



Dinner Hill Wind Farm

Accommodation and Employment Strategy

Final

August 2026



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Prepared by
Umwelt (Australia) Pty Limited

On behalf of
OX2 Australia Pty Ltd

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Acknowledgement of Country

Umwelt acknowledges the Traditional Owners of Country throughout Australia and their continuing values, culture and connection to the land, waters and sky.

We pay our respects to Elders past and present.

The below image is from the artwork *Yapung Maryiyang* (Pathway Forward) by Saretta Fielding.



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Executive Summary

This Accommodation and Employment Strategy (AES) has been prepared by Umwelt on behalf of Dinner Hill Wind Farm Pty Ltd (ACN 660 596 556), a subsidiary of OX2 AB and an affiliate of OX2 Holdings Pty Ltd (the Proponent) to establish a preliminary framework for managing workforce accommodation and employment outcomes associated with the Dinner Hill Wind Farm (the Project).

The Proponent proposes to develop the Project, located approximately 200 km north of Perth within the Shire of Dandaragan. Construction is anticipated to commence in 2029 and continue for approximately 36 months. During construction, the Project is expected to generate an average workforce of approximately 291 full-time equivalent (FTE) workers, increasing to a peak workforce of up to 550 FTE. Once operational, the Project is expected to support approximately 30 ongoing FTE positions over an operational life up to 30 years.

The AES has been prepared to meet the following objectives:

- Investigate options for the employment of local workers for the construction and operation of the Project.
- Investigate options for facilitating procurement from local companies for the construction and operation of the Project.
- Consider the cumulative effects associated with Project workforce influx and other developments across the region.
- Outline potential measures to ensure that there is sufficient accommodation for the workforce required to construct and operate the Project.

The AES has adopted a tiered approach to defining local employment catchments. The three scales or ‘tiers’ are defined as follows:

- Tier 1 includes Local Government Areas (LGAs) wholly or partially within a 1.5 hour drive of the Project. This comprises Dandaragan (the host LGA), as well as Coorow, Carnamah, Gingin, Moora, Carnamah and Victoria Plains.
- Tier 2 expands on Tier 1 to include LGAs wholly or partly within a 2-hour drive of the Project. These include Three Springs, Irwin, Dalwallinu, Wongan-Ballidu, Mingenew and Morawa.
- Tier 3 includes all LGAs within Tiers 1 and 2, with the addition of nearby major urban centres and towns beyond the 2-hour radius that may provide a local workforce to be accommodated closer to site. These are Greater Geraldton, Chittering and Wanneroo.

The AES identifies that the local labour market is characterised by low unemployment, a relatively small labour force and increasing competition for skilled workers from other renewable energy and resource projects. While these factors are expected to limit the proportion of the workforce that can be sourced locally, there are opportunities to increase local participation through workforce development, training, procurement initiatives and partnerships with local stakeholders. The AES also identifies opportunities to enhance First Nations employment outcomes through targeted training, capacity building and collaboration with Yued Aboriginal Corporation (YAC).

The accommodation component of the AES found that housing and accommodation availability across the Study Area¹ is highly constrained. Rental housing supply is extremely limited, and local stakeholders have expressed a preference that tourism accommodation in coastal townships remains available for visitors.

As part of the AES, three workforce accommodation options were assessed:

- utilisation of existing accommodation
- a hybrid accommodation model
- purpose-built workforce accommodation.

The benefits and challenges associated with each workforce accommodation option were assessed, with the assessment indicating that reliance on existing short-term accommodation alone is unlikely to be feasible.

To support effective delivery of the Project, the AES recommends a range of measures focused on local employment, workforce development, First Nations participation, local procurement and accommodation management. These measures are intended to maximise local benefits, minimise impacts on housing and accommodation availability, and support positive social outcomes throughout construction and operation. It is recommended that a detailed Accommodation and Employment Implementation Plan (AEIP) be prepared prior to construction to guide implementation and ongoing monitoring.

¹ The purposes of the 'Accommodation' component of the AES, the Study Area refers to the communities within a 1 hour drive radius. This reflects work health and safety considerations, as daily commuting distances beyond 1- 1.5 hours are generally not considered appropriate for construction workers.

Abbreviations

Abbreviation	Description
ABS	Australian Bureau of Statistics
ACN	Australian Company Number
AEIP	Accommodation and Employment Implementation Plan
AES	Accommodation and Employment Strategy
AIHW	Australian Institute of Health and Welfare
ATDW	Australian Tourism Data Warehouse
BESS	Battery Energy Storage System
CEC	Clean Energy Council
CRC	Community Resource Centre
CSP	Community Strategic Plan
DA	Development Application
DHWF	Dinner Hill Wind Farm
EES	Environmental Effects Statement
EOI	Expression of Interest
EPC	Engineering, Procurement and Construction
FTE	Full Time Equivalent
ICN	Industry Capability Network
JSA	Jobs and Skills Australia
KM	Kilometre
KPI	Key Performance Indicators
kV	Kilovolt
LGA	Local Government Area
LPP	Local Planning Policy
MW	Megawatt
MWDC	Mid West Development Commission
SALM	Small Area Labour Market
SIA	Social Impact Assessment
STEM	Science, Technology, Engineering and Mathematics
SWIS	South West Interconnected System
The Project	Dinner Hill Wind Farm
TAFE	Technical and Further Education
TMP	Transport Management Plan
TWA	Temporary Workforce Accommodation
WA	Western Australia
WDC	Wheatbelt Development Commission
YAC	Yued Aboriginal Corporation

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Appendix A Major Project Review

Appendix B Employment and Labour Profile

1.0 Introduction

1.1 Purpose

This Accommodation and Employment (AES) has been prepared by Umwelt on behalf of Dinner Hill Wind Farm Pty Ltd (ACN 660 596 556), a subsidiary of OX2 AB and an affiliate of OX2 Holdings Pty Ltd (the Proponent). The AES outlines preliminary considerations for the management of workforce accommodation and employment impacts resulting from the construction and operations of the Dinner Hill Wind Farm (the Project).

The AES directly addresses the potential for access to existing housing and accommodation in the region to be reduced whilst enhancing the positive impact of increased short-term and long-term employment and procurement opportunities identified in the Social Impact Assessment (SIA), which has been prepared to support the Development Application (DA).

The AES has been prepared to meet the following objectives:

- Investigate options for the employment of local workers for the construction and operation of the Project.
- Investigate options for facilitating procurement from local companies for the construction and operation of the Project.
- Consider the cumulative effects associated with Project workforce influx and other developments across the region.
- Outline potential measures to ensure that there is sufficient accommodation for the workforce required to construct and operate the Project.

Should the Project be approved, this AES should support the development of a more detailed Accommodation and Employment Implementation Plan (AEIP) to effectively manage the accommodation and employment impacts associated with the Project.

The AEIP should be developed prior to construction in consultation with relevant stakeholders and should include a program to monitor and review the effectiveness of the AES over the life of the Project, including regular monitoring and review during the construction phase.

1.2 AES Structure

The AES contains the following sections:

- **Section 1.0:** Introduces the purpose of the AES, provides an overview of the Project and defines the Study Area for consideration within this AES.
- **Section 2.0:** Outlines the methodology, including stakeholder identification and engagement mechanisms.
- **Section 3.0:** Outlines the potential cumulative impact of surrounding major projects in the region.
- **Section 4.0:** Provides an understanding of the existing employment conditions; and identifies opportunities, challenges, and measures to prioritise the employment of local workers.

- **Section 5.0:** Outlines opportunities to ensure sufficient accommodation is available for the construction phase of the Project, aiming to manage and minimise the potential impacts of the workforce influx on the local community.
- **Section 6.0:** Conclusion.
- **Section 7.0:** References.

1.3 Project Overview and Location

The Project is located approximately 200 km north of Perth within the Shire of Dandaragan and occupies a Project Area of approximately 30,024 ha of predominantly cleared agricultural land. The Project consists of up to 131 wind turbine generators (WTGs) with a generation capacity of up to 943 MW, a Battery Energy Storage System (BESS) with a capacity of up to 300 MW (4–8 hrs), and associated infrastructure. The Project is of State and regional significance and will contribute to Western Australia’s energy transition by delivering renewable energy into the South West Interconnected System (SWIS).

Project specifications most relevant to the AES are as follows:

- **Construction:** If approved, the construction and commissioning of the Project would take approximately 36 months, which is planned to commence in 2029. Pre-construction activities may commence in 2027.
- **Operations:** The Project is proposed to commence operations in 2032, with an operational lifespan up to 30 years.
- **Employment:** On average, 291 full-time equivalent (FTE) jobs would be generated during the 36-month construction period. Up to 550 FTE workers are predicted during peak construction periods. The Project is expected to support a combined total of 30 FTE jobs throughout its operational lifespan. Figure 1.1 illustrates the proposed construction workforce over the 36-month construction period.

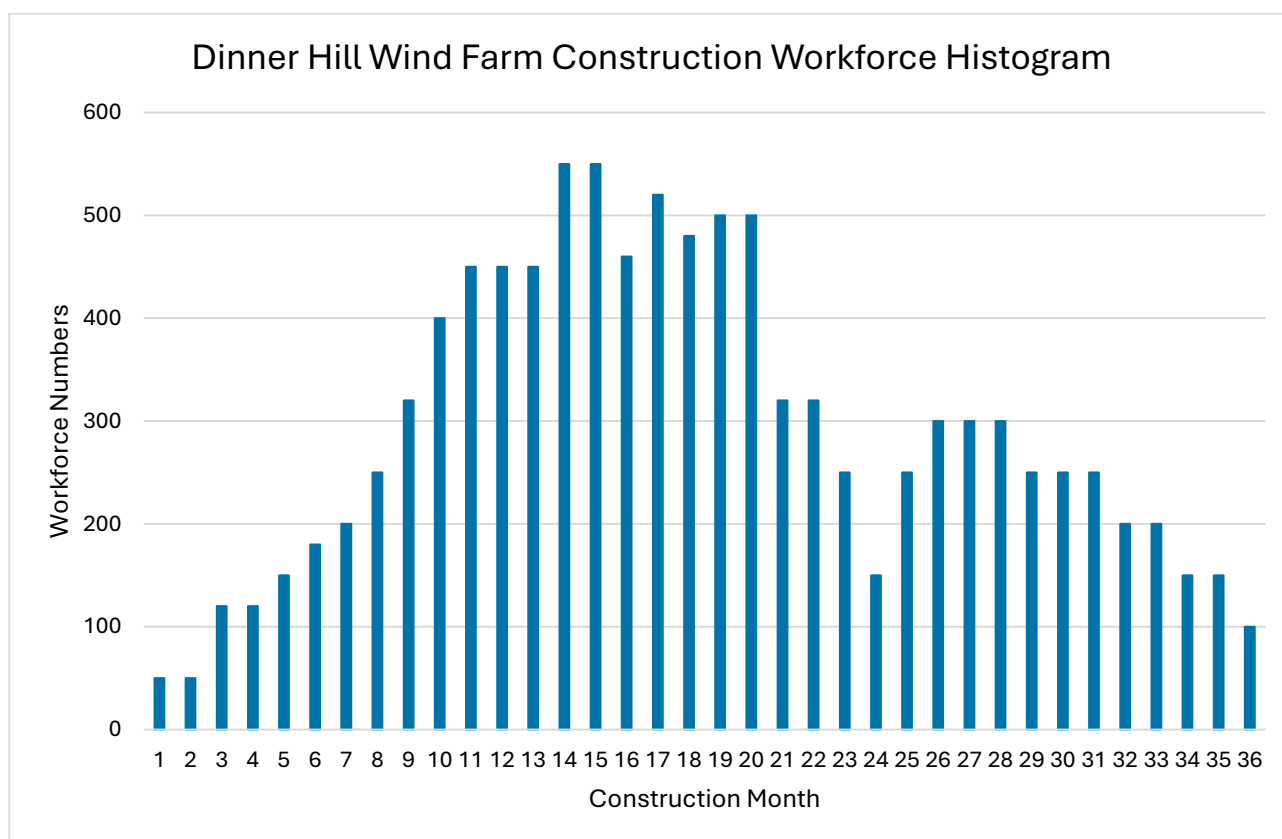


Figure 1.1 Dinner Hill Wind Farm Construction Workforce Histogram

Source: OX2 (2026)

1.4 Project Study Area

The Study Area for the AES has been developed based on a ‘drive time’ approach from the Project Area.

Given the relatively low resident population within a 1.5 hour drive of the Project (as defined in **Figure 1.2**), a multi-scale Study Area has been established for the purposes of this AES. Safe Work Australia considers a daily commute drive time of one to 1.5 hours to be the maximum distance based on workforce safety considerations (Safe Work Australia, 2019). As such, workers residing beyond this radius would likely need to be accommodated closer to the Project.

While a one-hour drive radius is ideal for workforce safety considerations, for the purposes of this AES a 1.5 hour radius has been considered as ‘local’ due to the sparse population distribution compared to the density of LGAs boundaries. The inclusion of LGAs up to a 1.5 hours’ drive from the Project Area does not significantly affect the available labour pool and allows for one additional LGA to be considered, as explored in **Section 4.3**.

The three scales or ‘tiers’ are therefore defined as follows (refer to **Figure 1.2**):

- **Tier 1** includes LGAs wholly or partially within a 1.5 hour drive of the Project. This comprises Dandaragan (the host LGA), as well as Coorow, Carnamah, Gingin, Moora, Carnamah and Victoria Plains.

- **Tier 2** expands on Tier 1 to include LGAs wholly or partly within a 2-hour drive of the Project. These include Three Springs, Irwin, Dalwallinu, Wongan-Ballidu, Mingenew and Morawa.
- **Tier 3** includes all LGAs within Tiers 1 and 2, with the addition of nearby major urban centres and towns beyond the 2-hour radius that may provide a local workforce to be accommodated closer to site. These are Greater Geraldton, Chittering and Wanneroo.

The tiers outlined above are intended to guide prioritisation, with Tier 1 local employment as the primary focus, followed by Tiers 2 and 3. It is also important to note that, due to data limitations, tiers are defined using LGA boundaries. As a result, some locations within Tier 3 may be further from the Project, while others within the same LGA may be comparatively closer. The tiers should therefore be considered a broad framework for achieving local employment targets, with preference given, where possible, to individuals located closer to the Project, including those within Tier 3.

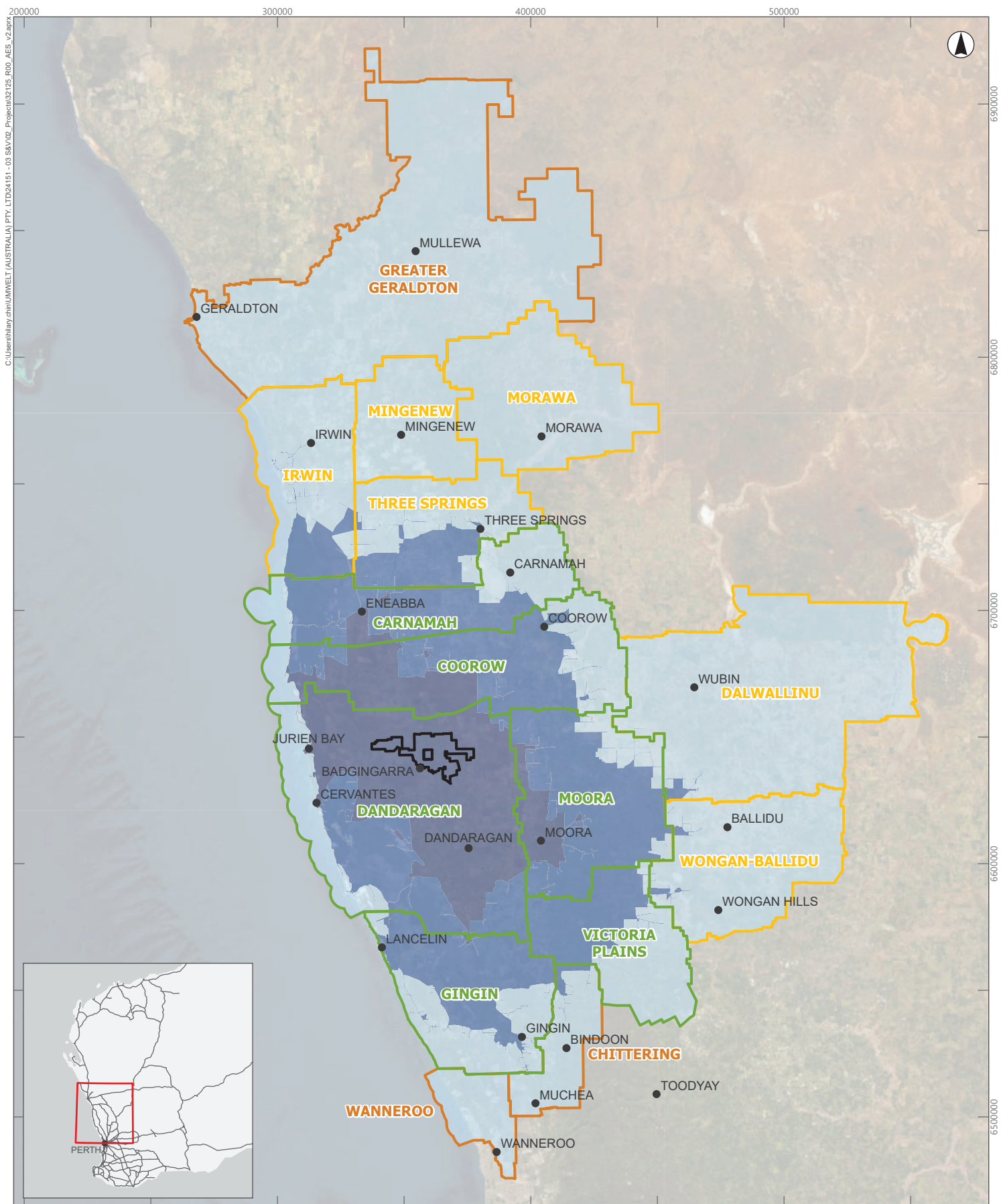


FIGURE 1.2
AES Study Area



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Image Source: ESRI Basemap (2025) | Data Source: Landgate (2022, 2025), MRWA (2024), DBCA (2025), Umwelt (2026)

0 50 100 km
Scale 1:2,000,000 at A4
GDA2020 MGA Zone 50

2.0 Methodology

The AES has been informed by both secondary data review and primary social research, including engagement with key stakeholders as illustrated in **Figure 2.1**.

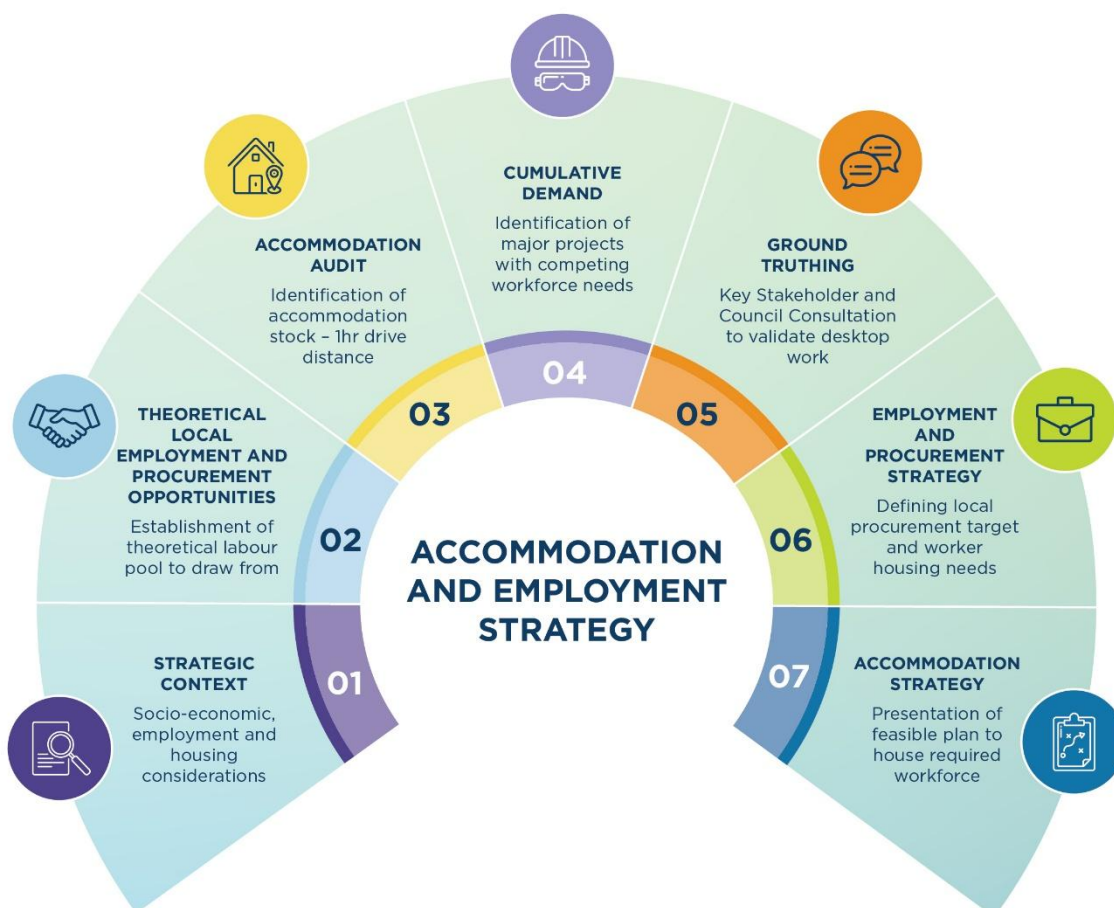


Figure 2.1 Accommodation and Employment Strategy Development

Source: Umwelt (2026)

2.1 Secondary Data Review

The AES has drawn on desktop analysis of demographic, employment, and accommodation data and analysis of anticipated workforces to assess accommodation and labour force availability and opportunities to enhance community benefits associated with Project delivery.

Data used during the analysis of the employment context includes:

- ABS data on industries of employment and occupations.
- Local policies and plans.
- Data provided by OX2 and industry reports on projected roles associated with the Project.

Data used for the analysis of the accommodation context includes:

- Data obtained via a review of existing publicly available data on short-term accommodation availability.
- Data from AirDNA, a platform which provides data and tools for short-term rental investors, hosts, and businesses.

This data was supplemented by accommodation data obtained during stakeholder engagement (refer to **Section 2.1.1**). The analysis of this data is explained in subsequent sections.

2.1.1 Baseline Profile

The baseline profile includes three distinct components:

- An overview of the relevant policy and strategy documents with implications for accommodation and employment in the Study Area. **Appendix A** further outlines the key opportunities and constraints relating to the AES within each policy and strategy.
- Detailed analysis of relevant employment and labour force data to directly inform the employment component of the AES.
- Detailed analysis of relevant accommodation data to directly inform the accommodation component (**Section 5.0**).

Collectively, these components provide a foundational understanding of the local labour force to inform employment targets and accommodation availability to meet the anticipated workforce needs.

2.2 Stakeholder Consultation

Table 2.1 outlines the engagement mechanisms utilised to inform the development of the AES. Additional insights have also been drawn from engagement outcomes documented in the SIA.

Table 2.1 Stakeholder Consultation Undertaken to Inform AES

Mechanism	Stakeholder	Purpose	Details
Key Stakeholder Interview	Shire of Dandaragan Shire of Coorow	To understand Council's preference, concerns and areas of interest relating to local employment and temporary accommodation provision.	The Shire of Dandaragan was involved in engagement for both the SIA and AES, while engagement was undertaken with the Shire of Coorow for the SIA.
	YAC	To understand YAC's preference, opportunities, concerns and areas of interest relating to local employment and accommodation provision.	YAC was engaged as part of the SIA. A subsequent meeting was held in relation to the AES to discuss opportunities and challenges relating to employment of Yued People. Opportunities for accommodation for the Project were also discussed.

Mechanism	Stakeholder	Purpose	Details
	Dandaragan Community Resource Centre (CRC)	To understand broader constraints and opportunities regarding employment, procurement and accommodation in the region.	Key stakeholder interviews were undertaken with the Dandaragan CRC to understand the local community employment context. Interviews were also conducted with the Wheatbelt and Mid West Development Commissions, given the Project's location near the border of these regions and their knowledge of broader regional trends and programs.
	Wheatbelt Development Commission		
	Mid West Development Commission		
	Local Businesses:	To understand the capacity of existing local businesses to support the Project.	A total of seven local businesses were contacted for the purposes of the SIA. Of those, six participated. Engagement outcomes from local businesses have also informed parts of the AES.
	• Badgingarra Tavern. • Badgingarra Roadhouse. • Badgingarra Motors • Barnes Hydraulic Services. • Nutrien Ag Solutions (Badgingarra). • Badgingarra Transport.		
	Central Regional TAFE	To understand constraints and opportunities relating to training, employment and procurement.	Engagement with Central Regional TAFE was undertaken to support the SIA. Engagement outcomes have also informed parts of the AES.
Accommodation Provider Interviews/ Surveys	Accommodation providers within the Study Area	To gather data on availability, demand trends, challenges and opportunities, as well as level of interest in potentially hosting the construction workforce.	A sample of 12 accommodation providers were selected to participate in an interview/ online survey. A total of three accommodation providers participated. An additional stakeholder who provides accommodation as a secondary business also completed the survey.

Source: Umwelt (2026)

2.3 Policy Setting

The preparation of the AES has been guided by the relevant plans, strategies and policies that sit within Western Australia's regulatory and strategic planning framework. These documents provide the policy context for the assessment and development of the AES. **Table 2.2** outlines the documents relevant to the preparation of the AES.

Table 2.2 Key Policies and Strategies Relevant to Preparation of the AES

Region	Strategy / Policy
Wheatbelt	Wheatbelt Development Commission Strategic Plan 2024-2026 (WDC, 2024).
Mid West	Mid West Development Commission Strategic Plan 2023-2026 (MWDC, 2023).
LGA	
Dandaragan	- Dandaragan Community Strategic Plan 2020-2029 (Shire of Dandaragan, 2020). - Local Planning Policy – Temporary Accommodation (Shire of Dandaragan, 2025). - Dandaragan Local Planning Strategy (Shire of Dandaragan, 2020). - Dandaragan Economic and Tourism Development Strategy (Shire of Dandaragan, 2020).
Coorow	Coorow Integrated Strategic Plan (Shire of Coorow, 2022).
Moora	- Moora Long Term Financial Plan (Shire of Moora, 2019). - Moora Strategic Community Plan (Shire of Moora, 2018).
Gingin	Gingin Strategic Community Plan 2026-2036 (Shire of Gingin, 2026).

Source: WA Government (2026)

A review of relevant policies and strategic plans for each Council area reveals a lack of existing diverse and affordable housing and accommodation across the Study Area. As the region faces both ageing and declining populations, LGAs are prioritising economic, environmental and community sustainability, recognising a need to diversify economic and tourism offerings. Policy documents in Dandaragan and Coorow LGAs highlight a desire to facilitate skills development and upskill local workforces from traditional agricultural industries to new and emerging industries, including renewable energy.

Unique among councils in the Study Area, Dandaragan Shire Council has developed a Local Planning Policy (LPP) on Workforce Accommodation. The Policy acknowledges that while the nature of workforce accommodation is itinerant, contingent and flexible, poorly planned accommodation outcomes create land use conflicts, social pressures and environmental risks (Shire of Dandaragan, 2025). The Policy aims to create a unified, consistent approach to development approvals for workforce accommodation, while creating leverage for legacy benefits for Dandaragan LGA. Specifically, it outlines that all projects requiring the development of temporary or permanent workforce accommodation should consider providing long-term housing benefits to the community, to ensure residents are integrated positively within existing communities, while minimising impacts on council infrastructure and services.

2.4 Limitations

In interpreting the outcomes of the above analysis, the following limitations should be noted:

- Accommodation data has been analysed from the latest data available and has been assessed for the periods specified (AirDNA –June 2026, Booking.com – June 2026). Data was current at the time of reporting and is likely to change.
- Secondary data has been used to inform the analysis, with primary data collected through engagement with key stakeholders. It is assumed that secondary data sources contain valid and representative data.
- Due to low listing volume, data for Airbnb listings in the Study Area are not available outside the Jurien Bay and Lancelin market. As such, data analysis relating to Airbnb and other sharing economy short-stay accommodation is constrained to the localities of Jurien Bay and Lancelin.
- While efforts have been made to engage as many relevant stakeholders as possible to guide the development of the AES, not all stakeholders contacted were available or willing to participate in the consultation process.

3.0 Potential for Cumulative Impacts

Proposed, approved and operating major projects that have the capacity to create potential cumulative impacts in relation to the Project are identified in **Appendix A**.

Under a ‘worst-case’ scenario, it is estimated that up to 12 projects may have overlapping construction schedules with the Project. These overlaps may result in cumulative effects on accommodation and local employment.

The average workforce for each project and their potential overlapping construction timeframes provides insight into the cumulative construction activity occurring across the region, as illustrated in Figure 3.1. Note that indicative construction workforces are based on peak FTE numbers and therefore represent the highest possible scenario. Projects (renewable and other sectors) with the potential to generate cumulative impacts include:

- Parron Wind Farm.
- Yathroo Wind Farm.
- Mahogany Wind Farm.
- Warradarge Green Hydrogen Project.
- Marri Wind Farm.
- Waddi Wind and Solar Farm.
- Nilgen Wind Farm.
- Tathra Wind Farm.
- Bidaminna Mineral Sands Project².
- Eneabba Mineral Sands Mine.
- Cataby Mineral Sands Project.
- Waitsia Gas Project Stage 2B.

² No public data available for estimated construction workforce numbers; as such this has not been included on the histogram.

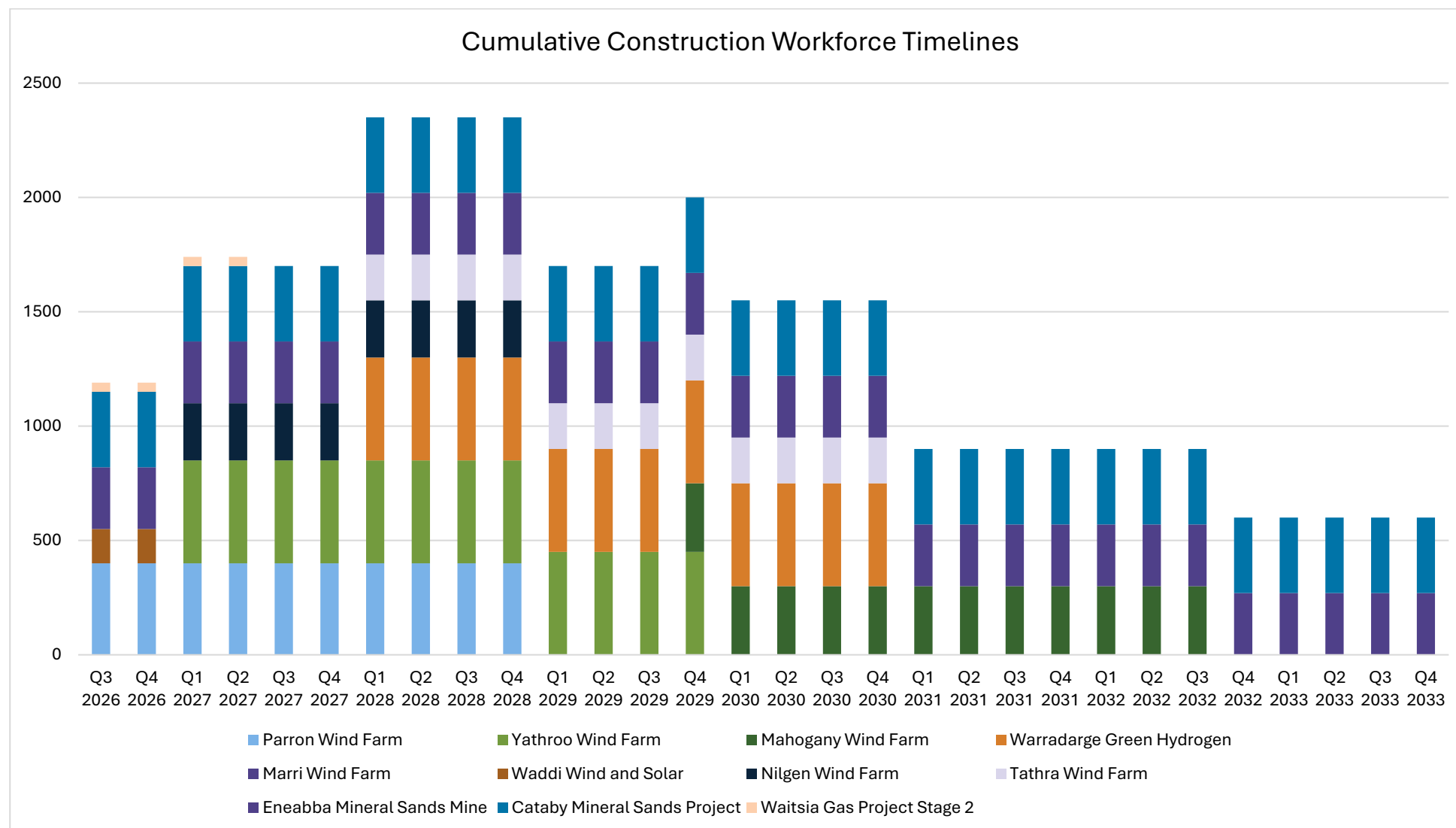


Figure 3.1 Cumulative Construction Workforce Timelines

Source: Umwelt (2026)

4.0 Local Employment and Procurement Strategy

4.1 Purpose and Objectives

The main objective of the 'Employment' component of the broader AES for the Project is to understand existing conditions, as well as to identify opportunities and challenges to prioritise and facilitate employment of local workers (both direct and indirect) associated with the Project.

This section of the AES identifies the following:

- Key employment and training challenges or constraints.
- Opportunities, including communication mechanisms, for local businesses and industry to effectively engage with the Project.
- A framework and strategies for monitoring employment outcomes associated with the Project.

The key objectives of the employment and procurement strategy are to:

- Outlines strategies to achieve the minimum targets for local construction workforce and provide guidance on how stretch targets may be achieved (refer to **Section 4.4.5**).
- Support and encourage the engagement of local businesses and services.

4.2 Potential Project Roles and Occupations

Construction-related jobs for the Project are expected to be associated with a wide range of on and off-site activities, including:

- Labour recruitment.
- Training.
- Installation and assembly of turbine components.
- Vehicle and equipment hire.
- Civil works including earthworks, foundations, external roads, and internal access tracks.
- Engineering services.
- Operation of specialised equipment including cranes.
- Transport and logistics.
- Electrical works including wind farm cabling, connections.
- Installation of monitoring equipment.
- Fencing.
- Waste disposal.

- Business and financial services.
- Administrative services.

Given the above, it is assumed that the local workforce for the Project will be predominantly derived from people currently working as trades workers, technicians, or labourers, those working in the construction industry or those currently unemployed and looking for work with relevant skills or certificate training.

The likely relevant occupations that may be required to construct a large-scale wind farm are identified in **Figure 4.1** as adapted from the Clean Energy Council (CEC).

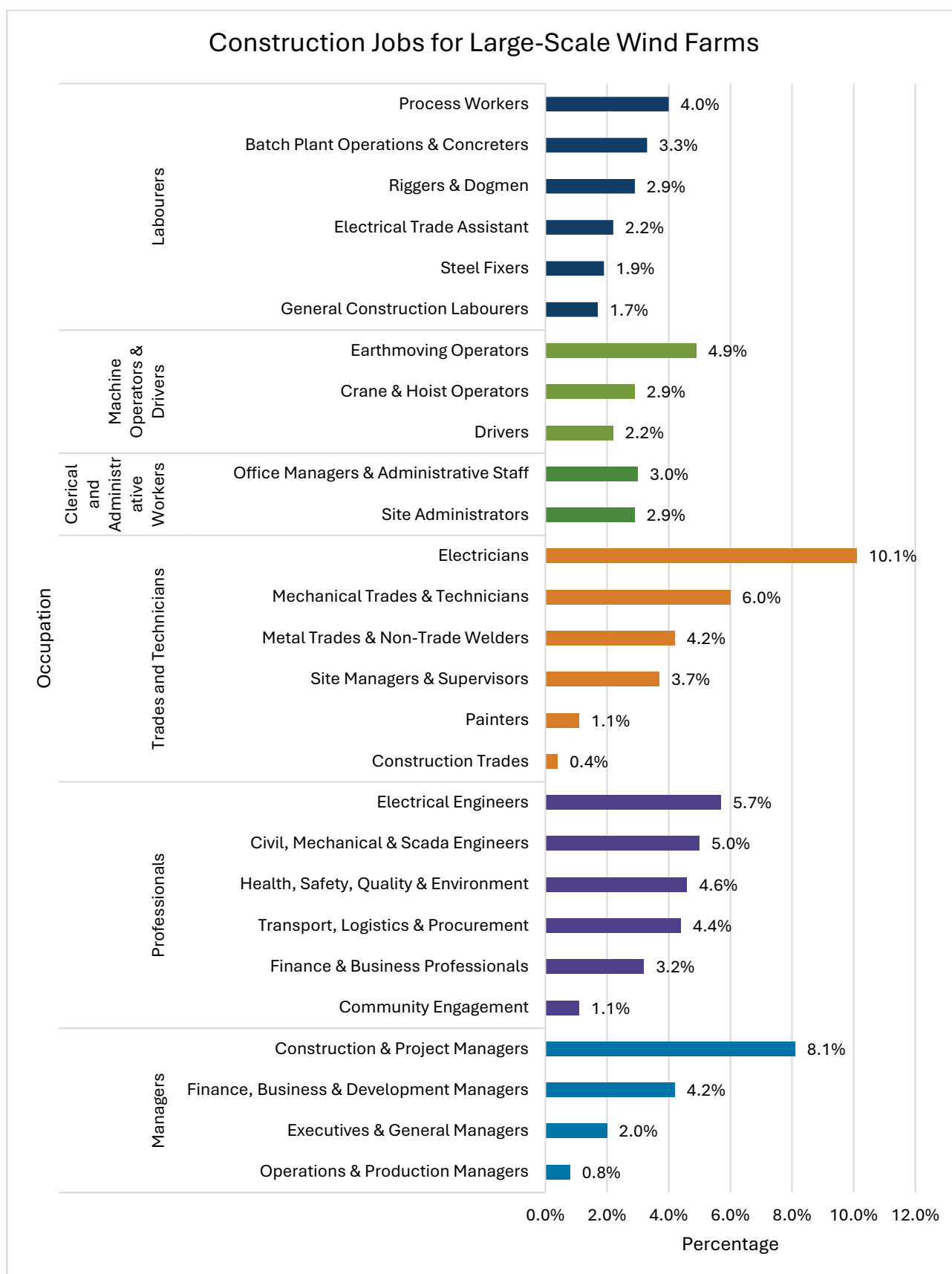


Figure 4.1 Construction Jobs for Large-scale Wind Farms

Source: CEC (n.d.)

4.3 Employment and Labour Context

This section analyses the existing employment and business profile of the Study Area to determine opportunities for local labour force participation in the Project.

Employment, unemployment, key industries and occupations across each LGA are summarised in **Table 4.1**, with additional information on the employment and labour context provided in **Appendix B**.

The potential to employ a local workforce, assumes that the workforce will constitute either:

- Suitably skilled people who are currently unemployed.
- Suitably skilled people who are currently employed but may transition to work on this Project in response to new job opportunities.
- People with the capacity to upskill to meet the requirements of the Project.

Table 4.1 Employment and Labour Profile

Key Takeaway	Implication
Unemployment	
Lower unemployment rates in the region, especially in Dandaragan LGA	Dandaragan LGA has an unemployment rate of 1.9%, significantly below the state average of 3.7% (Department of Treasury, 2026). Lower unemployment rates are indicative of tighter labour market conditions which may indicate workforce shortages and therefore difficulty for the Project to find and retain skilled workers (JSA, 2023). On average, there is a higher proportion of males unemployed and looking for work than females.
Slightly higher unemployment rate compared to the previous 12 months	Despite unemployment remaining low across the Study Area, the unemployment rate has increased marginally since the 2024 calendar year (Department of Treasury, 2026). As highlighted in the <i>Powering the Transition: The net-zero workforce challenge</i> (CEDA, 2023), the increase in demand for renewable energy workers will likely place additional pressure on the labour market and skill shortage issues faced in regional areas.
Key Occupations and Industries of Employment	
Potential local labour force currently employed in the construction industry	Across the Tier 1 Study Area there are a total of 519 people employed in the construction industry who may have transferrable skills to the Project, with an additional 182 in the Tier 2 Study Area (701 total). This represents a somewhat constrained skills pool in the local region, and an identified opportunity for reskilling and training.
Potential local labour force currently employed as technicians, electricians and trade workers	Across the Tier 1 Study Area there are 870 people employed as technicians and trades workers, with an additional 517 in the Tier 2 Study Area (1,387 total). Technicians and trades are key occupations required for the construction and operation of a wind farm, comprising 25.5% of all occupations for a typical large-scale wind farm (see Figure 4.1). Using this assumption, the Project would require approximately 140 technicians and trades workers during peak construction periods. This equates to 16.1% of those workers currently employed in the Tier 1 Study Area or 10.1% of the Tier 2 Study Area.

Key Takeaway	Implication
	Further, within the Tier 1 Study Area there are 65 people employed as electricians, with an additional 41 in Tier 2 (106 total). Given that electricians typically comprise 10.1% of a wind farm's workforce, the Project would require 84.6% of electricians currently employed in the Tier 1 Study Area, an unfeasibly high proportion considering the cumulative impact of wind farms in the region. Currently, many employed in the industry would likely require upskilling to cater for the skillset and certifications specific to renewable energy. Engagement with Central Regional TAFE indicates that locals in the Mid West and Wheatbelt regions often miss out on employment opportunities with renewable energy projects due to a combination of factors, including late developer communication, Perth-centred planning, and a significant skills gap, especially for licensed tradespeople.
Potential local labour force currently employed as labourers	Across the Tier 1 Study Area there are 1,099 people employed as labourers, with an additional 427 in Tier 2 (1,526 total). According to the CEC (n.d.), 16.0% of wind farm construction jobs are typically in labouring. Under this assumption, it is anticipated that the Project will require 88 labourers during peak construction periods. This equates to 8.0% of labourers in the Tier 1 Study Area, representing a feasible employment opportunity.
Potential labour force with tertiary educational relevant skills	In terms of tertiary studies, the key STEM (science, technology, engineering and mathematics) fields relevant to wind farm qualifications are those in engineering and related technologies, and architecture and building. Based on this assumption, an estimated 1,588 people within the Tier 1 Study Area and a further 827 people within Tier 2 (2,415 in total) may hold qualifications relevant to the Project. However, given the low unemployment rate across the Study Area, this equates to a potential 57 people within Tiers 1 and 2 who are unemployed and looking for work with relevant qualifications and skills. While these estimates are based on several assumptions and should be interpreted with caution, they indicate a limited pool of immediately available labour and reinforce the need for ongoing investment in local training and skills development.
Cohort Breakdown	
Large disparities between males and females employed in key occupations	Many of the occupations relevant to large-scale wind farm construction, particularly labourers, technicians and trades workers, are predominantly male. For example, in the Shire of Dandaragan, 206 of the 244 people employed as technicians and trades workers are male (84.4%). This gender imbalance may reflect barriers to participation in the education, training and career pathways that support entry into these occupations (JSA, 2023). More broadly, as supported by Appendix B, 1 in 5 women in the Tier 1 Study Area work part-time, compared to 1 in 5 men (ABS, 2021). This disparity may be associated with barriers to full-time employment such as childcare access, with a relative lack of childcare centres in the region and 19.4% of Dandaragan LGA residents providing unpaid care to children in 2021.
First Nations Participation	
First Nations labour force participation rates higher than the state average, however barriers persist.	Approximately 64% of working-age First Nations residents in the Tier 1 Study Area are engaged in the labour force, above the state average of 60%. This may indicate greater access to employment compared to broader WA. There may be a larger First Nations labour pool proportionally who are interested in reskilling or employment directly with the Project's construction workforce.

Key Takeaway	Implication
	According to consultation with YAC, 80-85% of the organisation's members reside in Perth due to a shortage of housing and employment on Country. It was noted that many Traditional Owners would likely return to Yued Country across the Mid West if there were appropriate and affordable accommodation options, with quality local employment and training. Additionally, YAC noted that many employment opportunities targeted towards First Nations participation are relatively unskilled in nature, such as revegetation works. There is an identified lack of will or resourcing for capacity-building for First Nations employees that will result in real and meaningful economic empowerment. YAC identified that First Nations Peoples are significantly underrepresented in management and executive roles; creating pathways to employment at all levels is therefore critical to creating real opportunities.
Variable unemployment rates across the Study Area	Across the Tier 1 Study Area, the unemployment rate for First Nations residents is 7.4%, significantly higher than for non-indigenous residents. However, there is considerable variation across the Study Area, with rates ranging from 0.0% in Dandaragan LGA to 11.1% in Coorow LGA. Socio-economic disparities indicate varying levels of access to employment opportunities, education and supportive social infrastructure. Though overall First Nations labour force participation is higher than the WA average, access to jobs and education is a systemic barrier faced in regional rural areas. Providing equitable access to opportunities for training and employment, which is tailored towards First Nation Peoples will be crucial in targeting the unemployed labour pool.
Lower level of Bachelor degree equivalent education among First Nations Peoples, contrasted with high certificate attainment	While labour force participation among First Nations residents in the Study Area is relatively high, First Nations residents are more likely than non-Indigenous residents to hold Certificate-level qualifications and less likely to hold Bachelor-level qualifications (1.5% compared to 9.1%). Dandaragan LGA is an exception, where 8.2% of First Nations residents hold a Bachelor degree. This data suggests an opportunity for the Project to support pathways from vocational and trade-based qualifications into higher-skilled and professional employment through targeted training and workforce development initiatives (AIHW, 2023).
Operational	
Operational roles may be sourced locally (Tier 1 and 2) through reskilling, with remaining roles likely to be sourced from the Tier 3 Study Area.	Based upon similar experience of wind farms in WA, it is expected that operational jobs would include safety management, environmental condition monitoring, landowner management, routine servicing, malfunction rectification and site visits. These jobs would require skill sets similar to those of the construction workforce. As a result, there is potential for a portion of the operational workforce to be sourced locally through reskilling or upskilling, while the remainder may be recruited from outside the Study Area and relocate to live within it.

Source: ABS (2021); Department of Treasury (2026); AIHW (2023)

4.3.1 Summary

In summary, key implications of the current employment and labour market across the social locality that have been considered in the development of the AES include:

- A tight labour market with a small local labour force and low unemployment.
- Identified existing skills shortage localised to the Tier 1 and Tier 2 Study Areas.
- Females significantly underrepresented in key wind farm occupations.
- Opportunity to enhance First Nations employment outcomes within the Study Area through accommodation provision, upskilling and capacity building for Project roles at all skill and remuneration levels.
- Limited potential local labour force currently employed in key occupations with relevant skills required for wind farm construction.

4.4 Employment Target Setting

As explored in **Section 1.4**, due to the constraints of the local labour market, this AES considers three tiers of 'local' employment, with Tier 1 being the most localised and therefore the preferred source of workforce. Tier 1 includes LGAs located within approximately 1.5 hours of the Project, while Tier 2 includes LGAs located within approximately 2 hours of the Project. Both tiers are considered local employment catchments for the purposes of this AES. Tier 3 is supplementary to local employment and draws on workers from northern Perth, Greater Geraldton and Chittering.

The targets for each workforce sourcing option reflect the demographic and labour market characteristics of each Study Area Tier, including resident population, availability of relevant skills, Project workforce requirements, and existing employment patterns (refer to **Section 4.2** and **Section 4.3**).

The scenarios relevant to each Tier within the Study Area are presented below.

4.4.1 Tier 1 Study Area

Indicative local employment targets for the Tier 1 Study Area are presented in **Table 4.2**.

Table 4.2 Tier 1 Study Area Local Employment Targets

Scenario	Local Employment Target	Number of Construction Jobs Sourced Locally
Scenario 1	1%	6
Scenario 2	2%	11
Scenario 3	3%	17

Source: Umwelt (2026)

As previously described, 'local' herein refers to the towns and communities within a 1.5-hour drive of the Project Area, captured for data purposes as the LGAs of Dandaragan, Carnamah, Coorow, Moora, Gingin and Victoria Plains.

The relatively conservative local employment targets for the Tier 1 Study Area reflect a limited pool of suitably skilled workers, very low unemployment levels, and increasing competition for labour associated with multiple renewable energy projects under development in the Dandaragan LGA. This challenge is particularly pronounced in the construction sector, where there is a very small number of unemployed workers within the Tier 1 Study Area with relevant construction experience and skills.

Scenario 3 indicates that 17 construction jobs could be sourced from the local region as an achievable target, based on unemployment trends. These targets are a conservative estimate, considering the data does not account for currently employed people who would consider changing roles to service the Project. Therefore, a higher local employment proportion is possible. Combined with support programs, education initiatives and upskilling strategies, higher employment targets may be pursued to maximise local legacy benefit.

This employment target has also been informed and guided through primary engagement with stakeholders such as Dandaragan Shire Council, YAC, and the Wheatbelt and Mid West Development Commissions.

4.4.2 Tier 2 Study Area

Indicative local employment targets for the Tier 2 Study Area are presented in **Table 4.3**. The Tier 2 Study Area refers to the LGAs included in Tier 1 with the addition of Three Springs, Irwin, Dalwallinu, Wongan-Ballidu, Mingenew and Morawa.

Table 4.3 Tier 2 Study Area Local Employment Targets

Scenario	Local Employment Target	Number of Construction Jobs Sourced Locally
Scenario 1	4%	22
Scenario 2	7%	39
Scenario 3	10%	55

Source: Umwelt (2026)

Employment targets that have been developed for the Tier 2 Study Area are also conservative, similarly to Tier 1, due to the same regional constraints that exist in neighbouring LGAs. It is also important to consider the impact of skills drain from other key industries such as mining and agriculture.

Scenario 1 is considered most likely to be achievable without creating unrealistic local demand for jobseekers in the construction industry.

4.4.3 Tier 3 Study Area

The Tier 3 Study Area considers the possibilities of workers from further than 2 hours' drive being employed to service the Project, accommodated locally. The key centres providing a significant labour and skills pool are the northern peri-urban fringe of Perth (City of Wanneroo), and the regional hub of Geraldton to the north. It is considered that in isolation, the addition of these two LGAs and the town of Chittering will likely be able service up to 50% of the Project's projected construction workforce. However, consideration must be given to cumulative demand from other projects in development.

Indicative local employment targets for the Tier 3 Study Area are presented in **Table 4.4**.

Table 4.4 Tier 3 Study Area Local Employment Targets

Scenario	Local Employment Target	Number of Construction Jobs Sourced Locally
Scenario 1	15%	83
Scenario 2	25%	138
Scenario 3	50%	275

Source: Umwelt (2026)

While the Tier 3 Study Area could likely provide the labour and skills pool required for a significant portion of the Project's construction workforce, there is high competing demand forecast from other major projects. As illustrated in **Figure 3.1**, during 2029 when the Project is anticipated to commence construction, there may be at peak construction periods more than 1,600 workers required for the renewable energy and other sector projects in the region. Therefore, exploration of a local employment target higher than 50% is not realistic.

4.4.4 Summary

A review of relevant data based on the employment targets described above for each Study Area Tier is provided below in **Table 4.5**.

Table 4.5 Study Area Employment Targets

Scenario	Local Employment Target	Number of Workers Required	% of Total Unemployed	% of Construction Industry Workers	% of Total Unemployed in Relevant ³ Occupations	% of Total Electricians	% of People with Relevant ⁴ Skills	Total Incoming / Non-local Workforce (Peak Construction)
Tier 1								
Scenario 1	1%	6	3.2%	1.1%	7.6%	8.5%	0.2%	549
Scenario 2	2%	11	6.4%	2.1%	15.3%	16.9%	0.4%	539
Scenario 3	3%	17	9.6%	3.2%	22.9%	25.4%	0.6%	533
Tier 2								
Scenario 1	4%	22	7.5%	3.1%	17.3%	20.8%	0.6%	528
Scenario 2	7%	39	13.2%	5.5%	30.3%	36.3%	1.0%	511
Scenario 3	10%	55	18.8%	7.8%	43.4%	51.9%	1.4%	495
Tier 3								
Scenario 1	15%	83	1.1%	0.6%	5.3%	3.7%	5.8%	467
Scenario 2	25%	138	1.9%	1.9%	8.8%	6.2%	9.6%	412
Scenario 3	50%	275	3.8%	1.8%	17.6%	12.3%	19.2%	275

Source: Umwelt (2026)

³ Technicians and trades workers, labourers, machinery operators and drivers.

⁴ Qualifications in engineering and related technologies, architecture and building.

4.4.5 Achieving Construction Employment Targets

To achieve Scenario 3 targets (maximum local employment) for each Study Area Tier, the following measures would need to be implemented, at a minimum:

- **EOI register:** Establish and maintain an Expression of Interest (EOI) register for workers and contractors in the local area. The register should be established pre-construction, at least six months prior to commencement, to allow local workers and contractors time to plan and advertise upcoming opportunities.
- **Local networks:** Collaborate with agencies such as the Wheatbelt Development Commission and Mid West Development Commission, as well as local CRCs and job agencies to promote employment opportunities associated with the Project. Local media and social media can be used in conjunction with dedicated information sessions in the region.
- **EPC incentives:** Commercially incentivise the Engineering, Procurement and Construction (EPC) Contractor to meet and exceed local employment, workforce development and procurement targets (including representation of local and underrepresented groups).

To meet and exceed Scenario 3 targets the following additional measures are strongly recommended:

- **Workforce readiness:** Work with local industry and employment stakeholders to understand workforce readiness in the local area and target underrepresented workforce groups, such as women and First Nations Peoples, as well as those who have relevant workplace skills but may lack the technology skills associated with online job seeking and resume preparation. Supporting locally based childcare services and allowing for flexible working arrangements may also enable greater workforce participation, especially for women (given that Australian women spend on average 64% of their working hours on unpaid care, compared to 36% for men (WGEA, 2016)). The application of specific outreach programs may enable increased and more equitable Project participation.
- **Provide transport to the site:** Provide a shuttle bus service from key population centres/townships and accommodation locations to the Project Area. It is expected that this would assist local residents to engage in employment opportunities, who may otherwise be unable to access the Project Area. This would also improve safety associated with any predicted traffic impacts.
- **Develop partnerships with local training providers:** Facilitate opportunities for reskilling or upskilling local workforces during the planning phase and beyond, to meet Project needs by partnering with service providers, education providers and other relevant stakeholders. Identify relevant training programs and provide traineeship opportunities. Include training opportunities that are tailored for those currently unemployed, women and First Nations Peoples. In addition, provide clear pathways for workers to become qualified and develop (on-the-job) skillsets for existing and future supervisory and/or leadership positions.
- **Local Employment and Procurement Officer:** Appoint a dedicated Project Officer to liaise with relevant stakeholders and provide information on Project related employment opportunities.

An example of an organisation that the Project could collaborate with for industry support is the Industry Capability Network (ICN), the details of which are described in the section below.

4.5 Opportunities for Collaboration

4.5.1 Industry Capability Network

The Industry Capability Network (ICN) is a government funded network that provides all industry specialists across Australian and New Zealand full, fair and reasonable opportunity on public and private projects, as is cited in the *Australian Jobs Act 2013* (the Jobs Act). ICN provides services in procurement for industries, facilitating connectivity of project owners, government and suppliers, as illustrated below.

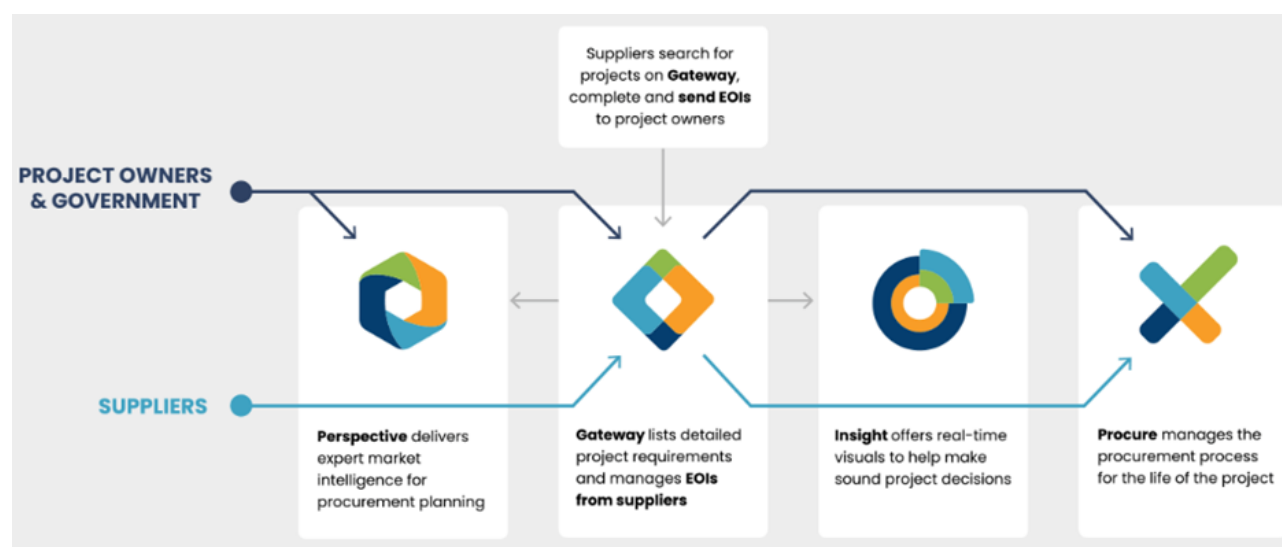


Figure 4.2 ICN Services

Source: ICN (2024)

Opportunities for partnerships with ICN include utilising the ICN procurement network to connect with local Australian suppliers through the ICN Gateway, which enables suppliers to submit an EOI for small work packages required by proponents. ICN provides the platform that facilitates an easier process for connecting local businesses and workers to available work.

4.5.2 Wheatbelt Development Commission

The Wheatbelt Development Commission (WDC) is a State Government agency responsible for economic development in the Wheatbelt region, which covers 42 LGAs and approximately 75,000 residents (WDC, 2024). The Commission works with government, industry, local governments and communities to promote economic diversification, attract investment, facilitate workforce and skills development, improve regional liveability, supporting the growth of emerging industries.

Engagement with the Commission to develop the AES indicated the Commission's growing interest in opening dialogue with renewable energy developers. This relationship could promote local economic opportunities, improve coordination of workforce planning to reduce cumulative impacts, increase awareness of upcoming projects, and foster regional collaboration. Given the Commission's role in supporting local businesses, workforce development, housing initiatives and regional growth, it may also be well positioned to facilitate connections between proponents, suppliers, training providers and government agencies to maximise local benefits from renewable energy developments.

The Mid West Development Commission, responsible for the region north of the Project (Coorow LGA onwards), expressed a similar interest.

4.5.3 Yued Aboriginal Corporation

As noted in **Section 4.3**, engagement with YAC revealed that despite Yued Country extending from the Wheatbelt coast into the Mid West region, the majority of its members reside in Perth due to a lack of suitable employment and training opportunities on Country. YAC suggested that if there were easily accessible pathways into quality skilled employment, combined with an affordable housing supply, many Traditional Owners would likely relocate / return to live on Country.

As identified by YAC, an additional barrier to First Nations employment in the renewable energy sector is the gap in training pathways. YAC emphasised that the nature of privatised project development places companies in direct competition with each other. This climate may disincentivise collaboration and cooperation between developers while discouraging ‘surplus’ expenditure on upskilling programs and workforce development. Apprenticeships are also difficult to secure due to the associated cost for the company and/ or EPC contractors, especially if there is not a guaranteed project pipeline.

Collaboration between OX2 and other developers, YAC and locally based First Nations employment services could contribute to economic empowerment for Yued People and other First Nation Peoples through ongoing training opportunities that extend beyond just one development. YAC has suggested that, pending funding, the organisation could facilitate and coordinate apprenticeships, employment and training programs that prioritise opportunities for Yued People by developing agreements between TAFE, contractors, OX2 and other renewable energy developers.

4.6 Local Procurement Opportunities

An overview of the number of businesses in the LGAs by key industries, which may be procured by the Project, is presented in **Table 4.6**.

Table 4.6 Number of Businesses by Industry

LGA	Electricity, Gas, Water and Waste Services	Construction	Wholesale Trade	Accommodation and Food Services	Rental, Hiring and Real Estate Services	Education and Training
Tier 1	9	275	39	62	158	11
Dandaragan	3	69	9	20	58	3
Coorow	0	13	5	3	13	0
Moora	3	27	7	7	12	0
Carnamah	0	8	0	4	13	0
Gingin	3	148	15	25	45	5
Victoria Plains	0	10	3	3	17	3
Tier 2 additional	7	100	26	38	146	3
Three Springs	3	4	3	3	10	0
Irwin	4	69	8	19	48	3
Dalwallinu	0	9	6	7	37	0
Wongan-Ballidu	0	10	3	6	29	0
Mingenew	0	0	3	0	12	0
Morawa	0	8	3	3	10	0
Tier 3 additional	59	5,383	536	704	1,611	255
Chittering	3	171	20	9	40	11
Greater Geraldton	9	544	66	116	368	34
Wanneroo	47	4,668	450	579	1,203	210
Total	75	5,758	781	804	1,915	269

Source: ABS (2025)

Based on **Table 4.6**, the distribution of businesses across the Tier 1 Study Area indicates reasonable potential for local procurement by the Project. The high concentration of construction businesses in Dandaragan and Gingin suggests capacity to support Project construction works, with rental and real estate businesses potentially able to service the construction workforce. There are a reasonable number of accommodation and food services in these towns as well.

There are relatively few locally based utilities and education/training companies, suggesting the Tier 3 Study Area may be more relevant for those services.

4.7 Local Employment and Procurement Measures

The following section provides a practical approach for how local employment targets during construction and operation can be monitored to ensure that local employment and procurement targets are being met. To ensure appropriate management and enhancement of Project impacts, the following dimensions will need to be considered:

- **Measure:** a proposed strategy or tool with a description of how it will improve local employment and/or procurement of local services and businesses.
- **Timing:** stipulation of when management measures should be implemented for maximum effectiveness.
- **Responsibility:** outlining who is responsible for the delivery and monitoring of management measures.
- **Documentation:** specification of how the design and delivery of management measures are to be documented and reported.
- **KPIs:** key performance indicators developed to measure the success of the management or enhancement measures.

Table 4.7 Local Employment and Procurement Measures

Measure	Timing	Responsibility	Documentation	KPIs
Tier 1 Scenario 1 (1%) Local Employment Target				
Implement an EOI Register for potential workers, contractors and service providers. This includes establishment and maintenance of relationships with registered workers, contractors and service providers in the local area.	Planning Construction Operation	EPC Contractor OX2	Register established on Project website	Establishment and maintenance of the register
Encouraging the EPC Contractor to employ locally to meet targets. Utilisation of the EOI as a main source of contacts for contractors and service providers.	Planning Construction Operation	EPC Contractor	Contractor records	Number of local workers and contractors employed on Project
Establish and use local networks to promote employment opportunities. Collaborate with regional procurement or industry stakeholders such as the Wheatbelt Development Commission (refer to Section 4.5.2). Promote employment opportunities through local media sources.	Planning	OX2 EPC Contractor	Contractor records	Documentation of engagement and collaboration with industry stakeholders Promotion of EOI through stakeholder communication channels Number of people/businesses who have expressed interest
Ongoing engagement with host council. Continue engagement with the Shire of Dandaragan as well as adjacent Councils likely to provide some of the labour pool, including Coorow, Moora and Gingin, to identify employment and training opportunities to maximise local employment.	Planning Construction Operation	OX2	Engagement records	Documentation of engagement with Council

Measure	Timing	Responsibility	Documentation	KPIs
Prioritisation to recruit Project roles from the local area. Early consultation with local community groups and employment agencies to provide targeted and accessible advertisements and open tenders.	Planning Construction Operation	OX2 EPC Contractor	Employment records	Number of local workers and contractors employed on Project
Tier 1 Scenario 3 (3%) Local Employment Target				
Appoint a local recruitment agency to facilitate employment and training of local people Key local agencies may include industry groups/associations, youth employment agencies, employment providers, schools or tertiary training providers that provide training, recruitment and staff management services. Engagement with local training organisations and conduct an analysis of local training opportunities that align with skills needed for the Project and identify any gaps.	Planning Operation	OX2	Employment records	Number of local employees Number of employees trained or upskilled by appointed
Workforce readiness Establish training partnerships that allow workers to receive required certifications and on-the-job training in key skills.	Planning Construction	OX2	Records of partnership(s)	Number of local employees Number of local employees who received relevant qualifications and certificates Establishment of training opportunities prior to construction
Provide local training opportunities Targeted training opportunities for reskilling or upskilling local workforces. Work with local service providers, education providers and procurement stakeholders. Sponsorship of education and training opportunities. Provide traineeship opportunities. Target female training opportunities.	Planning Construction Operation	OX2	Accommodation and Engagement Implementation Plan Engagement records	Number of female employees Number of traineeships Number of workers which have undertaken reskilling or upskilling Number of targeted training opportunities for reskilling / upskilling

Measure	Timing	Responsibility	Documentation	KPIs
First Nations employment Implementation of an employment strategy and an Industry and Aboriginal Participation Plan to prioritise the employment of local workers where possible. Engagement with Yued Aboriginal Corporation may assist to identify employment and training opportunities and align to needs to maximise First Nations participation. Implement Yued Heritage Protection Agreement, which stipulates employment preferences for Yued people. Implement OX2 Reconciliation Action Plan, with commitments towards procurement and employment. Establish Relationship Committee under the Relationship Agreement to support structured ongoing engagement, information sharing and implementation. Use of culturally appropriate platforms to share and gather interest in employment opportunities, including partnering with YAC for distribution through their communication channels. Engage with Indigenous Chambers of Commerce and business support networks to share opportunities and provide introductions to contractors as the Project progresses. Identification of roles and opportunities for training connected to the Project's cultural heritage management, including ongoing monitoring and management of incidental finds.	Planning Construction Operation	OX2 EPC Contractor	Employment and contractor records Engagement records	Number of First Nation employees Establishment and operation of specific First Nation Programs
Provide transport to site Establish a shuttle bus service from Badgingarra township to the Project Area, as well as from any purpose-built workforce accommodation for the Project. It is expected that this will assist local residents to access employment opportunities who otherwise would not be able to reach the Project Area.	Construction	EPC Contractor	Contractor Transport Management Plan (TMP)	Delivery of shuttle bus service

Measure	Timing	Responsibility	Documentation	KPIs
Tier 2 Scenario 3 (10%) Local Employment Target				
Engage with the City of Greater Geraldton. Opening a dialogue with Council to explore training, upskilling and workforce facilitation in Geraldton as a major regional hub for the region.				
Encourage skilled workers to move to the region long term Offer relocation support packages to encourage skilled workers to relocate to the region, especially during operation phase.	Construction Operation	OX2 EPC Contractor	Relocation support program document	In-migration to Dandaragan LGA for Project work
Procurement-specific				
Inform the local business networks of Project related opportunities. Provide open tenders which are advertised through the Project website, local newspapers, opportunity roadshows and local chambers of commerce or other relevant networks. Publish employment timeline. The Wheatbelt and Mid West Development Commissions may be engaged to collaborate due to their widespread contact network and local knowledge.	Planning Construction Operation	OX2	Contractor records Engagement records	Promotion of EOI through stakeholder communication channels Number of people/businesses who have expressed interest
Development of initiatives to support local procurement Increase awareness of the existing programs and services available and encourage local suppliers to link to these services through advertisements in local media or networks such as ICN.	Planning	OX2	Contractor records	Number of people/businesses who have expressed interest
Local procurement preferences Incorporate additional weighting in tenders and EOIs to prioritise procurement from local companies, subject to safety, commercial and legal considerations.	Planning	EPC Contractor	Tender documents	Number of local contractors and workers engaged in the Project Proportion of tenders / EOIs with additional weighting

Measure	Timing	Responsibility	Documentation	KPIs
Encourage and monitor local procurement throughout the entire supply chain Establish monitoring requirements for the EPC and sub-contractors that incentivise sub-contracting relationships with local companies.	Planning Construction	EPC Contractor	Tender documents	Number of local contractors and workers engaged in the Project Proportion of local companies contracted
Offer and promote smaller work packages Work with ICN to break down construction requirements into smaller work packages that could be serviced by smaller, local businesses.	Planning	EPC Contractor	Tender documents	Number of local contractors and workers engaged in the Project

Source: Umwelt (2026)

4.8 Workforce Integration Plan

The Workforce Integration Plan outlines measures to support the effective integration of the Project workforce with the local community and existing services during construction and operation.

The Project will generate a temporary construction workforce, followed by a smaller, ongoing operational workforce, consistent with the scale and staged nature of the Project's development.

Based on projections in **Section 4.4**, the majority of the construction workforce is likely to be non-resident and therefore reliant on accommodation in the area.

To minimise social disruption and maximise positive outcomes, it is recommended that the following workforce integration measures be implemented:

- **Workforce induction and Code of Conduct:** All workers to participate in site specific inductions that include behavioural expectations, community awareness, cultural awareness, road safety, and respect for local landholders and residents.
- **Community awareness and communication:** Workforce induction materials to include information on local communities, services and expectations. Clear communication channels to be established to manage workforce related complaints or enquiries.
- **Coordination with local services:** OX2 to liaise with the Shire of Dandaragan (and neighbouring Shires if required) as well as service providers e.g. health and emergency services, to ensure workforce demands do not place undue pressure on existing service provision.
- **Workforce management and monitoring:** Workforce numbers, behaviour and interactions with local communities (especially in Badgingarra) to be monitored throughout construction. Any emerging issues to be addressed through adaptive management measures.
- **Consideration of a local spend strategy:** Encourage the Project workforce to access services such as food and recreational facilities in proximal townships.
- **Targeted workforce inclusion measures:** Implement traineeships and employment pathways for underrepresented groups such as women and First Nations people.

The effectiveness of workforce integration measures should be reviewed periodically and updated as required, informed by community feedback and Project monitoring outcomes.

5.0 Accommodation Strategy

5.1 Purpose and Objectives

The Proponent is currently identifying potential options for Project workforce accommodation. The main objective of the 'Accommodation' component of the broader AES for the Project is to provide a preliminary, high-level assessment of workforce accommodation options within the Project Area. A secondary objective is to ensure that there is sufficient accommodation available for the construction phase of the Project, while managing and minimising the potential impacts of the workforce influx on the local community. Given the 30-year operational timeline, it is assumed that the operational workforce (30 FTE) will either be sourced from the local area or will choose to relocate to the area permanently and therefore will not require strategies to manage impacts on local accommodation providers.

The AES has identified the following:

- Key accommodation challenges or constraints for the Project.
- The preferred and most appropriate workforce accommodation options.
- Additional measures that may need to be employed to ensure sufficient accommodation.

5.2 Study Area

For the remainder of **Section 5.0**, the Study Area refers to the communities within a 1-hour drive radius. This reflects work health and safety considerations, as daily commuting distances beyond 1–1.5 hours are generally not considered appropriate for construction workers. Given that standard construction shifts often range from 10–12 hours per day, longer commute times may increase fatigue risks and are unlikely to be practical on an ongoing basis (Safe Work Australia, 2019).

5.3 Accommodation and Housing Context

To understand the potential accommodation options that may be available to the Project construction workforce, workforce accommodation and housing has been defined as:

- Traditional short-term accommodation including hotel, motel, caravan, and holiday park rooms run by commercial operators.
- Sharing economy accommodation, including leasable rooms, dwellings or buildings available for rent on Airbnb.
- Rental accommodation including residential rental properties.
- Existing and approved workforce accommodation.

5.3.1 Short-term Accommodation

Outcomes of engagement with traditional short-term accommodation providers (i.e. hotel, motel, caravan, camping and holiday park) and other key stakeholders across the Study Area indicated that occupancy in the region is reasonably high. This is particularly the case in tourism-driven economies such as Jurien Bay and Cervantes. Occupancy trends are partly seasonal, especially on the coast, where accommodation providers surveyed noted higher occupancy during warmer months (spring and summer), with a dip in winter. In contrast, inland occupancy is more stable year-round, with local accommodation providers noting some peaks of occupancy during harvest season and mine shutdown periods.

In summary, there are relatively few traditional short-term accommodation providers within the Study Area, with the majority being concentrated in Jurien Bay and Cervantes. The Shire of Dandaragan has expressed a preference for those accommodation rooms to be preserved for tourism and not exhausted by Project workforces. **Table 5.1** indicates traditional short-term accommodation providers across the Study Area.

Table 5.1 Traditional Short-term Accommodation in the Study Area

Township	Number of Short-term Accommodation Providers	Number of Short-term Accommodation Rooms
Jurien Bay	9	93
Cervantes	7	90
Coorow	1	10
Green Head	1	12
Badgingarra	1	11
Moora	4	66
Cataby	1	12
Miling	1	10
Total	25	304

Source: Shire of Dandaragan (2024); Booking.com (2026)

5.3.2 Workers Accommodation

There are three existing workforce accommodation camps as well as one camp under development within the Study Area that may be able to support the incoming construction workforce. These are summarised in **Table 5.2**.

Table 5.2 Workers Accommodation

Workforce Camp Name	Status	Location	Number of Rooms
Redgum Village	Existing ⁵	Dandaragan	150
The Workers Accommodation	Existing	Moora	60
Banksia Village	Existing	Eneabba	245

⁵ Of the 150 rooms located at the Redgum Village, 100 rooms are existing and 50 are under construction.

Workforce Camp Name	Status	Location	Number of Rooms
Badgingarra Workers Accommodation Village	Approved	Badgingarra	300

Source: Shire of Dandaragan (2024); Williamson (2026)

5.3.3 Sharing Economy Accommodation

Non-traditional short-term accommodation providers such as Airbnb and Stayz are concentrated in the coastal tourism towns of Jurien Bay, Cervantes, Green Head, Dongara, Leeman and Lancelin.

Within approximately a 1-hour drive of the Project Area there are around 202 listings on Airbnb as of July 2026. The locations of these listings are described below

- **Lancelin:** 76 listings.
- **Jurien Bay:** 57 listings.
- **Dongara / Port Denison:** 30 listings.
- **Cervantes:** 19 listings.
- **Green Head:** 11 listings.
- **Leeman:** 6 listings.
- **Coorow:** 3 listings.

Due to small datasets, statistical data is available for the Jurien Bay and Lancelin submarkets only, where the majority of Airbnb listings are located. Jurien Bay is also the closest tourism hotspot to the Project Area, located 43 minutes from Badgingarra by car. The following **Table 5.3** presents statistics relating to the non-traditional accommodation market in Jurien Bay and Lancelin.

Table 5.3 Sharing Economy Data

Aspect	Jurien Bay	Lancelin
Number of listings⁶	57	76
12-month average occupancy rate	50%	42%
Occupancy high	January (73%)	January (59%)
Occupancy low	May (35%)	May (23%)

Source: AirDNA (2026)

5.3.4 Rental Accommodation

The supply of rental accommodation in the Study Area is extremely limited, with stock across the Study Area and vacancy rates uniformly very low. **Table 5.4** presents rental data current as of July 2026.

Table 5.4 Rental Context

LGA	Total Rental Stock	Vacancy Rate
Dandaragan	5	0.16%
Coorow	3	0.32%

⁶ As of July 2026

LGA	Total Rental Stock	Vacancy Rate
Moora	1	0.06%
Gingin	5	0.12%
Carnamah	1	0.25%
Total / average	15	0.18%

Source: Real Estate Investar (2026)

5.4 Housing Context Summary

As the above sections have highlighted, there is extremely limited availability of existing housing in the Study Area. **Table 5.5** summarises the total number of rooms within the Study Area and the likely number of residential dwellings that may be available for rent. These figures are based on the prevalence of short term and rental accommodation within 1 hour of the Project, applying the assumptions noted in the section above.

Table 5.5 Accommodation Summary

Accommodation Type	Total rooms/listings within Study Area	Share of Total Accommodation
Traditional short-term accommodation	304	35.5%
Sharing economy accommodation	81	9.4%
Workforce accommodation⁷	455	53.2%
Rental accommodation	15	1.7%
Total	855	100.0%

Source: Umwelt (2026)

5.5 Workforce Accommodation Options Analysis

The following assumptions have been used to inform the Accommodation Strategy:

- According to a ‘worst-case’ scenario (Tier 1 Study Area Scenario 1), in which almost all the Project workforce is non-local (99%), 544 FTE workers may require short-term accommodation during peak construction.
- Availability of Airbnb and other sharing economy accommodation is based on the 50% 12-month average occupancy rate in Jurien Bay, valid as of July 2026.
- Availability of traditional short-term accommodation providers such as hotels and motels is based on an assumed 60% 12-month average occupancy rate, as determined by engagement with local accommodation providers, supported by engagement with Council.

In consideration of the assumptions outlined above, the following section provides preliminary, high-level analysis of workforce accommodation options for the Project. The analysis is intended to help inform future planning decisions as the Project progresses toward inform future consultation and

⁷ The following number of rooms excludes the Badgingarra Workforce Accommodation Village as the project is yet to commence construction.

collaboration with local government and accommodation providers and discussions with the EPC contractor, should one be engaged.

5.5.1 Option 1 – Utilise Existing Accommodation

As detailed in **Section 5.4**, there are a total estimated 855 existing rooms across all accommodation types within 1 hour's drive of the Project. This does not include any proposed or approved accommodation, such as the Badgingarra Workforce Accommodation Village. Typically, it is best practice for projects to avoid exceeding between 10% and 30% of all housing stock in a given area, to avoid overburdening the housing market.

Given that 30% of 855 is approximately 256, under a worst-case scenario (99% non-local workforce), the incoming Project workforce would exhaust existing accommodation in the region by a factor of more than double. Inclusion of Badgingarra Workforce Accommodation Village would see an additional 300 rooms made available, bringing the total number of rooms at 30% availability to 346 rooms.

Table 5.6 outlines the potential benefits and challenges of using existing and proposed accommodation camps within a one-hour drive of the Project.

Table 5.6 Possible Benefits and Challenges of using Existing Short-term Accommodation

Benefits	Challenges
- Increased local economic activity through workforce expenditure on accommodation, food, retail and services, supporting local businesses and supply chains. - Enhanced integration of the workforce within local communities through increased interaction with local businesses and services. - Provides flexibility for those workers who are visiting the Project for short time frames and who do not require a longer-term arrangement for accommodation. - Retention of Project-related expenditure within the local economy, contributing to regional economic resilience and diversification.	- Increased demand on short-term accommodation may reduce availability for tourists, residents and other industries, particularly during peak periods or where multiple projects are occurring concurrently. - Potential increases in accommodation costs due to heightened demand, which may in turn impact on local and regional tourism. - Operational complexities associated with coordinating accommodation across multiple providers, including variability in standards, availability and contractor requirements. - Exacerbation of accommodation shortages due to, the potential for up to 12 relevant major project developments to be in construction concurrently including the Project, resulting in an estimated 1,600 workers during peak construction.

Source: Umwelt, 2026

Broader considerations for the Proponent include:

- Availability and capacity of existing accommodation providers** within a reasonable travel distance of the Project, including consideration of seasonal demand and peak occupancy periods.
- Willingness of short-term accommodation providers to service the Project workforce**, noting that some providers may not be supportive of accommodating construction workers due to potential impacts on their business model, guest experience, or preference to prioritise traditional tourism markets.

- **Management of potential impacts to accommodation availability and affordability** for tourists, local residents and other industries during peak construction periods, or where multiple projects are occurring concurrently.
- **Level of support** for utilising existing short-term accommodation from key stakeholders, particularly as concerns around tourism impacts or housing pressure have been previously raised through the AES and SIA engagement process. Engagement with local government has indicated a preference to not use local accommodation in areas with high levels of tourism (e.g. Jurien Bay and Cervantes).
- **Distribution of workforce** across multiple accommodation providers, requiring greater Project coordination to manage bookings, transport logistics and workforce management, including behaviour management.
- Potential **need for coordination with other proponents** in the region to manage cumulative demand on accommodation providers and minimise competition for limited capacity.
- **The market for Airbnb and other non-traditional short-term accommodation providers is frequently volatile** in terms of both price and supply compared to traditional providers.
- **Suitability of accommodation providers for housing a construction workforce**, including capacity to accommodate shift patterns, meal requirements and workforce amenity expectations.
- **EPC accommodation requirements**, including minimum standards, proximity to site and logistical considerations (e.g. transport), which may influence the feasibility of using dispersed accommodation providers.

Considering these considerations, the option to house all Project workforce within existing accommodation in the Study Area, especially considering cumulative demand, is currently unfeasible.

5.5.2 Option 2 – Hybrid Arrangement

The Project could be supported through a combination of existing accommodation assets and purpose-built workforce accommodation options within and surrounding the Study Area. Consultation with local government stakeholders and the Wheatbelt Development Commission indicates that tourism accommodation in Jurien Bay and other coastal towns is an important regional economic asset and is therefore not considered an appropriate accommodation source for the Project workforce. Similarly, the highly constrained rental market across the Study Area, characterised by very low vacancy rates, presents limited capacity to accommodate construction personnel.

Moora represents a potential short-term accommodation option, with approximately 66 rooms currently available and a location removed from the region's key coastal tourism destinations. Existing and approved workforce accommodation facilities also present a suitable option, as they are specifically designed to accommodate large temporary workforces and minimise competition with other accommodation users. These facilities therefore offer a potentially important component of a hybrid accommodation strategy.

Further, YAC holds approximately 200 landholdings across the local region that may present opportunities for Indigenous-owned housing associated with the Project. Such opportunities could support accommodation for both local and non-local construction workers, while enabling Yued to strengthen ownership and control of economic and physical assets on Country.

In addition, the approved Badgingarra Workers Accommodation Village for the nearby Parron Wind Farm is proposed to be transferred to YAC following the three-year construction period (Williamson, 2026).

YAC has expressed an interest in servicing the Project's workforce via Badgingarra Workers Accommodation Village, in addition to a temporary workers accommodation (TWA) in Badgingarra that could be located on Yued land.

Redgum Village in Dandaragan has also expressed interest in accommodating the Project's construction workforce and could expand if required, highlighting existing workforce accommodation options within the Study Area.

To provide a conservative estimate of available capacity, the same assumption that no more than 30% of rooms would be utilised by the Project at any one time has been applied across all accommodation types. This takes into account the use of workforce accommodation camps for mine shutdown periods and harvest season. **Table 5.7** summarises the accommodation assets available within the Study Area and the potential number of purpose-built rooms that could be utilised to support the shortfall in accommodation demand.

Table 5.7 Existing Accommodation Assets

Asset	Total Rooms	Available Rooms (30% Availability)
Traditional short-term accommodation in Moora	66	46
Existing workers accommodation in the Study Area	455	136
Proposed Badgingarra workers accommodation	300	90
Total excl. traditional short-term accommodation	755	226
Total	821	272

Source: Umwelt (2026)

Table 5.8 outlines the potential benefits and challenges of using a hybrid arrangement for accommodating the Project's workforce.

Table 5.8 Possible Benefits and Challenges of using a Hybrid Arrangement

Benefits	Challenges
- Reduced potential for social and economic impact on host communities, through minimising risk of temporary workforce displacing local residents or tourist populations. - Generation of livelihood opportunities where there are opportunities for existing accommodation providers to expand their capacity. - Increased potential for local spend by the Project's workforce, given the proximity of existing workforce accommodation/ short-term accommodation to local townships.	- Limited community and stakeholder support of the use of existing facilities outside of local townships, due to potential for reduced local spend from workforces. - Balancing the cumulative demand for accommodation from other proponents. - Reduced potential for economic livelihood opportunities for existing short-term local accommodation providers, who may have capacity or desire to further develop / expand their existing capacity.

Benefits	Challenges
	Accommodation shortages may be exacerbated by cumulative workforce demand, where up to 12 relevant major project developments may be in construction concurrently including the Project, resulting in an estimated 1,600 workers during peak construction.

Source: Umwelt, 2026

Alongside considerations highlighted in **Section 5.5.1**, further broader considerations for the Proponent include:

- **Opportunities for ongoing procurement** of local services for catering and maintenance of the facilities.
- **Level of stakeholder support** of the use of existing accommodation facilities, given views expressed during stakeholder engagement activities and other social research regarding previous opposition in the region (as documented in the SIA).
- **Opportunities to increase local spend** from workforce via the Local Spend Strategy where possible (i.e. incentivising or promoting the use of local taverns and shops).
- **EPCs may have defined accommodation requirements**, which may restrict the use of existing accommodation camps.

Based on these considerations, using a combination of existing and/or approved short-term accommodation in inland townships and accommodation camps may be a feasible option.

5.5.3 Option 3 – Purpose-built Workers Accommodation

An alternative option is the construction and operation of purpose-built workers' accommodation. This refers to accommodation developed specifically to house temporary workforces associated with one or more projects. Such accommodation may be located onsite or offsite and is commonly used across industries including mining, energy and agriculture. It is typically tied to the duration of the project's construction phase and its construction is typically led by the principal contractor engaged on the project. Purpose-built accommodation can take different forms. Some facilities remain in place long term to service ongoing or itinerant workforces, while others, particularly Temporary Workforce Accommodation (TWA), are required to be decommissioned, removed or repurposed following project completion, subject to development approval. The type of purpose-built accommodation depends on a range of factors, including the tenure of the land on which this accommodation is proposed and the principal contractor's requirements.

Table 5.9 Possible Benefits and Challenges of Developing Purpose-Built Workers Accommodation

Benefits	Challenges
Reduced pressure on local housing, short-term accommodation and services by accommodating the workforce separately from local accommodation markets.	- Potential impacts to sense of community and place due to influx of Project workforce into tight-knit townships. - Potential impacts on the environmental values, including land disturbance,

Benefits	Challenges
• Potential to support legacy projects through local partnerships and adaptive reuse of a workforce accommodation facility. • Potential to support community integration and the local economy if workforce accommodation is located in proximity to a township. • Greater control over workforce management, including behaviour, health and wellbeing, and compliance with Project requirements through a centralised accommodation model. • Potential to co-locate accommodation closer to the Project site, reducing travel times, workforce fatigue and traffic impacts on local roads.	biodiversity, noise, lighting and cumulative environmental effects due to accommodation construction. • A self-contained workers accommodation model may reduce workforce interaction with local businesses, limiting potential economic benefits to the community. • Establishing workers accommodation in remote or constrained locations may require significant investment in supporting infrastructure, including water, power, wastewater and waste management systems. • EPC contractor requirements, including minimum standards, proximity to site and operational needs, may constrain accommodation options and influence camp design, and be cost prohibitive. • Financial commitments to construct accommodation can't be made until there is more Project certainty, including project approvals and financing in place to construct the Project. Commencement of construction <u>and</u> the construction of workforce accommodation would require project financing. Commencement of construction is typically directly linked to when project financing is approved. It is, therefore, very challenging for a project to commit to the construction of workforce accommodation ahead of the commencement of construction. A Proponent is not typically able to dedicate significant funds to construct workforce accommodation ahead of project financing being secured.

Source: Umwelt, 2026

Should the decision to develop a purpose-built workers' accommodation be made, the development of this accommodation would need to be planned and delivered in accordance with the Shire of Dandaragan Local Planning Policy (LPP) 9.15 Workforce Accommodation (2025), including consideration of:

- **Location within or adjacent to townsites**, prioritising proximity to existing settlements to support local businesses and community integration.
- **Consistency with local planning intent**, ensuring alignment with zoning, land use objectives and development, and avoiding land use conflict.
- **Minimisation of amenity impacts**, including noise, traffic, visual impacts and disturbance to nearby sensitive receptors, with appropriate mitigation measures.

- **Integration with existing infrastructure and services**, including capacity of roads, water, wastewater and utilities to support the development.
- **Operational management and workforce behaviour**, including implementation of management measures to address worker conduct and community impacts.
- **Site planning and design quality**, including layout, landscaping and built form to ensure a fit-for-purpose and well-integrated facility.
- **Traffic and access management**, including safe access arrangements and management of workforce transport movements and road impacts.
- **Temporary versus long-term land use outcomes**, clearly defining the duration of use and avoiding unintended permanent land use outcomes.
- **Decommissioning or transition strategy**, including plans for site rehabilitation or adaptive reuse following construction.
- **Stakeholder and local government engagement**, including early and ongoing consultation to inform siting, design and management.
- **Contribution to local economic outcomes**, including maximising local procurement, employment and service use.

Consideration should also be given to opportunities for partnership with YAC, local government and other key stakeholders to inform the planning, delivery and potential longer-term use of workforce accommodation. Engagement undertaken with YAC has identified an interest in exploring potential equity participation in workforce accommodation, as well as opportunities to deliver legacy housing and accommodation outcomes in the Badgingarra area, where YAC own a number of lots with development potential.

Engagement with YAC also identified the potential to accommodate a portion of the Project workforce through a combination of the existing Badgingarra Workforce Accommodation facility and a TWA facility located on Yued-owned land in Badgingarra, as outlined in the sections above.

While these opportunities are subject to further investigation, they highlight potential pathways to align workforce accommodation with broader community and economic outcomes.

Should the decision to develop a purpose-built workers' accommodation be made, continued engagement with local government would be necessary on a range of strategic matters. It would likely require further planning and an assessment of environmental effects. If a purpose-built workers' accommodation is proposed, OX2 may need to pursue a separate DA and associated consultation process.

5.6 Workforce Accommodation Measures and Monitoring Plan

The implementation of the AES will require measures to ensure adequate monitoring and evaluation. During the Project's pre-construction and construction phases, the strategy is recommended to be reviewed biannually by the EPC Contractor to assess the effectiveness of measures to secure sufficient accommodation for the workforce.

Local workers already residing in the region will be employed where possible to reduce the demand for short-term accommodation. Despite this, it is estimated that a large proportion (90-100%) of the workforce may be comprised of non-resident workers who will require local accommodation.

To address this potential outcome, suggested measures and initiatives for accommodation provision are listed below in **Table 5.10**.

Table 5.10 Workforce Accommodation Measures

Measure	Timing	Responsibility	Documentation	KPIs
Local employment EPC Contractor to prioritise the employment of locals who already reside in the area and who will not require accommodation.	Planning	EPC Contractor	Contractor records	Number of local residents employed by the Project
Local partnerships Investigate and document detailed accommodation options and explore potential accommodation partnerships in the local region in collaboration with the EPC Contractor.	Planning	Proponent	Engagement records	Number of rooms secured through partnership agreements Satisfaction with local accommodation providers with partnerships
Establish an accommodation EOI register Operate a Housing and Accommodation EOI Register to enable local landowners, businesses and individuals to register their interest in providing accommodation services to the Project.	Planning Construction	Proponent	EOI register	Number of local landowners, businesses and individuals registered
Development Commission liaison Establish relationships with Wheatbelt and Mid West Development Commissions to promote accommodation opportunities and explore options with local businesses and programs.	Planning	Proponent	Engagement records	Number of partnerships and programs Relationships built with relevant Commissions
Accommodation and Employment Implementation Plan Consider development of an Accommodation and Employment Implementation Plan (AEIP) to coordinate accommodation. The AEIP should be guided by the AES.	Planning	Proponent	Accommodation and Employment Implementation Plan	Development of the Plan prior to construction

Measure	Timing	Responsibility	Documentation	KPIs
Community benefit fund allocation to housing Investigate using a proportion of the Project's community benefit fund to support local social and affordable housing initiatives in accordance with WA Community Benefit Guidelines for Renewable Energy (WA Government, 2026)	Planning Construction	Proponent	Community benefit delivery	Funds distributed
Workforce monitoring Review workforce requirements regularly (e.g. monthly) during construction to ensure the objectives of the AES are being met.	Construction	EPC Contractor Proponent	Internal Proponent records	Number of reviews yearly

Source: Umwelt (2026)

6.0 Conclusion

This AES presents the approach and strategies proposed to effectively manage workforce accommodation and employment impacts relating to the Project.

The employment component of the AES aims to maximise the benefits of the Project for the local community by prioritising local workers and businesses, identifying key challenges including:

- There is a skills deficit in the northern Wheatbelt and southern Mid West region, based on low resident populations and limited access to training and education.
- There is high cumulative demand for renewable energy workforces in Dandaragan LGA, based on the number of projects in planning and construction.
- Given these challenges it is expected that the Project will rely mostly on non-local workforce to service the Project's construction period. Some of these may be drawn from the Tier 3 Study Area (i.e. Greater Geraldton, north metro Perth and the broader Wheatbelt). Workforce readiness programs including upskilling/training/reskilling opportunities may help to increase local employment, in conjunction with measures outlined in **Section 4.7**.

The accommodation component of the AES aims to ensure sufficient accommodation for the workforce, while managing the effects on the local community, identifying key challenges including:

- Very limited rental stock and low vacancy rates within 1 hour's drive of the Project, exacerbated by cumulative project demand, suggesting the Project will be unable to rely on rentals to house construction workforce.
- Short-term accommodation, including Airbnb properties, caravan parks, hotels and motels, is primarily concentrated in the coastal towns of Jurien Bay, Cervantes, Green Head and Lancelin, reflecting the region's tourism-based economy. Council has indicated that the Project should avoid significantly reducing the availability of this accommodation for tourism-related use.

Currently, there are three existing workforce accommodation villages within 1 hour's drive of the Project, with a further camp under development in Badgingarra for the Parron Wind Farm. Utilisation of these existing workforce villages will significantly ease the burden of the Project on local accommodation supply. It is likely that a purpose-built temporary workforce accommodation facility may still be required for the Project, given the large construction workforce and cumulative overlap with other major projects in development in the region.

Prior to construction, it is recommended that the Proponent develops an Accommodation and Employment Implementation Plan (AEIP) to effectively manage the accommodation and employment processes associated with the Project. This plan would be informed by the AES and would contain updated data analysis to guide and support the implementation of workforce employment and accommodation during both the early works and construction phases of the Project.

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Appendix A

Major Project Review



Table A.1 Proximal Major Projects

Project	Approximate Distance to Project	Status	Generation Capacity (MW)	Estimated Peak Construction Workforce (FTE)	Timing
Renewable Energy					
Dinner Hill Wind Farm (the Project)	Within DE	Proposed	990 MW	550	Completion proposed by 2032
Emu Downs Wind & Solar Farm	15 km west	Operational since 2018	80 MW (wind) 20 MW (solar)	N/A	Operational
Badgingarra Wind & Solar Farm	17 km west	Operational since 2021	130 MW (wind) 17.5 MW (solar)	N/A	Operational
Mahogany Wind Farm	23 km north	Proposed	450 MW	300	Completion proposed by 2032
Warradarge Green Hydrogen Stage 2	37 km north	Under development	500 MW	120	Completion proposed by 2031
Yandin Wind Farm	52 km south	Operational since 2021	214 MW	N/A	Operational
Marri Wind Farm	70 km north	Proposed	550 MW	450	Completion proposed by 2030
Waddi Wind & Solar Farm	25 km south	Under development	108 MW (wind) 40 MW (solar)	150	Completion proposed in 2026
Nilgen Wind Farm	75 km south	Proposed	500 MW	250	Completion proposed late 2028
West Hills Wind Farm	57 km south	Operational since 2013	5 MW	N/A	Operational
Karakin Wind Farm	71 km south	Operational since 2013	5 MW	N/A	Operational
Boonanarring Solar Farm	100 km south	Operational since 2020	3 MW	N/A	Operational
Berros Road Wind Farm	45 km north	Operational since 2019	9.5 MW	N/A	Operational

Project	Approximate Distance to Project	Status	Generation Capacity (MW)	Estimated Peak Construction Workforce (FTE)	Timing
Moora Microgrid Wind and Solar	45 km east	Operational since 2024	2 MW (wind) 1 MW (solar)	N/A	Operational
Warradarge Wind Farm	43 km north	Operational since 2020	180 MW	N/A	Operational
Warradarge Green Hydrogen Stage 1	44 km north	Under development	198 MW	See Warradarge Green Hydrogen Stage 2	Completion proposed by 2029
Tathra Wind and Solar Farm	50 km north	Approved	1,000 MW (wind) 500 MW (solar) 500 MW (BESS)	200	Completion proposed by 2030
Waslee Down Wind Farm	15 km southwest	Operational since 2023	17.8 MW	N/A	Operational
Parron Wind Farm	16 km east	Under development	489 MW	400	Completion proposed in 2028
Yathroo Wind Farm	50 km west	Proposed	500 MW	450	Construction to begin in 2027 for 36 months
Other					
Atlas Mineral Sands Project	30 km south	Operational	N/A	Unknown	Completion proposed in Q1 2025
Cooljarloo Mine	30 km south	Operational since 1989	N/A	300	Operational
Waylering Gasfield	40 km south	Operational since 2023	N/A	Unknown	Operational
Bidaminna Mineral Sands Project	85 km south	Proposed	N/A	Unknown	Unknown
Eneabba Mineral Sands Mine	55 km north	Operational since 1970	N/A	270	Operational
Cataby Mineral Sands Mine	43 km south	Operational since 2019	N/A	330	Operational
Waitsia Gas Project Stage 2B	140 km north	Approved	N/A	39	Stage 1 operational Stage 2 to begin in 2027 for 12 months

Source: EPA (2026)

Appendix B

Employment and Labour Profile



B.1 Labour Force

Across the Tier 1 Study Area, Dandaragan has experienced the highest growth in its labour force size over the five years to 2026, with an 11.2% increase. Some LGAs within the Study Area are experiencing decreases in their labour force, namely Moora, Victoria Plains and Wongan-Ballidu. The largest labour force overall is in Gingin LGA (3,356). Across all three tiers of the Study Area, the largest labour forces are in the City of Wanneroo in northern metropolitan Perth, and in Greater Geraldton.

Table B.1 Labour Force

LGA	Labour Force Size ⁸	5 Year Change
Tier 1 Study Area	8,154	
Dandaragan	2,017	11.2%
Coorow	583	7.4%
Moora	1,403	-0.9%
Gingin	3,356	12.9%
Victoria Plains	496	-5.2%
Carnamah	299	3.8%
Tier 2 Study Area	4,276	
Three Springs	316	2.3%
Irwin	1,787	8.8%
Wongan-Ballidu	732	-1.8%
Dalwallinu	840	0.1%
Minginew	228	N/A
Morawa	373	N/A
Tier 3 Study Area	167,110	
Greater Geraldton	21,692	3.4%
Chittering	3,747	11.9%
Wanneroo	141,671	20.2%
Total	179,540	

Source: Department of Treasury (2026)

As illustrated in **Figure B.1**, the largest industry of employment across the Tier 1 Study Area is agriculture, employing 28.2% of working-age residents. The distant second largest industry of employment is mining, employing 8.0% of the labour force.

⁸ December Quarter 2025 (most recent data as of July 2026)

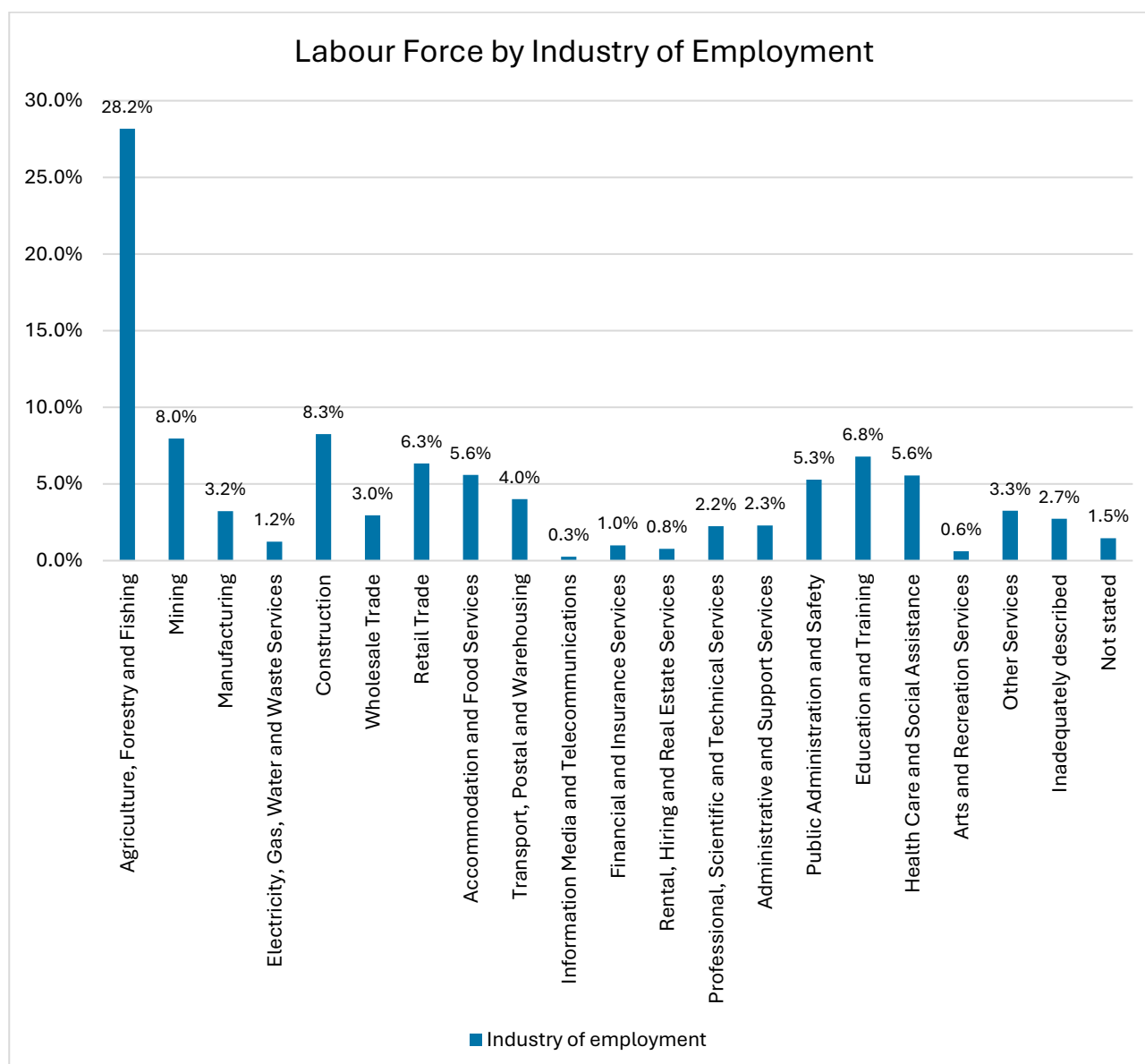


Figure B.1 Labour Force by Industry of Employment

Source: ABS (2021)

B.2 Unemployment

Across the Study Area, unemployment rates are very low compared to the state unemployment rate of 4.6%. Because of the low populations in the Tier 1 and Tier 2 Study Areas, these low unemployment rates correspond with a very low number of unemployed residents.

Table B.2 Unemployment

LGA	Unemployment rate ⁹	Unemployed persons
Tier 1 Study Area	N/A	178
Dandaragan	1.9%	38
Coorow	3.8%	22
Moora	2.3%	32
Gingin	1.9%	63
Victoria Plains	2.4%	12
Carnamah	3.7%	11
Tier 2 Study Area	N/A	118
Three Springs	3.5%	11
Irwin	2.6%	47
Wongan-Ballidu	2.6%	19
Dalwallinu	2.3%	19
Minginew	3.5%	8
Morawa	3.8%	14
Tier 3 Study Area	N/A	8,190
Greater Geraldton	4.0%	867
Chittering	1.0%	38
Wanneroo	5.1%	7,285

Source: Department of Treasury (2026)

B.3 Vulnerable and Marginalised Groups

As indicated in **Figure B.2** and **Figure B.3**, there are disparities in the labour force composition between females and male residents, and between First Nations and non-Indigenous residents. A significant proportion of women work part-time, while full-time employees in the Study Area are 65% male. The majority of unemployed residents are male. Among the First Nations labour force, unemployment is high (>16%), with 54% of residents working full-time and 30% part-time.

Figure B.4 illustrates that the two economic driver industries of the Study Area, agriculture and mining, are heavily male dominated, as are the industries of manufacturing, utilities and construction. Conversely, financial services, education and health industries are more female dominated.

According to **Figure B.5**, First Nations residents are significantly overrepresented in the mining industry in the region compared to the broader population. Public administration is also a large industry of employment for First Nations.

⁹ December Quarter 2025 (most recent data as of July 2026)

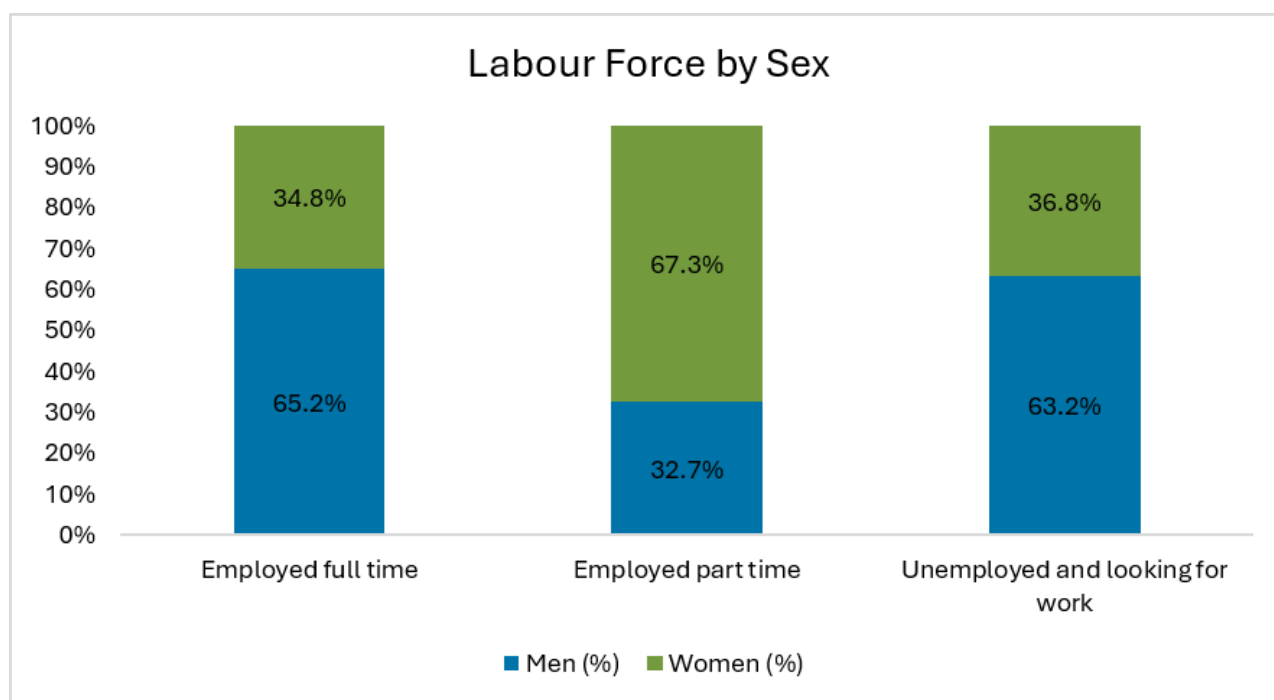


Figure B.2 Labour Force by Sex

Source: ABS (2021)

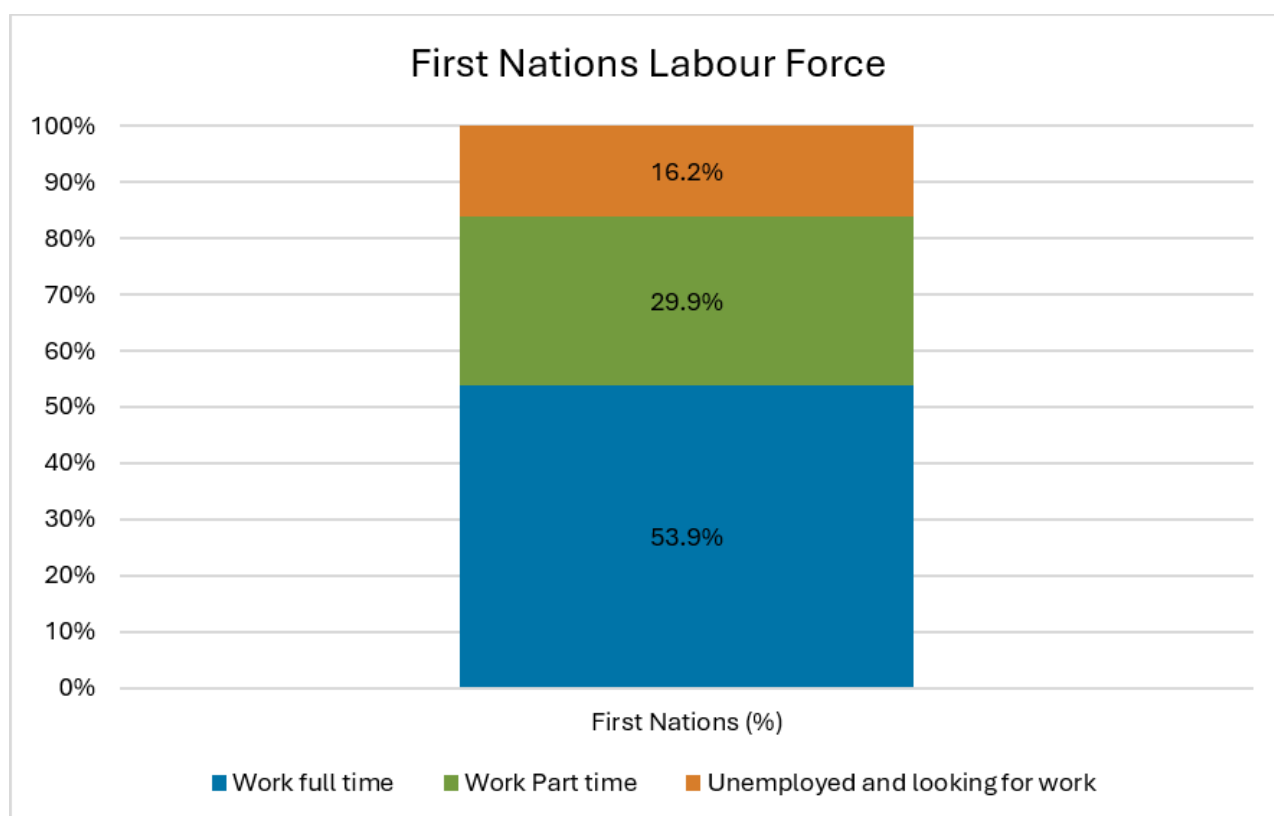


Figure B.3 First Nations Labour Force

Source: ABS (2021)

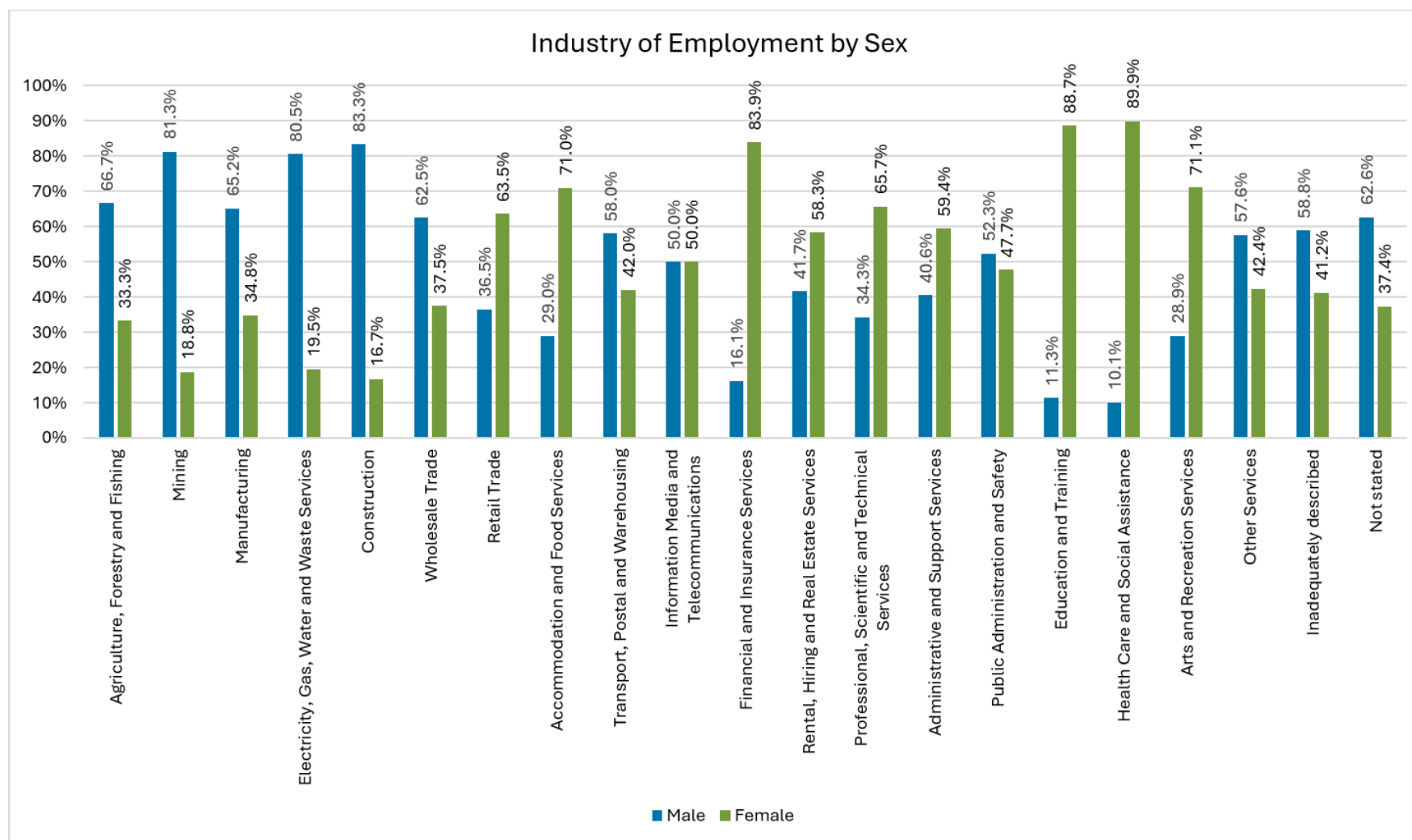


Figure B.4 Industry of Employment by Sex

Source: ABS (2021)

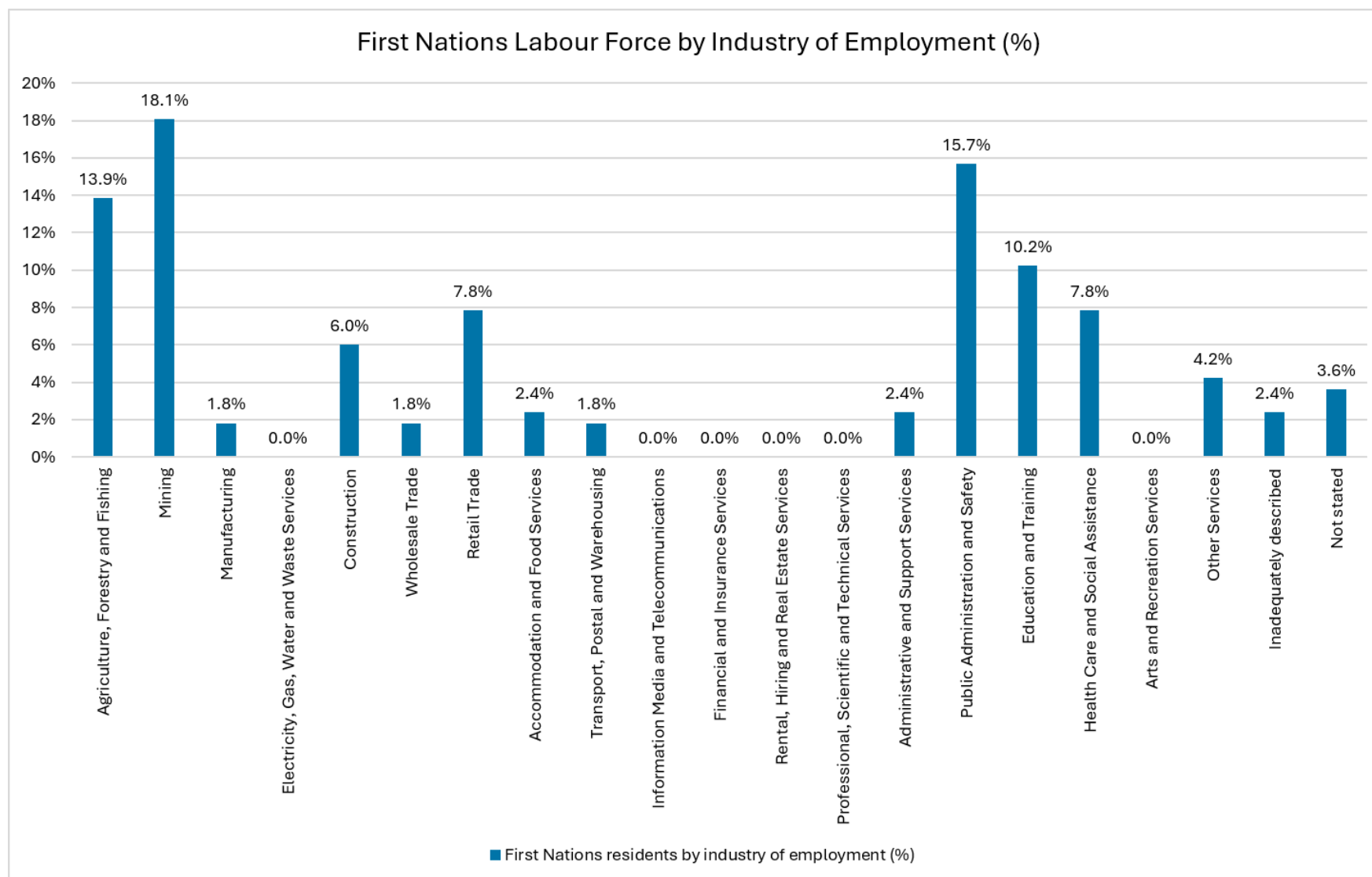


Figure B.5 First Nations Labour Force by Industry of Employment

Source: ABS (2021)

B.4 Occupation

In line with the agriculture nature of the Study Area, the majority of employed residents work as either managers or labourers. The third-most common occupation in the Study Area is technicians and trades workers. This data is captured in **Figure B.6**.

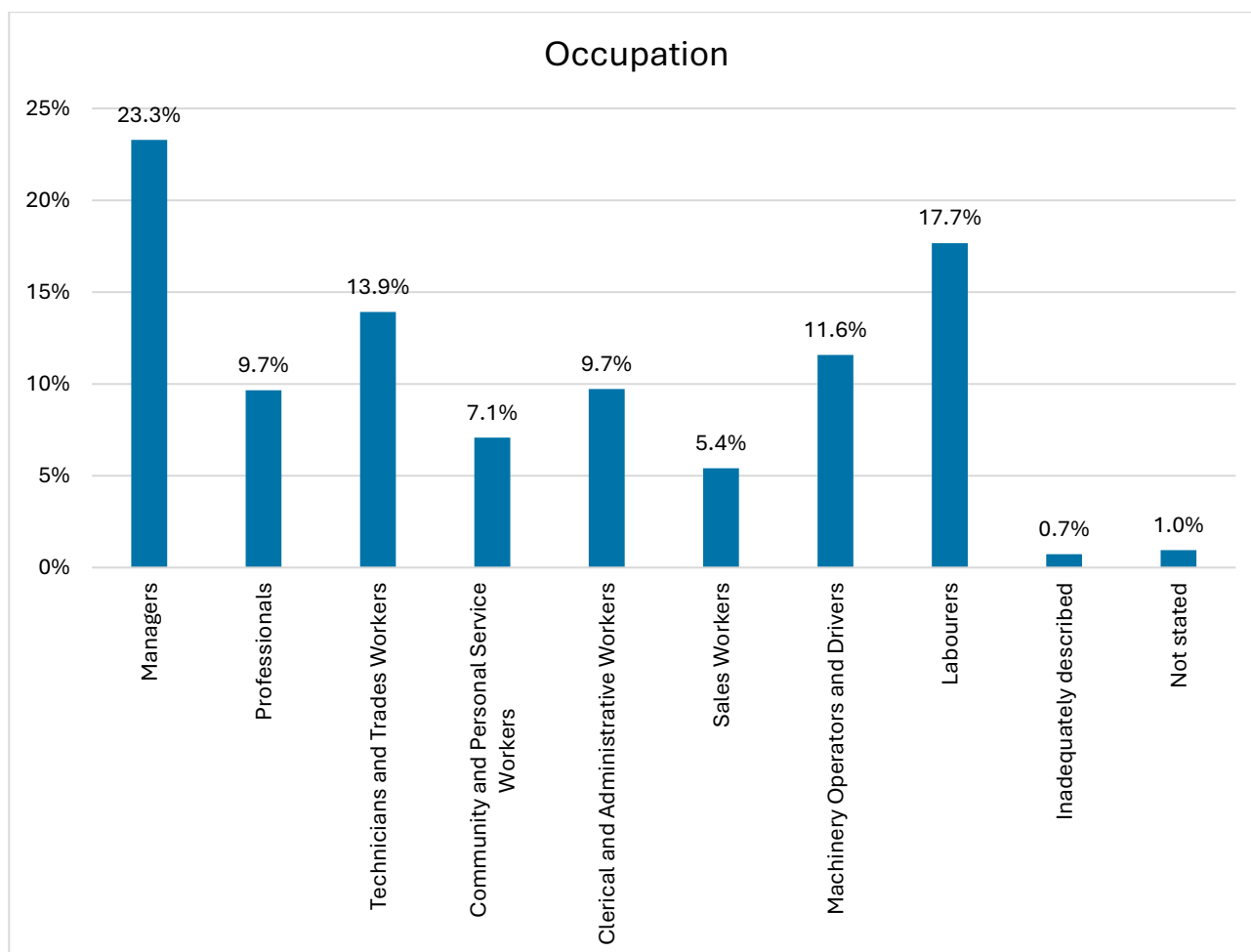


Figure B.6 Occupation

Source: ABS (2021)

B.5 Emerging Workforce

Across the Tier 1 Study Area there are 155 residents currently studying a tertiary qualification.

The majority of these students are studying management and commerce, with health-related disciplines the second-most common field of study. Engineering and related technologies, and society and culture, are the other major field of study, as presented in **Figure B.7**.

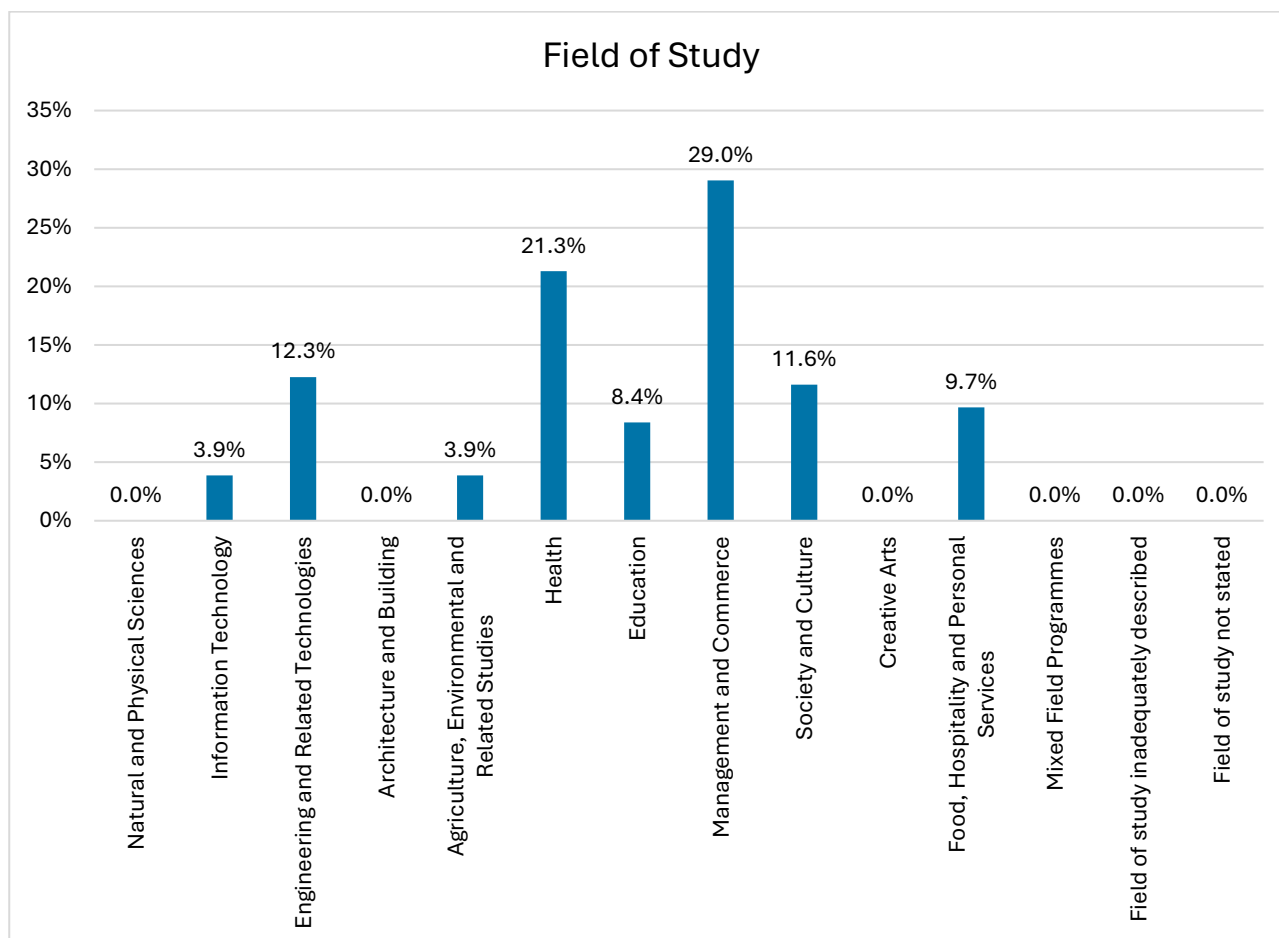


Figure B.7 Field of Study

Source: ABS (2021)



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