



Collie's Just Transition Plan 2026–2030



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Acknowledgement of Country

The Government of Western Australia acknowledges the traditional custodians throughout Western Australia and their continuing connection to the land, waters and community. We pay our respects to all members of the Aboriginal communities and their cultures; and to Elders both past and present.

Cover image: Throssell Street, Collie

Inside cover image: Collie Battery Energy Storage System (artist's impression)

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Collie's Light Industrial Area

Premier's Foreword

The town of Collie was built on the discovery of coal.

Throughout the 20th century, the coal industry supported local jobs and enabled Western Australia's economic growth.

But the role for coal in our State's energy mix is changing, and the WA Labor Government has made a commitment to transition away from coal toward a more sustainable and diversified economy.

The release of the first Collie Just Transition Plan in 2020 marked the start of the town's journey towards closing its coal-fired power stations. It outlined a phased approach with meaningful local input and funding for new industries, training and infrastructure.

In the five years since its release, there has been significant progress to diversify the local economy, along with almost \$700 million invested to support the transition.

Collie is now host to multiple big batteries, including, at the time of writing, the largest in the country. There are several downstream processing businesses actively looking to establish in the region, covering green steel, graphite and low-emissions magnesium. The WestTrac Technology Training Centre, the first of its kind in the southern hemisphere, is also operating in Collie. Meanwhile, investment in trails, campsites, lake amenities and iconic art installations have driven significant tourism growth. These are just a few of the many examples of Collie embracing new opportunities.

Collie is a vital part of government's broader vision to diversify the WA economy so that it remains the strongest in the nation. By doing that, we can continue to provide quality jobs and create business opportunities for Western Australians. Importantly, it will ensure our economy is resilient to future challenges.

Coal-fired power generation in Collie has been a pillar of our energy security and will continue to contribute to our energy mix up to 2030.

The Collie Just Transition Plan 2026-30 is about building on the momentum created in Collie over the last several years. It is about honouring Collie's proud history and building a strong, sustainable future.



Hon Roger Cook BA GradDipBus MBA MLA
Premier, Western Australia



An aerial photograph of a suspension bridge spanning a river. The bridge has a metal deck and is surrounded by dense vegetation and rocky banks. Two people are visible walking on the bridge.

Executive Summary

Kaniyang Wiilman
Suspension Bridge, Collie

For over a century, Collie's coal and coal fired energy industries have powered Western Australia and shaped its economy. Today, renewable energy, global emissions targets and the need for a cleaner future are driving change. The Western Australian Government's energy transition will help deliver secure, reliable, sustainable, and affordable energy services across the state, while managing a fair and phased transition for the Collie community.

In 2022, the WA Government announced the staged retirement and closure of the remaining State-owned coal-fired power stations by 2030. This decision was driven by a range of factors, including the age of the facilities, the increasing cost of coal supply driving up the cost of the electricity produced, and a need to change the way the facilities operate to account for the rapid uptake of rooftop solar throughout the South West Interconnected System (SWIS).

Additionally, modelling for the future of the electricity system indicates that the lowest total system cost will comprise a mix of rooftop solar, large-scale wind and solar generation, and battery storage, with gas used for firming. While delivering this future mix will require substantial new transmission infrastructure, the historic investment in the electricity network around Collie will mean the town will play an important role for decades to come.

The Collie community and its workforce have been consistent and strong advocates for a planned approach to this shift. To support a Just Transition for Collie, representatives from the community, industry employers, unions, State and Local Governments came together in 2018 to form the Just Transition Working Group, which developed and agreed on principles to guide the town's transition.

The WA Government has worked to ensure those affected by changes in Collie's economy are provided with new opportunities as the transition continues to progress and evolve. While the transition is acknowledged as a 10–15-year process, in 2019 the WA Government committed to working in partnership with the Just Transition Working Group to develop a Just Transition Plan that outlined the priorities for 2021-25 (the 2021-25 Plan), and to review and refresh the Plan in 2025.

The 2021-25 Plan, released in December 2020, was structured into four focus areas:

- Maximising Opportunities for Affected Workers;
- Diversifying the Local Economy;
- Celebrating Collie's History and Promoting its Future; and
- Committing to a Just Transition.

The areas included 12 themes that guided significant local action and initiated progress and change in Collie to lay the foundations to diversify the local economy and secure a strong future away from coal.

The WA Government is actively committed to supporting Collie's transition, which continues to guide the strategic direction of significant investments, totalling nearly \$700 million. This investment includes;

- Support for the decommissioning of Muja Power Station and Collie Power Station following the planned closure of the assets.
- The implementation of significant training and workforce initiatives, including the Jobs and Skills Centre, a dedicated local training facility and free training and career support for impacted workers.
- The attraction of new and emerging industries through the Collie Industrial Transition Fund, to create long-term, local jobs.
- Support to drive significant industry expansion and early engagement in Collie's Just Transition through the Collie Industrial Attraction and Development Fund.
- Support for local businesses contributing to the economic diversification in Collie, through the Collie Futures Fund, which includes the Collie Futures Industry Development Fund and Small Grants Program.
- Continuation of the WA Government's dedicated Collie Delivery Unit, to guide and support the delivery of the transition and its stakeholder commitments.

Investments in Collie have helped diversify the local economy in the earlier stages of the transition, through projects that highlight and build on Collie's natural landscapes and tourism attractions. This includes the redevelopment of visitor facilities at Lake Kepwari, the development of the Collie Adventure Trail, and the completion of the world's largest dam mural at Wellington Dam.

As Collie moves into a new stage of its transition, the original Plan has been reviewed and renewed to ensure the areas of focus for 2026–2030 reflect the progress and change that has occurred in Collie since the transition began, while continuing work to successfully transition the town away from its economic reliance on coal-fired power generation.

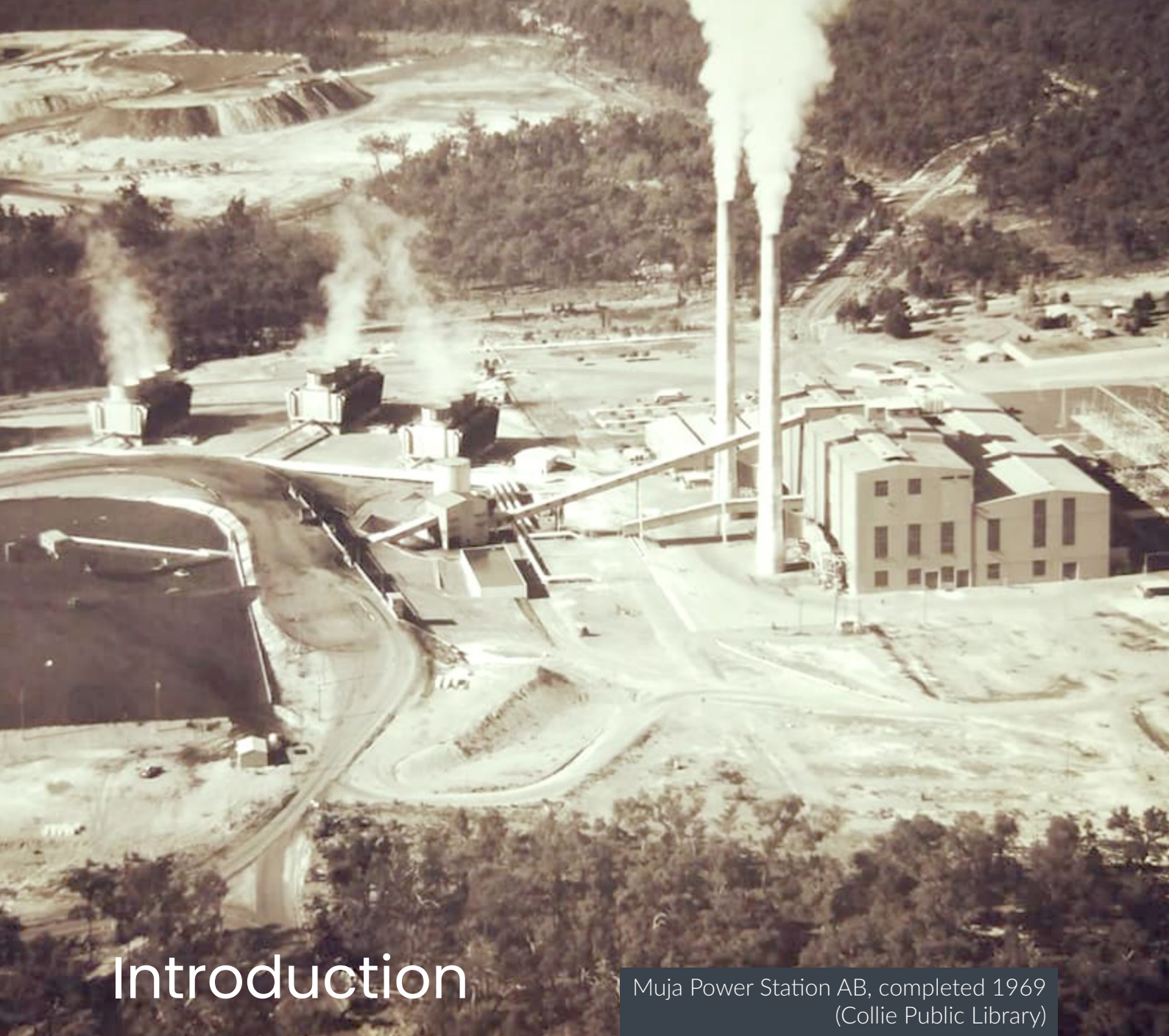
The 2026–2030 Plan acknowledges the significant efforts already underway, the work remaining for successful delivery of transition, as well as the need to remain adaptable within a dynamic and evolving energy environment. The Plan also reflects the shift and emergence of priorities to actively prepare and support the community and workforce as closure dates near.

The 2026–2030 Plan includes four focus areas to reflect these priorities: **Maximising Opportunities for Affected Workers, Creating Industry Jobs, Creating a Strong Future** and **Preparing for Closure**.

Attached to these focus areas are 15 themes to guide local action.

The Just Transition Working Group is committed for the long-term, guiding Collie through a transition that will continue to evolve and empower communities. With the Collie community, unions, government, energy and coal-related industries, and new industries and emerging sectors coming together, the transition will be driven locally and shaped by those it affects most.

The 2026–30 Plan places focus on ensuring that new opportunities that support Collie's future prosperity are secured, and that the workforce and the broader community are not only supported but positioned to embrace these new opportunities as the town moves into its next chapter of the transition.



Introduction

Muja Power Station AB, completed 1969
(Collie Public Library)

Collie's history and culture are long-standing and significant. Collie is located on Wilman Country, part of the traditional lands of the Ganeang, Pinjarup and Wilman peoples of the Noongar Nation. These communities have undergone their own transitions over time while maintaining a deep and sustained connection to Country, including significant cultural sites such as the Collie River (Bilya Boorigup), Minninup Pool where the Ngangungudditj Walgu (sacred spirit) rests, Jack Mears Spring, Brunswick River (Dyarlgarro) and the Preston River (Beeliargu), which still form a strong part of Collie's current identity and landscape.

Collie has also played a pivotal role in Western Australia's economy, powering the State for over a century. Coal was first discovered in the region in 1883, when stones from a campfire unexpectedly ignited, signifying a moment that would shape the town's future. Since 1897, Collie has been the heart of Western Australia's coal industry and a key hub of the SWIS, powering the State through its coal production and major power stations.



Images:
Collie Public Library
and State Library of WA

- 1883 — Coal accidentally discovered in Collie basin when fire pit stones catch alight
- 1897/98 — Collie declared a townsite; rail connection established
- 1903 — Coal transforms Collie to a town of 1,500 people, producing 140,000 tonnes of coal each year
- 1931 — First coal-fired power station built in Collie
- 1954 — Post-war power demand leads to the growth of Collie to 8,667 people
- 1960 — Closure of underground Amalgamated Collieries
- 1966 — Coal-fired Muja power station opened in Shire of Collie
- 1984 — Worsley Alumina Refinery opened near Collie to take advantage of coal power
- 1994 — Closure of last underground coal mines
- 1999 — Collie Power Station opened
- 2009 — Bluewaters Power Station completed
- 2010 — Worsley Alumina expansion
- 2017 — Muja A and B retired from electricity market
- 2018 — Just Transition Working Group established with Govt, community, unions, and industry
- 2019 — WA Gov commits \$80 million to Collie's transition, announcement of the staged retirement of Muja C
- 2020 — Just Transition Plan 2021-2025 released
- 2022 — Dates for staged retirement of State-owned coal-fired power stations announced, Muja C Unit 5 retired
- 2022 — WA Gov commits \$547.4 million toward diversifying Collie and attracting new industry
- 2024 — Additional \$30 million committed to further industry attraction efforts
- 2025 — Muja C Unit 6 retired

Home to three major power stations, Collie has historically supplied the State's coal and a significant portion of its energy requirements. The town's economic strength and population growth have long been closely intertwined with the fortunes of the coal and energy sectors. Present-day Collie is widely considered an economic hub of the South West region, contributing 13.5 per cent to the region's Gross Regional Product.

The concept of a Just Transition – an internationally recognised framework – emphasises the need to support and empower communities to shape their own future. In Western Australia, the energy landscape is shifting rapidly, with the WA Government having made a deliberate decision to close its coal-fired power stations in a phased approach to secure a cleaner, more sustainable future.

While this significant change brings challenges for Collie, it also offers a rare opportunity to redefine and grow the town's future identity in a way that reflects and recognises its strengths, community values, and protects its proud history including its industrial legacy, and Aboriginal culture and connection.

The introduction of the Just Transition Plan in 2020 created a shared vision and provided a strong foundation for the initial stages of Collie's Just Transition, outlining four focus areas of Maximising Opportunities for Affected Workers; Diversifying the Local Economy; Celebrating Collie's History and Promoting its Future; and Committing to a Just Transition. The original Plan is a testament to the advocacy of the community and the commitment of the WA Government to work with those impacted.

The efforts and implementation to date have significantly strengthened and broadened Collie's economy, with further work to attract and establish new industries well underway. Collie is currently recognised as a national leader in transitioning communities away from fossil fuel industries, with its community-driven, government supported approach an important part of this.

As the transition progresses, priorities have evolved to reflect the current stage of the transition, ensuring Collie remains at the forefront of shaping a resilient and diversified regional economy. Efforts under the Plan 2026–2030 will bring four revised focus areas; **Maximising Opportunities for Affected Workers; Creating Industry Jobs; Creating a Strong Future;** and **Preparing for Closure.** These focus areas are supported by 15 themes to drive local action by the Just Transition Working Group.

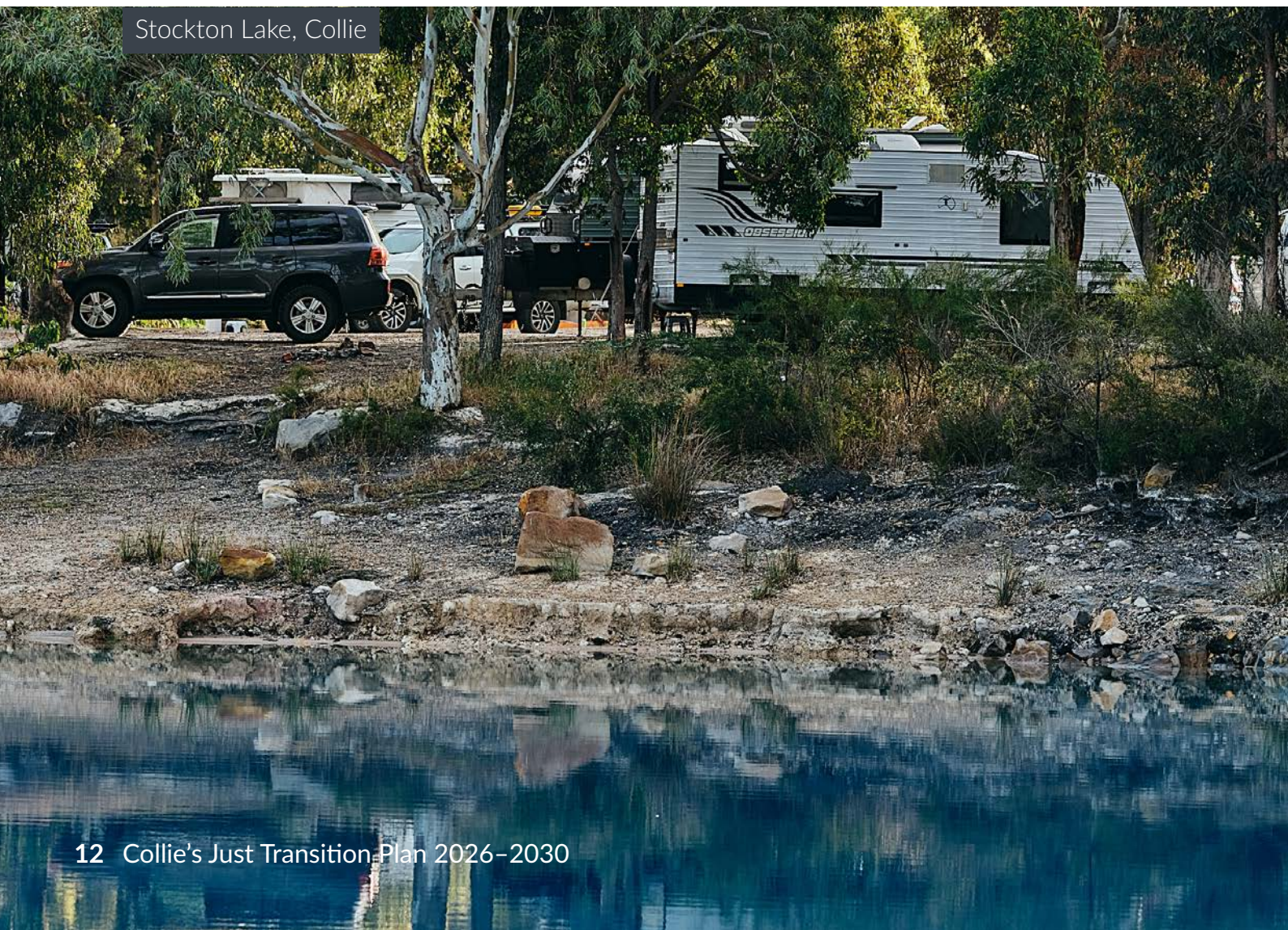
Maximising Opportunities for Affected Workers remains a focus area reflecting impacted workers are core to the principles of a Just Transition. As planned closure dates draw near, continuing to engage with and support the workforce will become more important during this period.

Creating Industry Jobs is a new focus area, reflecting the increased importance of creating long-term industry jobs, through the attraction of significant industry to Collie. This ensures opportunities to secure high quality future jobs are maximised for the current and future workforce. As planned closure dates approach and the transitioning workforce continues to develop new industry skills, the creation of industry jobs becomes a greater priority for the Just Transition Working Group.

Creating a Strong Future reflects the continued importance of Collie's community to the Just Transition. It aims to broaden Collie's economic activity to support the town in its shift away from a reliance on any one sector, while also promoting Collie's history, culture, identity and upholding the Just Transition principle of leaving no one behind. Creating a Strong Future brings together elements of the previous focus areas of Diversifying the Local Economy and Celebrating Collie's History and Promoting its Future.

Preparing for Closure is a new focus area representing the importance of supporting a coordinated approach for the closure of State-owned coal fired power stations and ensuring that local economic and employment opportunities are maximised, particularly in regard to post-closure land use.

Stockton Lake, Collie





A set of Just Transition principles was developed by the Just Transition Working Group and endorsed by the WA Government to guide the whole-of-transition efforts from the outset. These principles informed the development of the four original focus areas of the Plan and continue to underpin the 2026-30 Plan.

- 1 Encourage sound investments in low-emission and job-rich sectors and technologies that attract and maintain local employment opportunities.
- 2 Recognise, promote and celebrate the history, cultural heritage and invaluable contribution the town of Collie and associated coal and power generation industries have made and continue to make to the State of Western Australia.
- 3 Respect the rights of those affected by transition to be treated with justice and dignity.
- 4 Ensure all consultation and negotiations are honest, open and transparent and work towards achieving consensus on goals, timelines and pathways.
- 5 Recognise that “we’re all in this together”, and thus share the challenges and opportunities transition brings. The objective is to see that no-one is left behind.
- 6 Strive to ensure that all those affected by transition are given comprehensive information, opportunity and choice to retrain, reskill/upskill or take an alternative pathway within a reasonable timeframe.
- 7 Organise local, long-term economic diversification plans that support worthwhile occupations and foster continuous improvement in local living standards for current and future generations.
- 8 Provide policy, social support and linkages to community and government services for the benefit of all those affected by transition.

Principles

Sets out what the Just Transition process will seek to achieve, and the basis for delivering across the whole-of-transition.

Plan

Focus on priorities for the coming five years, outlining what needs to be achieved, and how the process will be governed.

Implementation

An Action Register with a detailed list of commitments and actions will guide the work of the JTWG to achieve the objectives of the Plan over the coming 1-2 years and be reviewed annually.



Collie's Just Transition Plan 2026-30



Image: South32



Maximising Opportunities for Affected Workers

Ensuring workers directly affected by the planned closures are supported through change and provided opportunities to secure a strong career future was one of the original priorities of the Just Transition Plan and remains a significant focus in the 2026–2030 period.

Growing from the foundation stage (2021–2025), the current implementation phase (2026–2030) aims to provide opportunities for affected workers to access new jobs through further understanding the workforce, the provision of career advice and training support, and matching workers with new opportunities. This is supported by a commitment to foster cooperation between the affected workforce and their employers in Collie.

Support for workers has increased with new resources established throughout the early stages of the Just Transition. To date, \$26.9 million has been committed by the WA Government to implement training and workforce initiatives, including the establishment of the Jobs and Skills Centre in the heart of Collie, which provides a one-stop shop for free, practical career, training and employment support for transitioning workers. The Jobs and Skills Centre also provides career and training advice for the broader community and small businesses, with a dedicated training facility in Collie's Light Industrial Area. As of 2025, half of the impacted workforce has completed an Individual Transition Plan (ITP), providing a direct pathway into paid training.

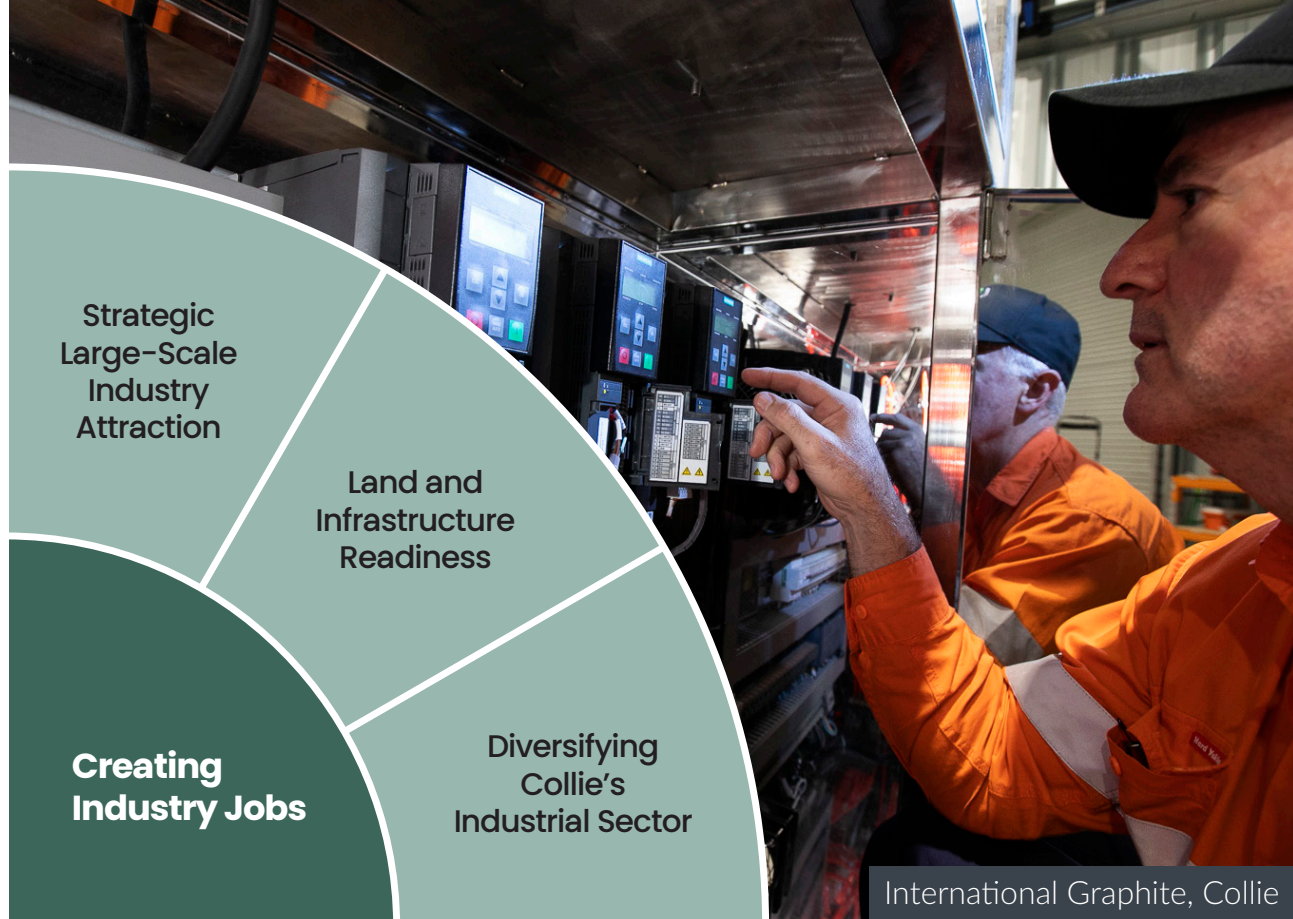
The Department of Training and Workforce Development has been funded to provide the \$4 million Collie Curriculum Fund to develop new training products and curriculum for affected workers to access job opportunities in new industries established in Collie. The development of a dedicated Collie Job Matching App will also help ensure impacted workers and new industries can be connected when new employment opportunities emerge.

The majority of the 2021–2025 Plan's themes for Maximising Opportunities for Affected Workers remain current for 2026–2030. Additional consideration has been given to the potential long-term and indirect impacts associated with transition, resulting in a dedicated theme being included that reflects the commitment to supporting Collie's wider community and workforce during implementation.

The 2026–2030 themes for **Maximising Opportunities for Affected Workers** are:

- **Engaging Workers in The Just Transition** by identifying and removing barriers to employees affected by planned closures, enabling all workers to choose their transition pathway, and continuing to promote and develop Individual Training Programs for affected workers.
- **Matching Workers with New Opportunities** using workforce analysis to guide tailored initiatives, ensuring the recognition and certification of existing skills, aligning training support with new industry needs and timeframes, and developing a Collie specific job matching app to connect workers with new opportunities.
- **Supporting Employers to Support Workers** by connecting workers to employment opportunities in industries aligned with their existing skills and expertise, establishing partnerships between coal and energy sector employers and new industry, and building collaboration between new industries and the Just Transition framework.
- **Supporting Workers and Community** by promoting social wellbeing and mental health initiatives for workers and the local community, and maintaining momentum to achieve long-term community outcomes.

These themes ensure affected workers are provided opportunities and resources to effectively prepare and transition their career paths and employment as planned closures occur. Local initiatives are already actively preparing workers for career changes through training measures and the ongoing identification of new industry skills required in the region. However, as planned closures grow closer, there will be increased assistance for the wider community to ensure local businesses and families are supported to prepare for the impacts associated with local economic change.



Creating Industry Jobs

One of the focus areas in the 2021–2025 Plan, Diversifying the Economy, concentrated on stabilising and broadening Collie’s economy as it moved away from coal. Between 2019 and 2023, the WA Government invested more than \$40 million to build and enhance the town’s tourism offerings, alongside targeted support for a range of initiatives to diversify Collie’s economic base. These included the construction and establishment of the Koolinup Emergency Services Centre, and support for new businesses such as the Westrac Technology Autonomous Training Centre.

Collectively, these initiatives have made a direct and positive impact on the town’s economy and community. ABS Regional data shows that Collie’s labour force increased by 330 (7.9 per cent) between 2019–20 and 2023–24, with median house prices growing by an average of 19 per cent since 2019. Since the growth, the town has attracted international-level mountain biking events, putting Collie’s tourism offerings and landscapes at the forefront not only supporting its economy but also helping to build a new identity for Collie.

In a further reflection of the confidence in the town’s future, building approvals have increased from \$5.6 million in 2018–19 to \$26.8 million in 2023–24, an average annual growth rate of 37 per cent.

While diversification efforts continue, the shift to a targeted focus on creating jobs in emerging large-scale industries recognises the effort and investment required to achieve a significant structural shift in the town's industrial composition. Creating new heavy industry jobs in Collie as the town moves away from coal and coal-fired energy is important to ensure affected workers are provided opportunities to find local, secure, and long-term work in sectors aligned with their existing skills and experience. It will also ensure Collie retains its industrial identity and remains an important economic hub for Western Australia into the future.

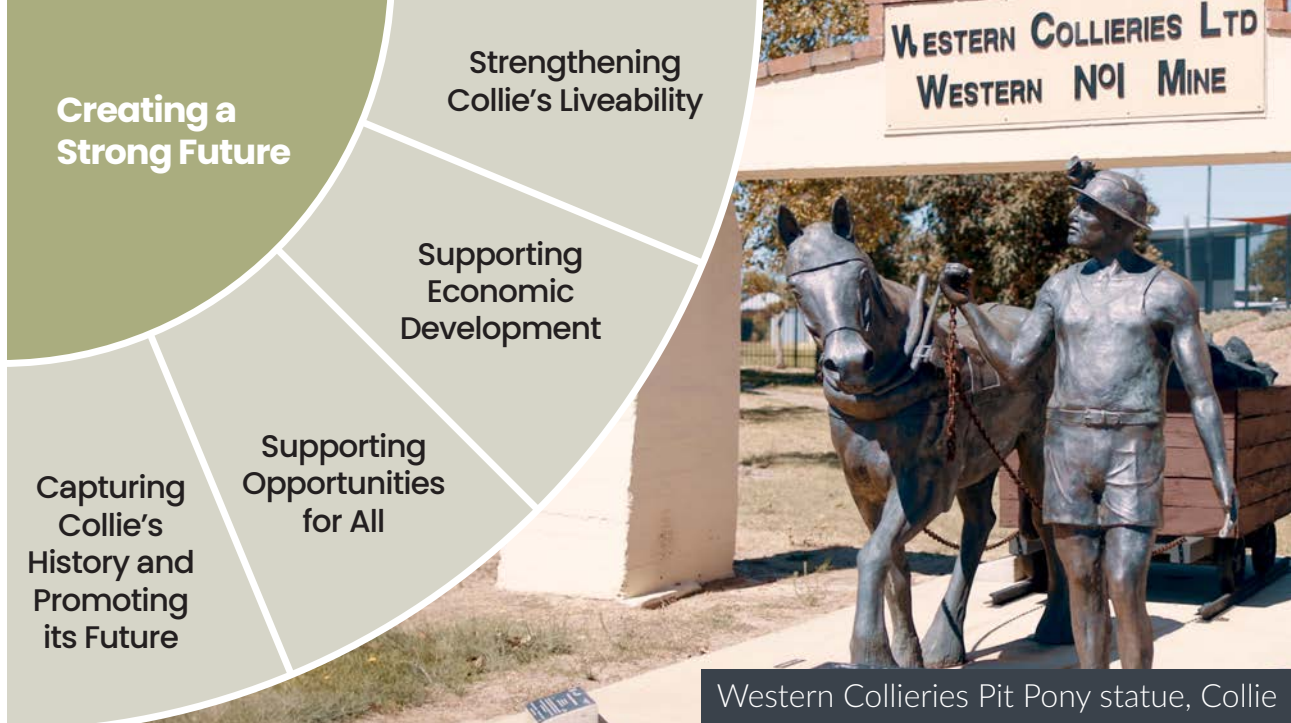
Significant work is already underway to support the attraction of new industry to Collie. The establishment of the \$230 million Collie Industrial Transition Fund has been key to attracting new and emerging industries to Collie across priority sectors, including green manufacturing or minerals processing, energy intensive industries and future clean energy industries. In 2024, \$134 million was allocated from the Fund to help activate industrial land in the Coolangatta Industrial Estate, to provide opportunities for new industry to establish in Collie with the required infrastructure to enable the development of projects to be expedited.

Additional investments have been made to support the growth of new industries in Collie, including through the \$78 million Collie Industry Attraction and Development fund, which has played a pivotal role in driving early engagement with major industry proponents. This early-stage investment has enabled businesses to better understand the commercial opportunities available in Collie, helping to attract medium-sized enterprises across critical sectors such as manufacturing. These investments are not only diversifying the local economy, but also creating pathways for sustainable, long-term growth.

To continue this work, four themes have been identified as crucial in **Creating Industry Jobs** during the 2026–30 period.

- **Strategic Large-Scale Industry Attraction** to create jobs that align with transition timeframes and the workforce, through maximising Collie's industrial opportunities and workforce skills, and promoting the local advantages through fit-for-purpose information.
- **Land and Infrastructure Readiness** through the development of industrial land and investment in common-user infrastructure that meets the needs of the future and will enable expedited project development of new industries.
- **Diversifying Collie's Industrial Sector** by providing targeted support for mid-sized industries to broaden its industry base and strengthening Collie's economic resilience.

Creating Industry Jobs will ensure affected workers have employment opportunities which match their skills and experience at a time that considers the planned closures of state-owned coal industry. This focus area will also secure Collie's continued position as an important industrial economic hub as WA continues efforts to decarbonise.



Creating a Strong Future

The new focus area **Creating a Strong Future**, recognises that Collie's liveability and identity are crucial to the transition moving forward. To create a strong future for Collie, the Just Transition Working Group recognises the importance of promoting Collie and its strengths to attract new industry and shape a renewed identity for the town, but also to acknowledge and celebrate the historic role of coal in Collie's community, identity, and legacy.

Developed from the previous focus areas of Diversifying the Local Economy and Celebrating Collie's History and Promoting its Future, **Creating a Strong Future** is an important step to ensure the Collie community can feel confident the town will continue to prosper while its economic base shifts away from coal-fired power generation. A strong future aims to leave no-one behind and seeks to maximise opportunities from the investment in transition to unlock the benefit across the community.

As part of this, **Creating a Strong Future** will also aim to make sure Aboriginal and Torres Strait Islander people are included in, and able to benefit from, the transition in Collie. This includes recognising culture, creating meaningful economic opportunities in partnership with organisations and relevant community groups, supporting participation, and enabling communities to help shape Collie's economic future.

Early transition initiatives aimed at enhancing Collie's tourism offerings, developed as part of the 2021–25 Just Transition Plan, positively worked to diversify Collie's economy. The redevelopment of visitor facilities at Lake Kepwari, the development of the Collie Adventure Trail, and completion of the world's largest dam mural at Wellington Dam has built on Collie's tourism infrastructure, showcasing the town's rich history and high-quality attractions.

Not only did this create direct and indirect employment and new economic opportunities for the town, it also promoted many of Collie's positive attributes and told its many stories, building on the evolving identity of the town.

The Collie Futures Fund has been key in driving the diversification of Collie's economy and reducing its reliance on any single industry, with funding support provided to small businesses to enable expansion and seed funding for projects across a greater range of industries.

The Shire of Collie has been working towards these shared goals through initiatives such as the development of the heritage trails, underground mine attraction upgrades and investigations to better Collie's housing opportunities.

The 2026–30 themes to support this focus area are:

- **Strengthening Collie's Liveability** by promoting the lifestyle and cultural strengths of the town, as well as supporting community infrastructure and services.
- **Supporting Economic Development** by sustaining and promoting Collie's tourism economy, supporting the diversification of the local economy and committing to securing a strong future for Collie.
- **Supporting Opportunities for All** by strengthening the Just Transition Working Group's engagement with the community, enhancing community involvement with initiatives, and ensuring the transition offers opportunities for all members of the community, including Aboriginal and Torres Strait Islander people.
- **Capturing Collie's History and Promoting its Future** through the preservation of Collie's rich history, celebrating Collie's economic contribution through to the State, and promoting Collie's cultural identity and strong future.

The themes identified under **Creating a Strong Future** will honour and capture Collie's coal history and vital contribution to Western Australia's economic development, while laying the foundations for a thriving, liveable, and inclusive future.

This approach focuses on strengthening community wellbeing, enhancing local amenities and fostering opportunities that ensure Collie remains a place that locals and communities can feel connected to, want to live in, or visit. Collie's Just Transition seeks to leave no-one behind, and the Just Transition Working Group remains committed to supporting an inclusive and collaborative approach to creating opportunities for all members of the community.



Preparing for Closure

As the planned closure dates for the town's State-owned coal-fired power stations approach, the new focus area **Preparing for Closure** is designed to ensure Collie's workforce, industry and community are well-prepared for the impacts, while maximising the opportunities and potential benefits arising from closure and post-closure activities.

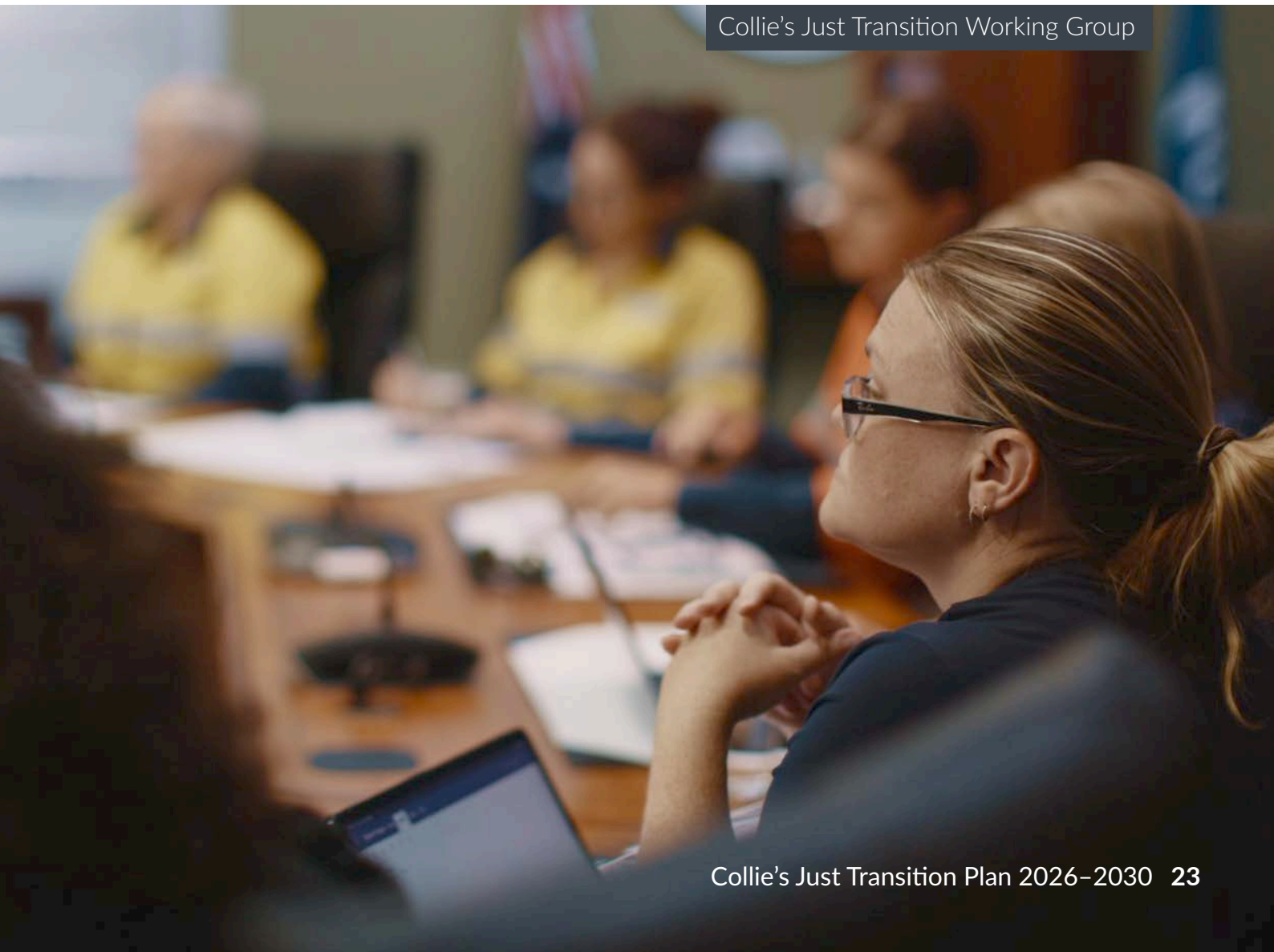
Adequately preparing the workforce and community for change of this scale will require significant support to coordinate efforts around closure timeframes, decommissioning, and ensuring strong communication throughout the transition process. While each employer has individual responsibilities in this area, the Just Transition Working Group has a significant role to play in supporting communication and community input for future planning.

As part of the Just Transition Package announced in 2022, the WA Government will commit \$300 million to undertake decommissioning works for Muja and Collie Power Station, following their respective closures, creating an ongoing pipeline of local work. The WA Government's role in **Preparing for Closure** will include a commitment from all parties to support the coordination of efforts around the closure of individual operations, whether they are owned by Government Trading Enterprises or privately, to ensure the changes are prepared for by, and communicated to, the broader Collie community.

Three themes have been identified to support this focus area:

- **Optimising Future Opportunities for Collie** through identifying economic and community outcomes, maximising local workforce opportunities during closure and decommissioning, and exploring opportunities to repurpose existing infrastructure and post-mining land.
- **Supporting a Coordinated Approach to Closures** by working collectively to identify workforce opportunities created from decommissioning and rehabilitation, and committing employers to provide information that supports closure coordination.
- **Preparing for Community Impacts of Closure** through communication of closure timelines, and facilitation of commitment by all stakeholders to work collaboratively through the relevant closure processes.

The Just Transition Working Group recognises that planned closures represent significant change for the Collie community, and the introduction of **Preparing for Closure** in the 2026–2030 Plan will help ensure closures are well prepared, and potential benefits for the town are optimised.



Collie's Just Transition Working Group



Commitment and Communication

Collie's Industrial
Transition Expo, 2024

It has been recognised by the Just Transition Working Group that the success of Collie's transition is dependent on the underlying principles of commitment to long-term transition and fostering continued, open communication with the community of Collie.

Committing to a Just Transition was a focus area reflected in the 2021–2025 Plan, recognising the need to secure an ongoing commitment to transition and the importance of clear communication with the workforce and community most impacted by the changes.

The WA Government's continued commitment to Collie has been demonstrated by an investment total of almost \$700 million, which included the establishment and continued local support of the Collie Delivery Unit. With the role of the Collie Delivery Unit aimed at coordinating the actions of the transition, it remains a significant focus to foster collaboration with the Just Transition Working Group and help grow local ownership of the Just Transition and its initiatives, to encourage continued engagement by, and within, the local community of Collie.

The Just Transition Working Group has continued to support and represent the Collie community throughout the transition, with ongoing commitment from all stakeholders to ensure that Collie's industries, workers, and community are well represented and remain central to Collie's transition.

Engagement with the Australian Government was also recognised as a priority by Just Transition Working Group members early in the transition, with Collie an important part of the nation's net zero story, and a signal of a coordinated and cohesive approach to transition.

The Just Transition Working Group has welcomed engagement with the Net Zero Economy Authority, responsible for coordinating Australian Government support on the net zero transition of key regions, including Collie. The Authority looks forward to working with Collie stakeholders on the implementation of the Plan 2026–2030 to build on the strong foundation established by the Just Transition Working Group.

The communication of Collie's Just Transition has been an important step in ensuring the Collie community continues to feel confident and secure in the town's future and is actively informed, aware of, and engaged with the transition as it evolves. To date, the WA Government has been working together with the Just Transition Working Group to communicate transition initiatives with the community; while ensuring all community members and the impacted workforce have their voices heard during a time of change.

The establishment of the Collie Just Transition Newsletter and Podcast has kept the community informed of evolving initiatives, with the content nationally recognised as a source for local information on how Collie's transition has progressed. The Collie Industry Transition Expo, introduced in 2024, showcased the progression of Collie's evolving transition story, while offering the community the chance to engage directly with new industries seeking to establish in the town. The event provided an avenue for the community to ask questions about proposed projects, jobs and timelines as their town continued to move away from coal-fired power.

Communication will continue to be an underlying principle during the 2026–30 period, with increased efforts to encourage engagement and foster open communication around the opportunities and impacts of the planned closures in Collie. A local focus will be on making sure the support and opportunities are reaching those who will be most impacted, but also on continuing to tell Collie's transition story and building support for its journey and future.



Collie's Just Transition Working Group

Overview of Just Transition Implementation

The commitment to successful implementation of a Just Transition must be long-term and adaptable to emerging and changing priorities in Collie as the transition continues to evolve. The 2026–30 Just Transition Plan (the Plan) has been developed to assist the Just Transition Working Group in setting priorities in Collie as closures of coal mining and coal-fired power generation approach. The Just Transition Working Group will remain as the main mechanism to bring together state and local governments, unions, employers, and the community to work collaboratively in the long term to support the delivery of the Just Transition Plan.

Building on the groundwork of the 2021–2025 stage, the Plan will continue to be supported by dedicated sub-groups aligned to each focus area. A new sub-group will also be established to guide work under the Preparing for Closure focus area. These sub-groups will continue to lead and monitor progress against the actions outlined in the Just Transition Action Register, playing a vital role in delivering the outcomes of the Plan.

To ensure the Plan remains relevant and responsive, sub-groups and their associated actions will be reviewed annually by the Just Transition Working Group, aligning efforts with current priorities and emerging timeframes.

The Just Transition Working Group will continue to oversee the implementation of the Plan. Current Just Transition Working Group members (2025) include representatives from:

- Department of the Premier and Cabinet
- Department of Energy and Economic Diversification
- Department of Training and Workforce Development
- South Regional Technical and Further Education (TAFE)
- South West Development Commission
- Gnaala Karla Booja Aboriginal Corporation
- Mining and Energy Union WA
- Australian Manufacturing Workers' Union
- Electrical Trades Union WA
- Australian Services Union
- Shire of Collie
- Collie Futures Economic Advisory Group
- Collie Chamber of Commerce and Industry
- Bluewaters Power Station
- Premier Coal
- Griffin Coal
- Synergy
- South32
- Worley



Collie Battery Energy Storage System (artist's impression)

JUST TRANSITION

