energy roadmaps and system operation and maintenance.

By way of example, RACV Solar has:

- worked with family-owned McKenzie Aged Care in 2020-21 to map the roll-out of 1.8 megawatts of solar across the business's 11 aged care facilities in New South Wales and Queensland
- installed in 2021 one of the country's most advanced renewable energy training facilities at Holmesglen Institute including solar, solar car park installation, commercial batteries and electric vehicle charging
- designed and installed in 2024 one of the largest solar panel installations in Victoria for the Australian Nuclear Science and Technology Organisation (ANSTO) within the Monash University precinct
- installed a 50kw floating solar array at Lardner Park, Gippsland, to demonstrate the benefits of technology for Australia's agribusiness sector
- delivered Australia's largest privately-owned behind-the-meter solar and battery solution for Narellan shopping centre.

In 2025, RACV has launched a new product for commercial and industrial customers following our successful installation of one of Australia's first Virtual Power Plants (VPPs) of its kind at RACV's Torquay and Inverloch resorts.

RACV's own VPP is one of the first to participate in the very-fast Frequency Control Ancillary Services (FCAS) market managed by the energy market operator. This followed the ARENA-supported AEMO Virtual Power Plant Demonstration Project in 2022.

By installing a VPP at our resorts, we have realised a range of commercial benefits such as managing energy costs and generating revenue, at the same time as contributing to grid stability by feeding energy back into the grid during periods of high demand. For example, at our Torquay and Inverloch resorts we now have over one megawatt of battery capacity, delivered in collaboration with PowerSync Technologies. This is the storage equivalent of approximately 20 average electric vehicle batteries.

Through HTHA, RACV delivers end-to-end electrification capability to existing customers with aspirations to grow the customer base further.

Growing a clean energy workforce

One of the most significant risks to electrification is the limited availability of a skilled workforce.

While the Australian Government is finalising a National Energy Workforce Strategy (NEWS), Victoria's Clean Economy Workforce Development Strategy¹ projections on the renewable energy transition estimate around 10,000 additional jobs per year are required by 2030. Occupations in high demand will include architectural, building and surveying technicians, building and plumbing labourers, civil engineering draftspersons and technicians, electricians, electrical engineers and mechanics. New specialist occupations will also be created in areas such as battery storage, energy auditing, home and business electrification and energy efficiency, resource recovery and sustainability.

The Victorian Skills Plan² states many critical occupations that support the renewable energy transition, from generation to distribution and supply, are already in high demand in other sectors of the economy, particularly construction - for example, construction managers, electricians and electrical engineers.

Further support is required for reskilling opportunities that respond to new regulatory requirements and shifts to skills demand, such as:

- skills to retrofit existing buildings
- knowledge of new building requirements
- experience in embedded energy and building for energy efficiency.

The mobility of the clean energy workforce is also critical for Australia's electrification and for RACV to achieve its growth aspirations and to support more Australians to unlock the benefits of electrification.

Microcredentials can support rapid upskilling or reskilling of the electrical trades' workforce, where individuals have completed foundational licensing qualifications in safety and quality. The benefits of microcredentials include:

- increase supply of the electrical trades workforce by supporting rapid transition to trades or sub-trades with high demand
- provide individuals with flexibility to incrementally build towards a qualification and enter the workforce in a shorter timeframe
- specific skill shortages or new technologies can be targeted

Victoria's Clean Economy Workforce Development Strategy 2023-2033 acknowledges that short courses for apprentices will need to be accredited to deliver the skills required for a net-zero emissions workforce. This should be extended to microcredentialing for electrical trades, whilst maintaining compliance with safety and quality licensing requirements.

Integrating microcredentials in electrical trades licensing enhances the adaptability of the workforce by enabling quicker upskilling and career progression and strengthens the electrical trades ecosystem by fostering a more responsive and future-ready industry.

RACV calls on the Australian Government to embed microcredentials in electrical occupations licensing.

The transition away from gas heating solutions will drive a substantial increase in demand for refrigeration-qualified installers. As households shift towards electric heating and cooling systems, the need for licensed and skilled professionals will surge, potentially leading to delays in installations and increased service costs due to labour shortages in the field of refrigeration. RACV research indicates that in recent years more households intend to transition from gas and install home solar systems.³

In addition to increasing consumer preferences to electrify homes, the demand for electrical occupations will only increase with the:

- introduction of mandatory disclosure of home energy performance ratings at point of sale and/or lease, noting this program began on a voluntary basis in New South Wales this year
- rapid technology improvements and an ongoing fall in costs, paving the way for smarter home charging and electrification solutions (including Vehicle-to-Home and Vehicle-to-Grid)

¹ See: [Clean Economy Workforce Development Strategy 2023-2033](#)

² See: [2024 Victorian Skills Plan](#)

³ RACV Policy Sentiment Research 2024

- Australian Government's Cheaper Home Batteries Program
- increase in electric vehicle charging (public, destination and kerbside) to support the uptake of electric vehicles in Australia
- increase in the likelihood of concurrent climate-related extreme weather events and the need for skilled trades to work across borders quickly and easily to support recovery and rebuild efforts
- introduction of minimum energy efficiency standards for rental properties and rooming houses.

RACV supports Option 3: a hybrid approach to the national licensing of electrical occupations, as a short-term option to build towards Option 1: a uniform national licence administered cooperatively by states, instead of navigating separate licences and regulatory requirements in each jurisdiction.

This would increase workforce mobility and improve safety and compliance. A standardised national approach to registered electrical contractors (and equivalent) as well as worker licenses, will also reduce administrative costs for businesses that operate across State and Territory boundaries, allowing positions to be recruited without multiple registrations to monitor and manage.

The Australian Government should also consider developing an education campaign to help consumers identify and verify licensed electrical tradespeople before engaging as part of a national licensing scheme. Greater enforcement of unqualified electrical workers is also required to ensure compliant businesses are not at a competitive disadvantage for adhering to regulatory oversight. Consider the introduction of an appropriate audit and enforcement regime to ensure new regulations have been met and the disclosure is accurate, ensuring these are focused on all business sizes, including small and medium sized enterprises.

The Australian Government should also consider harmonising requirements for workers and businesses when implementing rebate schemes. While these schemes are an important way to help households access the benefits of electrification, they can impose additional requirements on workers and businesses beyond existing licensing obligations. This can increase administrative costs for businesses.

Recommendations

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