

COMMUNITY INFORMATION SHEET · WORKFORCE CAPABILITY

The jobs the build-out actually creates

Construction booms, operations careers and supply chains — the honest employment picture

The key idea: two very different job stories

Every data centre, wind farm and cable project arrives with a jobs number. Judge it with one question: **construction or ongoing?** Construction employs hundreds for a year or two; operations employs far fewer, but those jobs are skilled, well-paid and last for decades. Both are real. A proponent quoting one big number without the split isn't being straight and this series exists so communities can tell the difference.

What the ongoing jobs actually are

A large data centre's permanent team is typically dozens, not hundreds: facility technicians and engineers (electrical, mechanical, cooling), operations staff monitoring systems around the clock, security and site management, plus a constant flow of specialist contractors for maintenance. Renewables operations are similar in shape. These are **regional career anchors**: shift-based, trade-friendly, not outsourceable and they train the next generation on site.

The multiplier is real and local by choice

Beyond the fence: electricians, refrigeration mechanics, cabling, civil crews, cleaners, caterers and local suppliers. How much lands locally is a *choice made in procurement*: local-hire and local-supplier commitments, apprentice quotas and contracts sized so regional firms can win them. Communities can ask for those commitments in writing; good proponents make them and report against them.

The workforce is the seventh piece of the infrastructure

Nationally, the build-out's binding constraint isn't land or capital. It's people: electricians, cooling technicians, registered cabling, operators. Projects stall where skills are thin. That's the community opportunity in reverse: a region that builds the skills pipeline (sheets 02–05) doesn't just fill jobs. It becomes a place projects *want* to land and approvals go better-supported.

What good practice looks like

- Job figures split: construction peak vs ongoing roles, with skill levels for each.
- Local-hire, apprenticeship and local-procurement commitments written and publicly reported.
- Training partnerships (TAFE, RTOs, schools) started before construction, not after.
- Operations career paths shown: what a school-leaver hired at opening does in year five.

Questions to ask

How many jobs at construction peak and how many in year three of operations? What share is committed to local hiring and training and how is it reported? Which local institutions are training partners?

Want to know more? Jobs and Skills Australia publishes employment projections; DII's education framework covers the roles and credentials behind these jobs. This sheet is general information, not careers or training advice; check the named sources for current detail.