

Annual Report

2022–2023



ENGINEERS
AUSTRALIA



Engineering.
Making life happen

Acknowledgment of Country

Engineers Australia acknowledges Traditional Owners of Country throughout Australia and recognises their continuing connection to lands, waters and communities. We pay our respect to Aboriginal and Torres Strait Islander cultures and to Elders both past and present.

Contents

Chapter	Page
01 About Engineers Australia	01
02 The year in review: National President and Board Chair	02
03 Introduction: Chief Executive Officer	04
04 2022–23 highlights	06
05 Our Board	08
06 Governance	11
07 Our Executive Leadership Team	21
08 Turning member insights into action	25
09 Delivering a successful digital transformation	27
10 Engineers Australia is one of the top five professional organisations	29
11 Progress against strategic priorities	31
12 Making a contemporary and future-fit engineering workforce happen	32
13 Making a more diverse and engaged engineering community happen	41
14 Making an impactful global volunteer network happen	49
15 Making engineering leadership happen	55
16 Making greater recognition of engineering happen	60
17 Making an adaptive and future-ready business happen	64
18 Strategic priorities for next year	68
19 Overview of financial results	71

01

About Engineers Australia

Engineers Australia is the peak body for the engineering profession in Australia. Our purpose is to advance the science and practice of engineering for the benefit of the community (which we paraphrase to “advancing society through great engineering”).

The organisation was founded in 1919, as the Institution of Engineers Australia. With approximately 122,000 individual members, we are the voice of the profession.

For more than 100 years, the work of the organisation, along with its members has underpinned the progress of our nation. Our purpose and vision for the future is to continue to advance the science and practice of engineering to benefit the community.

About this report:

This annual report provides comprehensive information on our achievements for the 2022–23 financial year. It:

- Informs members of measurable progress against our strategic priorities
- Ensures transparent and responsible reporting that meets governance best practice
- Provides members with information about the

main activities and financial performance of our organisation

- Informs stakeholders, partners, media and government of our areas of focus as the peak body for the engineering profession in Australia
- Includes areas for investment and improvement.

Connect with us



[linkedin.com/company/engineers-australia](https://www.linkedin.com/company/engineers-australia)



[instagram.com/engaustralia](https://www.instagram.com/engaustralia) | [@EngAustralia](https://www.instagram.com/EngAustralia)



[facebook.com/EngineersAustralia](https://www.facebook.com/EngineersAustralia)



twitter.com/engaustralia | [@EngAustralia](https://twitter.com/EngAustralia)

engineersaustralia.org.au



02

The year in review: National President and Board Chair

It has been an immensely rewarding year at Engineers Australia, as we work to advance our society through great engineering and highlight the pivotal work of our members.

As engineering practitioners, we use our knowledge and skills for the benefit of the community to create engineering solutions for a sustainable future.

As your professional association, we play our part by representing the needs of members and the broader profession, supporting delivery of a diverse and skilled workforce and promoting ethical engineering practices.

It goes without saying that it has been a challenging time for the profession with acute skills and workforce shortages. Over the past two years, engineering vacancies have grown by 80 per cent nationally.

To that extent, there has been a huge amplification in our advocacy efforts, which has been recognised by both members and our key stakeholders across government, industry and academia.

Engineers Australia is increasingly front and centre when it comes to important national conversations about skills and workforce development, economic growth, resilience and sustainability.

Supporting this has been investment in our national brand campaign, which shines a light on the important role engineers play in our society and the attractiveness of the profession to those making career and tertiary study decisions.

In August 2022, we brought in our new CEO Romilly Madew and for me, the highlight of the year was our visits to all of our divisions to meet with office bearers, members and our hard-working employees.

We held a successful member ballot which extended the terms of directors in the interests of continuity of our strategic focus and our commitment to sustained good governance.

It has been a focus of the Board to meet across the country to ensure our engagement with members, industry, academia and other stakeholders was both relevant and timely.



It has been a process that has been supremely beneficial and provided unique insights directly to the Board.

The Board has been very diligent with its imperative to align investments to our overarching strategy, with a strong focus on the progress, achievement and impact of those investments, in line with our purpose.

Driving cultural change has been at the forefront of what we do and how we do it – and the Board's encouragement and support of the 'One EA' culture has highlighted our commitment to ensuring change can be enabled and supported, where it is needed.

Internally, there were several achievements which we should celebrate including:

- The incredible annual Excellence Awards in Sydney
- The strong and productive working relations we enjoy with the National Congress, which is the member body which elects Directors and provides advice to the Board
- Socialising and gaining enthusiastic buy-in to a new operating model for Engineers Australia, which can see us engage and unlock the enormous potential in members that want to volunteer
- Achievement of a strong financial result putting Engineers Australia in a solid position to make ongoing investments in transformation of Engineers Australia to better serve members and fulfil our purpose
- We welcomed two new Directors to the Board, Dr Lachlan Blackhall and Tom Goerke, while farewelling Dr Marcus Thompson AM.

On behalf of the Board of Directors, thank you for your trust, support and guidance over the past year and we look forward to another exciting year ahead.

Dr Nick Fleming

BE(Hons) PhD FIEAust CPEng EngExec NER GAICD
National President and Board Chair



03

Introduction: Chief Executive Officer

I am enormously proud of the progress Engineers Australia has made over the last year in delivering on our strategic priorities.

As an organisation, we are continuing to evolve our ways of working to be future focused, to create new opportunities for our members and to be more visible and influential.

We are building a stronger profile and a stronger voice, that matches the enormous contribution engineers make in delivering safe, sustainable and thriving communities.

As our new brand campaign says – engineers make life happen.

Reflecting this, we have invested significantly in delivering a contemporary and future-fit engineering workforce.

This includes advocating for reform to address ongoing engineering skills shortages and creating more opportunities for members to learn new technical skills that will be key in the economy-wide transition to net zero.

We have also worked hard to deliver a more diverse and engaged engineering community. Our focus is on encouraging more young people to study engineering and enter the profession, increasing the number of women engineers, supporting migrant engineers and embedding a culture of diversity and inclusion.

In our efforts to be a leading voice for the profession and represent the needs of our members, we have also significantly increased our engagement with government, industry and academia.

This has created new opportunities and partnerships, as we seek to work collaboratively with key decision-makers across a range of reform areas.

With over 12 months as Chief Executive, I have seen Engineers Australia continue to strengthen as a member-based organisation and a peak body that is distinguished in the eyes of members, stakeholders and the broader community.

We are now one of the top five professional organisations in terms of impact on society, while awareness of Engineers Australia has increased 10 per cent compared to last year.

Our message is being heard, with the leadership team collectively speaking at more than 65 events in FY2022–23 and appearing more frequently in high-impact, national media.

Membership is also up 7.3 per cent on last year and the number of chartered members is at 34,084, representing an annual increase of 11.8 per cent.



Our members – 122,000 individual engineers – continue to have a huge contribution to make – from driving innovation and best practice at a project level, to supporting broader economic growth and prosperity.

Along with everyone at Engineers Australia, I am excited by our plans to continue delivering great outcomes for our members and energised by the opportunities on the horizon.

Together, we are Engineers Australia - not just 350 employees, or over 2000 volunteers, but a workforce of over 2350 leaning into a common purpose.

Our strategy is sound and is now moving into execution—building a solid foundation for future engineers and meeting the ever-changing needs of the profession.

Romilly Madew AO

FTSE HonFIEAust EngExec

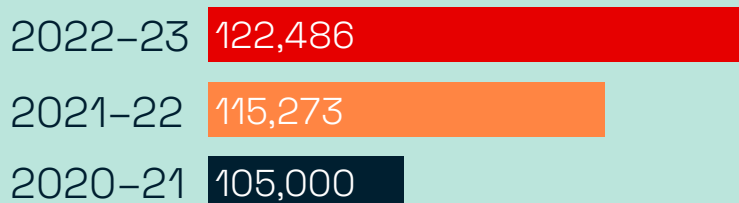
Chief Executive Officer



04

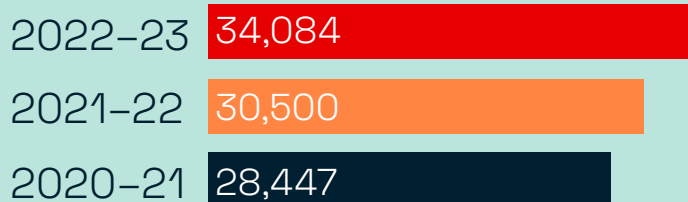
2022-23 highlights


Membership growth




7.3%
 increase

Chartered Engineers




11.8%
 increase

Engineering Workforce Credentialling program

40%

year on year increase in members attaining Chartered status.

2,500 volunteers

act as ambassadors for Engineers Australia and for the profession.

1,474



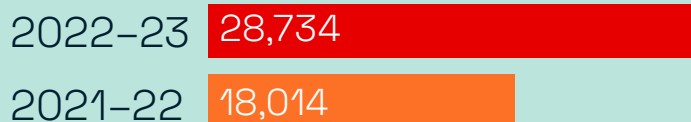
media stories mentioning Engineers Australia.

Engineering Your Future Academy

72%

of participants felt the Academy had an impact on their likelihood of considering a career in engineering.

Migration skills assessment applications completed



60%
increase

Electricity emissions

135%
decrease
by:

Partnering with certified carbon neutral suppliers

Focusing on energy saving practices

Procuring green energy

(compared to calendar year '21)



1 in 3

members express a desire to volunteer, emphasising their commitment to making a difference.

In the
Top 5

Professional organisations in terms of impact on society.

EAXchange

28.6%



increase

11,303 total membership from last financial year.

65+
speaking
engagements



Awareness

10%

increase

of Engineers Australia awareness (compared to last year).

3rd



most ethical organisation in Australia with a score of 52. (According to Governance Institute of Australia).

05

Our Board



Dr Nick Fleming

Board Chair and National President

BE(Hons) PhD FIEAust CPEng EngExec NER GAICD 2017–2022 (*elected*), 2023 (*appointed*)

Nick has consulted across the infrastructure, natural resources, water, mining, energy, defence, social welfare and education sectors in Australia and internationally. He leverages 30 years' of professional experience to provide business advisory, strategy and innovation services across multiple sectors and is an experienced non-executive director. He delivers executive education with the ANZ School of Government and is an Adjunct Professor at the University of Queensland. He was admitted as a Fellow of Engineers Australia in 2016. He chairs the Board's Governance Committee, the Engineering Practice and Advisory Committee, the College Chairs Forum, the Presidents Forum and National Congress and is a director of the Australian Engineering Foundation and Engineers Australia Pty Ltd.



Dr Raj Aseervatham

Director

BE(Hons, Civil) MBA PhD(Eng) FIEAust CPEng GAICD Since 2019 (*elected*)

Raj has more than 30 years' professional experience, mainly in the mining, oil and gas and energy sectors. His executive career includes more than 15 years with three ASX 100 companies and more than 15 years in global and boutique consulting and audit/assurance, living and working on most continents of the world. He has been a Board member of mining, consulting and nanotechnology enterprises and a joint venture Board advisor for several large energy projects. He was admitted as a Fellow of Engineers Australia in 2012. He chairs the Board's People and Culture Committee and is a member of the Nominations Committee.



Dr Lachlan Blackhall

Director

BE BSc PhD FTSE SMIEEE FIEAust Since 2023 (*elected*)

Lachlan has more than 15 years' experience in the energy sector, including senior leadership roles in research and development, industry, policy and regulation. Lachlan is currently an entrepreneurial Fellow and Head of the Battery Storage and Grid Integration Program at the Australian National University. He acts as an expert advisor for the Energy Security Board, state and federal industry and energy departments and chairs a national steering committee related to electrification and integration. He also serves as a senior member of the Institute of Electrical and Electronics Engineers. He is a Fellow of Engineers Australia and the Australian Academy of Technology and Engineering. He is a member of the Board's Governance Committee and Nominations Committee.



Ms Lucia Cade

Director

BE(Hons, Civil) BEng MEngSc MBA FIEAust FAICD CPEng EngExec NER *Since 2018 (elected)*

Lucia is a full-time non-executive director and chairperson, with a professional engineering and commercial background in the private, listed and government sectors across Australia and internationally. Her portfolio currently spans utilities, manufacturing, waste recycling, energy research and investment. In 2018 she was honoured as the Distinguished Alumnus for the Faculty of Engineering at Monash University and in 2019 was named Civil Engineer of the Year by the Department of Civil Engineering. She was admitted as a Fellow of Engineers Australia in 2010. She chairs the Board's Nominations Committee and is a director of the Australian Engineering Foundation.



Mr Thomas Goerke

Director

BE FIEAust CPEng EngExec NER APEC Engineer IntPE(Aus) GAICD *Since 2023 (elected)*

Thomas is an electronics engineering graduate and runs his own advisory firm specialising in technology and innovation. His professional experience includes work in satellite telecommunications and the development of new technologies for emerging markets and he holds multiple patents in the field of communications. In 2021 he was appointed an Adjunct Professor at Curtin University and member of the Science and Engineering Faculty Advisory Council. He was admitted as a Fellow of Engineers Australia in 2021. He is a member of the Board's Audit and Risk Committee and is a director of Engineering Education Australia.



Dr Kourosch Kayvani

Director

BSc MEngSc PhD FIEAust CPEng NER FTSE MIABSE MAE *Since 2021 (elected)*

Kourosch has over 30 years' professional experience as a practising engineer, executive leader, Adjunct Professor and in governance roles in professional associations and academia. He has played leading roles in the design, delivery and expert advisory for many complex projects across the globe. He has been recognised for his work on long-span structures world-wide and was the 2016 recipient of John Connell Gold Medal from Engineers Australia's Structural College. He is a Fellow of Engineers Australia and the Australian Academy of Technology and Engineering. He is also the Board Chair of Engineering Education Australia.



Ms Liza Maimone

Director

BE(Hons)(Chem) GDipEnergy&ResourcesLaw FIEAust CPEng EngExec NER APEC Engineer Int(PE)Aus MAICD MAICD *Since 2022 (elected)*

Liza has nearly 30 years' professional experience providing risk, governance, sustainability and climate change advice and assurance services across a range of industries. Liza is Chair of PwC ASEANZ Consulting Pty Ltd and a member of the Australian Accounting Standards Board, as well as holding a range of other directorships and advisory roles. She is a Fellow of Engineers Australia, a member of the Chemical College Advisory Board and a member of Chief Executive Women. She also chairs the Board's Audit and Risk Committee.



Ms Lisa Vitaris

Director

BA(PubComm)/BA(IntlStud) MBus MBA GAICD *Since 2021 (appointed)*

Lisa is an experienced marketing leader with particular expertise in high growth acquisition, digital technology and branding. Her experience spans high growth companies in telecommunications, financial services, technology, automotive and travel both in marketing and advertising including brands such as amaysim (Optus), Tyro, Aussie Home Loans, CMC Markets, Hyundai, Tourism Tasmania, Bankwest, Volvo and LG. Lisa is the Founder and Director of 10 Pieces, an environmentally sustainable travel initiative. She is a member of the Marketing Academy's advisory council, the University of Technology Sydney's advisory to Advanced MBA students and is the Director of the International Astronautical Conference.

Engineers Australia at-a-glance

- Technical Societies: **29**
 - Special Interest Groups: **1**
 - Centres (Engineering Heritage): **1**
- College National Committees: **7**
- National Committees: **2**
- Engineers Australia Board Directors: **8**
- Congress Members: **33**
- Division Committees: **9**
- College Boards: **9**
- Overseas Chapters: **6**
- Unincorporated Technical Societies: **16**
- Incorporated Technical Societies: **7**
- Affiliated Technical Societies/Companies: **5**
- Other Committees including Branch Committees, Regional Groups and Division Sub-Committees: **200**



06

Governance

In the past financial year, the Board farewelled Dr Marcus Thompson AM, who retired as a director of the Board at the end of 2022 and inducted two new directors, Dr Lachlan Blackhall and Thomas Goerke, who started in their roles in January 2023.

The Board's key focus areas for FY2022–23 included:

- Setting and overseeing the implementation of the strategic plan and priorities.
- Developing and socialising a new operating model that enables greater involvement of volunteers in a strategic and impactful way.
- Overseeing the delivery of the digital transformation program and monitoring financial performance, particularly through the Board Audit and Risk Committee.
- Strengthening Engineers Australia's culture (especially vis-à-vis employee wellbeing and OneEA thinking), leadership capability and succession resilience, particularly through the Board People and Culture Committee.
- Initiating the review of Engineers Australia's activities in an international context.
- Considering ongoing improvements to the governance of Engineers Australia, including a successful membership ballot in September 2022 and transition to a two-yearly director election cycle, particularly through the Board Governance Committee.
- Enhancing the working relationship with and effectiveness of National Congress.
- Onboarding Engineers Australia's new Chief Executive Officer, Romilly Madew.

Subsidiary Boards, Committees and other forums:

- Engineering Education Australia Board
- EngInsure Board
- Board Audit and Risk Committee
- Board Governance Committee
- Board People and Culture Committee
- Board Nominations Committee
- National Congress
- Presidents Forum
- College Chairs Forum
- Engineering Practice Advisory Committee
- Professional Standards Committee
- International Advisory Panel
- Accreditation Board
- Professional Conduct Committee
- Honours and Awards Committee



Highlights from National Congress

As a collective of delegates who are chosen by our volunteer bodies, National Congress represents members and guides Engineers Australia and its purpose.

Comprising 33 delegates from Engineers Australia's Divisions, Colleges, Technical Societies and Special Interest Groups and Board Directors, one of its core functions is the election of Directors to the Engineers Australia Board.

In November 2022, Congress elected Dr Lachlan Blackhall and Mr Thomas Goerke to join the Board of Engineers Australia from 2023 for a four-year term.

From 2022, following the membership ballot to amend Engineers Australia's Royal Charter and By-laws, the cycle for Board elections became biennial, with National Congress now due to elect directors again in 2024.

During 2022-23 National Congress considered recommendations on how to enhance its value and improve strategic foresight and contribution. National Congress also thoughtfully stepped through and approved an update to modernise the Director Remuneration Policy.

Another important role of National Congress is one of networking. The function of National Congress meeting three times a year means that information sharing across the organisation is accelerated. Topics like the Future Now Program, Engineers Australia's Strategy on a Page and policy and advocacy training can be discussed and insights can be shared by National Congress delegates throughout the organisation.

Being that National Congress is Engineers Australia's peak volunteer body, there is a strong sense that when National Congress operates as more than the sum of its parts, it can play an important role in shaping Engineers Australia's future.

"In a time of change and significant improvement at Engineers Australia, National Congress provides peripheral vision into a wide variety of engineering issues. The advice Congress gives the Board is informed by thoughtful discussion, debate and the broad knowledge of its committees. It's an exciting time with Congress - like Engineers Australia, it's evolving and strengthening", said Congress member George Tomlins ACT Division.

Creating an opportunity for emerging leaders to shape Engineers Australia

A Young Engineers Shadow Board has been introduced to ensure that the voices of emerging leaders are heard directly by the Engineers Australia Board to shape our collective future.

Nicole Brown, Co-Chair and Congress Representative of the Young Engineers Australia National Committee said the initiative ensures that a diverse range of experiences and opinions are considered in important overall industry discussions.

"This is a great initiative which we look forward to expanding and building in the coming years to positively contribute to Engineers Australia and the wider engineering industry.

The YEA Shadow Board provides young engineers with the opportunity to understand how boards work and provides real world experience in board style discussions and structures," Nicole Brown said.

Young Engineers Australia Shadow Board Members:

- **Mr Steve Adamthwaite MIEAust** - Arup, Newcastle
- **Ms Samantha Chapman MIEAust** - GHD, Hobart
- **Ms Nicole Brown MIEAust NER** - Creo Consultants, Melbourne
- **Mr Tinotenda Baya GradIEAust** - SMEC, Adelaide
- **Ms Zoe Little GradIEAust** - L3 Harris Technologies, Brisbane
- **Ms Lauren Fraser MIEAust ACPEng NER** - GHD, Canberra
- **Ms Alissa LI MIEAust** - Airbus, Brisbane
- **Mr Robert Hoffman MIEAust ACPEng NER** - BDO, Brisbane



Embedding the values of OneEA

We all have a role in Engineers Australia's culture as part of OneEA

Everyone has an important role in shaping and contributing to our culture – the Board, Executive, People Leaders, team members, office bearers and volunteers.

Engineers Australia is on a journey to strengthen our culture to achieve our strategic outcomes.

In striving for OneEA, we are focused on four mindsets:

- **Growth Mindset.** We are positive; we lean in to evolve and test new things and are ok with imperfection and learning from it.
- **Networked Thinking.** We are OneEA; we think beyond ourselves and silos and work across teams for collaborative wins that support OneEA and members.
- **Outcomes Focus.** We stop to think about the ideal impact aligned to Engineers Australia's strategic outcomes, before launching into tasks.
- **Authentic Dialogue.** We engage in respectful exchanges; we trust, empower and listen to each other.

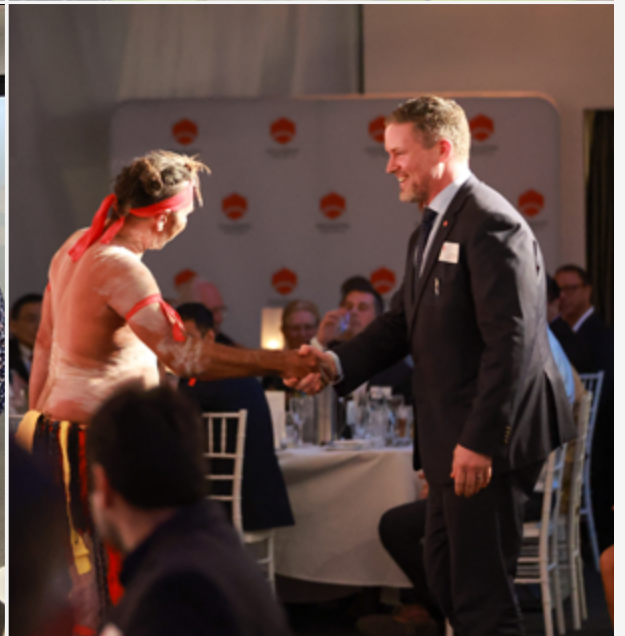
How we all live the OneEA culture is a big part of our organisation and something that we can all be proud of.



Volunteers and office bearers

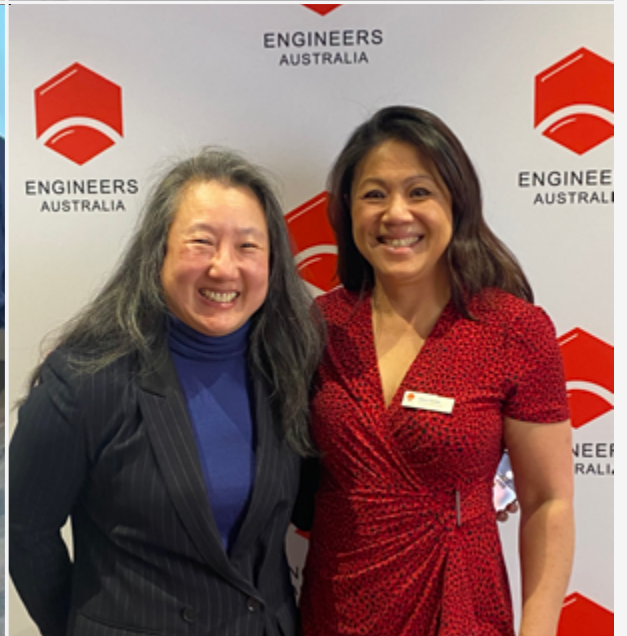


Volunteers and office bearers





Volunteers and office bearers



College board chairs



Biomedical

Ms Kelly Coverdale
FIEAust CPEng NER APEC
Engineer IntPE(Aus)

Chair



Chemical

Mr Grant Scott
FIEAust CPEng EngExec NER
APEC Engineer IntPE(Aus)

Chair



Civil

Mr Paul Collier
FIEAust CPEng EngExec NER
APEC Engineer IntPE(Aus)

Co-Chair



Civil

Mr Chris Nielsen
FIEAust CPEng EngExec NER
APEC Engineer IntPE(Aus)

Co-Chair



CLM

Dr Anne Hellstedt
FIEAust CPEng EngExec NER
APEC Engineer IntPE(Aus)

Chair



Electrical

Ms Nee Nee Ong
FIEAust CPEng EngExec NER
APEC Engineer IntPE(Aus)

Co-Chair



Electrical

Mr Paulo Gonzalez
FIEAust CPEng NER APEC
Engineer IntPE(Aus)

Co-Chair



Environmental

Ms Lucy Baker
FIEAust CPEng

Chair



ITEE

Dr Peter Stepien
FIEAust CPEng NER APEC
Engineer IntPE(Aus)

Chair



Mechanical

Mr Rod McDonald
FIEAust CPEng EngExec NER
APEC Engineer IntPE(Aus)

Co-Chair



Mechanical

Mr Colin Sheldon
FIEAust CPEng NER APEC
Engineer IntPE(Aus)

Co-Chair



Structural

Mr Peter Statton
FIEAust CPEng NER APEC
Engineer IntPE(Aus)

Co-Chair



Structural

Ms Evelyn Storey
FIEAust CPEng NER APEC
Engineer IntPE(Aus)

Co-Chair

Division committee presidents



Canberra

Dr Catherine Galvin
FIEAust CPEng

President



Newcastle

Mr Stephen Palmer
FIEAust CPEng EngExec NER
APEC Engineer IntPE(Aus)

President



Northern

Ms Jacinta Kelly
FIEAust CPEng APEC
Engineer IntPE(Aus)

President



Queensland

Mr Joseph Tam
FIEAust CPEng EngExec NER
APEC Engineer IntPE(Aus)

President



Sydney

A/Prof Olivia Mirza
FIEAust CPEng NER

President



South Australia

Mr Gordan Lesicar
FIEAust CPEng EngExec NER
APEC Engineer IntPE(Aus)

President



Tasmania

Mr Justin O'Connor
FIEAust CPEng EngExec NER
APEC Engineer IntPE(Aus)

President



Victoria

Mr Ross Kristinof
FIEAust CPEng NER APEC
Engineer IntPE(Aus)

President



Western Australia

Ms Shalini Saldanha
FIEAust CPEng NER APEC
Engineer IntPE(Aus)

President

National Committees, College National Committees, Special Interest Groups and Joint Boards

COMMITTEE	CHAIR	POST NOMINALS
Joint Board for Aerospace Engineering	Prof Murray Scott	FIEAust CPEng EngExec NER APEC Engineer IntPE(Aus)
Joint Board for Naval Architecture	Mr Bruce Howard	HonFIEAust CPEng NER APEC Engineer IntPE(Aus)
Engineering Heritage Australia	Mr Michael Taylor	FIEAust CPEng(Ret)
Women in Engineering National Committee	Ms Maria Koutsimpiris	FIEAust CPEng EngExec NER APEC Engineer IntPE(Aus)
Young Engineers Australia National Committee	Ms Nicole Brown, Co-Chair	MIEAust NER
Young Engineers Australia National Committee	Mr Steve Adamthwaite, Co-Chair	MIEAust
National Committee for Engineering Associates and Technologists	Mr George Scott	TFIEAust CEngT EngExec IntET(Aus)
National Committee on Applied Mechanics	Dr Raj Das	FIEAust CPEng NER
National Committee on Rehabilitation Engineering	Dr Iain Brown	MIEAust CPEng NER
National Panel on Chemical Engineering	Mr Melvin Mazid	MIEAust
National Committee on Space Engineering	Dr Peter Moar	FIEAust
National Committee on Control Engineering (Industry 4.0)	Ms Devasena Chinnarajan	FIEAust CPEng NER APEC Engineer IntPE(Aus)
National Committee on Water Engineering	Dr Michael Leonard	MIEAust
National Committee on Coastal and Ocean Engineering	Mr Andrew Pomeroy	MIEAust CPEng NER APEC Engineer IntPE(Aus)

Technical Societies

TECHNICAL SOCIETY	CHAIR	POST NOMINALS
UNINCORPORATED TECHNICAL SOCIETIES		
Australasian Tunnelling Society	Dr Harry Asche	FIEAust CPEng NER APEC Engineer IntPE(Aus)
Australian Geomechanics Society	Dr David Lacey	FIEAust CPEng NER APEC Engineer IntPE(Aus)
Australian Earthquake Engineering Society	Dr Scott Menegon	MIEAust CPEng NER
Australian Composite Structures Society	Dr Rodney Thomson	FIEAust CPEng EngExec NER APEC Engineer IntPE(Aus)
Australian Cost Engineering Society	Mr Abhi Datta	-
Australian Society for Bulk Solids Handling	Prof Mark Jones	FIEAust CPEng NER APEC Engineer IntPE(Aus)
Australian Society for Defence Engineering	Mr Denton Bocking	FIEAust CPEng(Ret)
Australian Shotcrete Society	Dr Stefan Bernard	-
Mine Subsidence Technological Society	Mr Richard Walsh	-
Mining Electrical and Mining Mechanical Engineering Society	Mr Dominic Posavec, Co-Chair	-
Mining Electrical and Mining Mechanical Engineering Society	Mr Murray Timpson, Co-Chair	MIEAust CPEng NER
Railway Technical Society of Australasia	Mr Roy Unny	MIEAust CPEng NER
Risk Engineering Society	Mr Pedram Daneshmand	FIEAust CPEng NER
Society of Fire Safety	Ms Sarnia Rusbridge	FIEAust CPEng NER APEC Engineer IntPE(Aus)
Sustainable Engineering Society	Ms Michelle Bruce	MIEAust CPEng NER APEC Engineer IntPE(Aus)
Systems Engineering Society of Australia	Mr Jawahar Bhalla	MIEAust
Transport Australia Society	Mr Shalendra Ram	FIEAust CPEng EngExec NER APEC Engineer IntPE(Aus)

TECHNICAL SOCIETY	CHAIR	POST NOMINALS
INCORPORATED TECHNICAL SOCIETIES		
Australasian Association of Engineering Education	Dr Steven Goh	FIEAust CPEng EngExec NER APEC Engineer IntPE(Aus)
Australian Fluid and Thermal Engineering Society	Prof Tilak Tissa Chandratilleke	MIEAust CPEng NER APEC Engineer IntPE(Aus)
Australasian Particle Technology Society	A/Prof Yansong Shen	-
Electromagnetic Compatibility Society of Australia	Ms Pina Dall'armi-stoks	-
Electric Energy Society of Australia	Mr Terry Lampard	FIEAust CPEng NER APEC Engineer IntPE(Aus)
Society for Building Services Engineering	Mr Alan Coote	FIEAust CPEng NER APEC Engineer IntPE(Aus)
Society for Engineering in Agriculture	Mr Glen Riethmuller	MIEAust CPEng NER APEC Engineer IntPE(Aus)
AFFILIATED GROUPS AND TECHNICAL SOCIETIES		
Asset Management Council	Dr Anne Gibbs	FIEAust CPEng EngExec NER APEC Engineer IntPE(Aus)
Institute of Industrial Engineers Australia	Mr David Karr	MIEAust CPEng APEC Engineer IntPE(Aus)
Institute of Public Works Engineering Australasia	Mr David Jenkins, CEO	-
Institute of Public Works Engineering Australasia	Mr Myles Lind, President	-
RedR Australia Ltd	Dr Robert Care AM	HonFIEAust CPEng EngExec NER APEC Engineer IntPE(Aus)
Materials Australia	Dr Roger Lumley	FIEAust CPEng EngExec NER APEC Engineer IntPE(Aus)

07

Our Executive Leadership Team

The Executive Leadership Team has continued to focus on turning member insights into action in FY2022-23.

With the implementation of a new structure to better align with Engineers Australia's strategic priorities, the Executive has focused on building organisational capability and delivering outcomes for members. Bringing extensive experience in corporate strategy, finance and governance, Engineers Australia is led by a diverse and outcomes-driven Executive team.



Ms Romilly Madew AO

Chief Executive Officer

FTSE HonFIEAust EngExec

Romilly joined Engineers Australia in August 2022.

Previously Romilly was CEO of Infrastructure Australia (IA), where she was responsible for overseeing IA's critical role in helping governments prioritise projects and reforms that best serve our communities. Prior to that, Romilly was CEO of the Green Building Council of Australia for 13 years. In acknowledgment of her contribution to Australia's sustainable building movement, Ms Madew was awarded an Order of Australia in 2019.

She is also currently a Fellow of the Australian Academy of Technology & Engineering (ATSE) and member of the ATSE Infrastructure Forum; Director Placemaking NSW Board; Director of Sydney Olympic Park Authority; Independent Chair Currawong State Park Advisory Board (NSW); Federal Government appointee on the Circular Economy Ministerial Advisory Group and G20 EMPOWER - Empowerment and Progression of Women's Economic Representation; Member National Women in Transport CEO Advisory Group; Member UK Institution of Civil Engineers Enabling Better Infrastructure (EBI) Steering Group and Director of Minerva Network (supporting Australia's elite sportswomen).



Ms Claire Foo

Group Executive, Digital and Technology

GAICD

Claire joined Engineers Australia in August 2021. She leads the Technology, Data and Analytics and Digital Strategy and Transformation functions. Her focus is on building the organisation's digital capabilities and offering through a significant digital transformation. Central to her work is the development of the digital maturity of Engineers Australia to enable a digital ecosystem that enables, inspires and advances engineering in Australia.



Ms Jo Gullick
Group Executive, Finance and Risk
FCPA FGIA FCG

Jo joined Engineers Australia in April 2023. She leads the Finance and Risk teams that provide financial and risk management services, business partnering and reporting for the organisation and its subsidiaries. She is also responsible for internal compliance. Jo is focused on ensuring sustainable and responsible performance and growth of Engineers Australia into the future.



Ms Jane Hanks
Group Executive, Growth and Education
BEc/LLB ComplEAust GAICD FAMI CPM

Jane joined Engineers Australia in February 2018. She is responsible for Engineers Australia's Business Growth, Student and Graduate Engagement and Brand and Marketing functions and Engineers Australia's subsidiary businesses, Engineering Education Australia and EngInsure.

Jane is a graduate of the University of Sydney in Economics and Law. Her post-graduate qualifications include a Graduate Diploma in Applied Finance and Investment from FINSIA and a Masters in Management and Marketing from Cornell University.



Ms Sarah Jenkins
Group Executive, Member and Customer
ComplEAust

Sarah joined Engineers Australia in May 2018. She has responsibility for Engineers Australia's Divisions, Learned Society and International Chapters, as well as Professional Development. Her mission is to work with members and employees to grow Engineers Australia's positive impact in advancing society through great engineering.



Mr Michael Luddeni
Group Executive, Operations and Assessment
FIEAust CPEng EngExec NER

Michael joined Engineers Australia in January 2022. He leads the Chartered Assessment and Customer Assessment and Engagement Teams, drawing on his engineering background and more than 25 years' of domestic and international professional experience.



Ms Jane MacMaster
Chief Engineer
FIEAust CPEng EngExec NER APEC Engineer IntPE(Aus) MRAeS

Jane joined Engineers Australia in July 2020. She leads the Professional Standards and Quality Assurance teams and is passionate about the role of engineering in solving complex problems and meeting some of society's greatest challenges. Prior to commencing as Chief Engineer, she held several volunteer positions with Engineers Australia, including as a member of the Accreditation Board, Chair of the Canberra Division Mechanical Engineering Committee and member of the Canberra Division Women in Engineering committee.



Mr Damian Ogden

Group Executive, Policy and Public Affairs

CompIEAust

Damian joined Engineers Australia in June 2022. He is responsible for Engineers Australia's Policy, Advocacy and Campaigns, Government Relations, Climate Change, STEM and Professional Diversity and Communications and Media functions. He is passionate about data-driven, evidence-based policy and advocacy and has a deep understanding of the political and media and communications landscape.



Mr Ricky Peña

Group Executive, People and Strategy

CompIEAust CAHRI GAICD

Ricky joined Engineers Australia in October 2020. He is responsible for Engineers Australia's People, Strategy and Foresight, Internal Communications and Change, PMO/Enable and Facilities functions. He is focused on bringing together Engineers Australia's strategy, talent and new ways of working to deliver on our purpose to advance society through great engineering.



Ms Vida Wongseelashote

Group General Counsel and Company Secretary

FGIA

Vida joined Engineers Australia in September 2017. She is responsible for Engineers Australia's legal affairs and corporate governance. She draws on over 20 years' legal experience, gained in mergers and acquisitions, equity capital markets, general commercial law and insolvency and restructuring.



In memory of Jane Hanks

In August 2023, we lost a dear colleague and contributor to Engineers Australia, Jane Hanks.

Throughout her time with us, Jane's unwavering dedication, energy and positive attitude left an indelible mark. She was an exceptional colleague and a true friend to many at Engineers Australia.

Jane was widely respected by members and stakeholders and as we strive to carry on her valuable work, her positive influence will always remain.

Our thoughts and heartfelt condolences extend to Jane's family and all who have been touched by her loss.

08

Turning member insights into action

At Engineers Australia, we put our members' needs and voices at the forefront of all that we do. Our biannual member and volunteer sentiment surveys provide a direct channel to hear our members' thoughts and needs and we're committed to translating these invaluable insights into meaningful actions.



Empowering informed decisions

Our members have highlighted the significance of informed decisions. We have embraced data-driven decision-making, ensuring that their insights steer Engineers Australia's strategy and align with what members have expressed is needed to aspire and achieve.

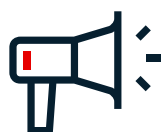


Balancing digital and in-person experiences

Our members see value in a combination of digital and in person services. Online services can be more convenient and conducive to efficient learning, but in person events provide strong opportunities for networking and sharing ideas.

Our event calendar now strikes that hybrid balance. We have listened to member feedback and continue to enhance our digital capabilities to meet member preferences including investments into new audio-visual capabilities across our locations.

Our Young Engineers Australia (YEA) and Women in Engineering (WIE) groups are a standout example of embracing this hybrid model, building diverse networking and communication opportunities.



Amplifying your voice in advocacy

77 per cent of our members believe Engineers Australia has an important role to play in advocating for the engineering profession.

We will work to protect the community through our building and professional standards advocacy and influence and advise government on critical national issues.

We have conducted Member Delivered Policy and Advocacy training to empower members to progress policy and advocacy initiatives at State, Territory and local government levels. The training examines strategies and tactics used by policy advocates to develop persuasive evidence-based arguments to promote and influence policy outcomes.

Volunteering to make a difference



One in three members expresses a desire to volunteer, emphasising their commitment to making a difference.

To address this, we are actively exploring new ways for volunteering, as well as developing comprehensive capability programs to empower our volunteers and office bearers through our FutureNow Program.

We have launched new ways of volunteering at Engineers Australia through Task Based Teams, assembled to solve engineering problems and have refreshed EAXchange with new features to support collaboration amongst the volunteering teams.

Enhancing our feedback loop



We understand the importance of a strong feedback loop. You have expressed your need for more opportunities to provide feedback and to see how your input influences Engineers Australia's decisions.

We are strengthening our feedback mechanisms, ensuring your values and needs remain at the forefront and demonstrating our responsiveness in a transparent and actionable manner.

We introduced quarterly volunteer information forums, while the CEO and National President travelled to all of our office locations to meet and connect with members and volunteers hearing directly about their priorities.

Preparing you for the future



While members have expressed satisfaction with Engineers Australia's role in helping engineers gain essential skills, you've also made it clear that discipline-specific technical skills are vital for the future.

To meet this demand, we're aligning our offerings with sector-specific needs and skills gaps and continue to invest in our research and stakeholder engagement so we are at the forefront of these conversations.

We partnered with industry and other like-minded organisations to launch a Construction Area of Practice and we launched 8 new microcredentials.

Celebrating positive sentiment



Our member and volunteer positive sentiment score is on the rise. Compared to the previous year, scores have increased from 51 per cent to 54 per cent among members and 53 per cent to 55 per cent among volunteers. Acknowledging that there is much more to do, we are continuing to seek feedback and deliver member-focused improvements.



Keep your thoughts coming: about the survey

The Engineers Australia Sentiment survey runs twice every year in April and November, involving a random half of our membership. This survey, introduced to ensure your voices are heard, is conducted online and emailed to all our members, both across Australia and internationally. We are listening and acting on your feedback.

09

Delivering a successful digital transformation

We have been laying the foundations of our multi-year digital transformation, which will significantly improve how members and volunteers engage with and access resources from Engineers Australia.

Feedback from members has shown a greater demand for digital services in recent years. Young engineers are particularly engaged with the on-demand online training and digital services already available, and have challenged us to raise our standards and deliver an improved user experience.

We recognise that members' needs are continually evolving and the digital transformation addresses this demand for simplicity and efficiency.

Through the Digital Transformation Project, we are building robust, stable and secure foundations and capability that will enable us to deliver differently for many years to come.

This includes:

- Developing our data and analytics strategy to drive continual improvement
- An audio-visual upgrade to all our meeting rooms and auditoriums
- A comprehensive enterprise architecture review
- Embracing new capabilities offered by generative AI
- A new integration strategy to ensure our systems and data can talk to each other seamlessly
- A Security Operations Centre to monitor our environment 24/7
- Migrating to Sharepoint
- A review of business processes to make it easier and faster to engage with us.



Coffee With...
Peter Sanderson

Digital
Transformation
Update

22 June 2023

The addition of new capabilities in areas such as technology, risk, climate, registration, program management, change management and cyber security enables Engineers Australia to thrive in a fast-evolving landscape.

"This will not be a 'big bang' approach where old systems and processes are retired overnight as new ones go live," said Claire Foo, Group Executive, Digital and Technology.

"We are adopting an incremental and agile approach where staged implementation of new platforms will deliver rock solid foundation benefits quickly and then be built upon over time."

"Changes to members' digital experience and interaction with Engineers Australia will become apparent toward the end of 2024 and throughout 2025."

In 2023-24, we are looking to begin implementation of new technology, new processes and new ways of working.

Gursimrat Bawa, Engineers Australia's Head of Strategy, said the digital transformation meets contemporary expectations.

"We're upgrading our systems and processes so that our customers, members, volunteers and employees can engage with Engineers Australia in a way that works for them. We want it to be easy, we want to enable connections and we want to make sure we are building the ability to keep up with ever-changing expectations."

"The transformation aims to empower Engineers Australia and its members and volunteers and to significantly expand their impact on society," Gursimrat said.

We are adopting an incremental and agile approach where staged implementation of new platforms will deliver rock solid foundation benefits quickly and then be built upon over time.

Claire Foo

Group Executive, Digital and Technology

10

Engineers Australia is one of the top five professional organisations

In June 2023, Engineers Australia conducted its first-ever General Public Sentiment Survey. The survey was aimed at gathering important perceptions about engineering among the general public and specifically their sentiment about engineering. Its findings also allowed for a comparison with baseline results from a trial conducted in the previous year.

More than 2,000 individuals from across Australia were surveyed and weighting applied to be nationally representative.

Additionally, the survey revealed a positive trend for Engineers Australia. We have risen in influence. Engineers Australia is recognised nationally among the top five professional organisations for its impact on society. Awareness of Engineers Australia has also grown by 10 per cent compared to the previous year.

The survey uncovered a positive sentiment toward engineering, holding steady at 55 per cent. Excitingly, we have closed the gap with doctors, nearly matched scientists and surpassed teachers, as the pandemic's effects recede.

An intriguing generational shift emerged: older demographics now view engineering as a more appealing career choice compared to the previous year, while younger singles and couples are advocating for a more significant societal role for engineering.

This is further compelling evidence for Engineers Australia and its partners to assist the profession better communicate its societal contributions. This includes, the pivotal role engineers have in helping solve pressing issues of our time such as climate change and to foster greater awareness of the many creative facets a career in engineering brings—especially to young Australians.

While engineering is widely acknowledged as a highly skilled profession, the survey highlights that to elevate public perception, it is crucial to emphasise the profession's relevance to everyday life.

With the next survey scheduled for June 2024, we have an opportunity to build on these insights and collectively shape a more impactful and relatable future for engineering.



Engineers Australia is recognised for customer service

Engineers Australia members receive some of the best customer service in the nation, according to the Australian Service Excellence Awards.

In 2022, the Engineers Australia Customer Engagement Team was a Customer Service Organisation of the Year finalist in the Government and Not for Profit category.

On 29 August, Steve Nassar, Mechelina Bradley and Ben Hutton-Potts represented the organisation before the judging panel with a presentation on Engineers Australia's four pillars of customer service excellence, Learning and Growth, Operational, Service and Financial.

Steve Nassar, General Manager, Operations Assessments, congratulated his team on making the finals.

"It's recognition that is rightly deserved," said Steve.

"It's a strong indicator that our business unit, as part of the wider organisation, is clearly demonstrating our values of focusing on the customer, achieving together, embracing progress and acting with integrity."

Engineers Australia ranked third nationally for ethical behaviour

According to the Governance Institute of Australia 2023 Governance Index, Engineers Australia has registered in third place for most ethical member associations in Australia.

Based on a survey of more than 1,000 people, the Ethics Index examines perceptions of ethical issues and conduct in Australian society.

For the second year in a row, Engineers Australia recorded a net score of 52, behind only Choice (54) and the Australian Medical Association (53).

11

Progress against strategic priorities

Engineers Australia is committed to advancing the engineering profession in Australia and fostering a positive impact on society. Over the past year, our focus on our five long-term outcomes has led to noteworthy achievements, each contributing significantly to our purpose of advancing society through great engineering.

These outcomes have benefited our members and volunteers and have left a lasting impression on the broader engineering landscape in Australia.



12

Making a contemporary and future-fit engineering workforce happen



40 per cent growth in Engineering Workforce Credentialling program.

Record numbers of engineers are capitalising on the Engineering Workforce Credentialling program to attain Chartered status at a rate 40 per cent higher than last year.

In the 12 months to 30 June 2023, Engineers Australia acquired 4,438 new Chartered members.

Group Executive Operations and Assessments Michael Luddeni said expanding registration requirements and skills shortages were driving forces behind significant growth in Engineers Australia's industry partnerships.

"More and more companies are establishing long term relationships with Engineers Australia to gain Chartered credentialling for their workforce because they know it's the key to shoring up the best talent in an environment of significant skills shortages," he said.

Members seeking recognition of their Chartered status via mutual recognition agreements and agreements with Defence have also contributed to this growth.

EWC agreements with more than 100 organisations extend membership and credentialling services to over 8,000 engineers.

Aurecon, BAE Systems, Rio Tinto, Bluescope Steel, Boeing Defence Australia, AGL and Raytheon are among

the 49 new EWC partnerships Engineers Australia inked in FY2022–23.

"The coming 12 months is looking very positive too and we expect Chartered numbers to be even stronger with 3,000 new Chartered members expected to come through EWC partnerships alone," Michael said.

"We know that Chartered members have a much higher retention rate and more Chartered engineers, with their adherence to strong ethics and quality, is a great thing for the profession and for society."

Professional Standards Framework

Engineers Australia has refreshed its Professional Standards Framework (PSF) by bringing together all the systems, processes and resources that support engineers to practice ethically and competently and which support them throughout their career. The initial architecture for the [Professional Standards Framework](#) is available on the EA website and it will continue to evolve to ensure relevance in supporting our dynamic profession.

“The framework is an integrated system of policies, processes and resources that guide and support engineers to practice ethically and competently, as well as to contribute high value to the community and clients as a result of their work” said Chief Engineer Jane MacMaster.

Launch of a dedicated accreditation site on EAXchange

Engineers Australia has broadened communication channels with the tertiary education sector to streamline the engineering program accreditation process and uphold engineering education standards.

With the launch of a dedicated accreditation site on EAXchange, we now host monthly recordings of accreditation webinars and provide an informal conversation platform for the accreditation team and education providers.

Accreditation is overseen by the Accreditation Board, a committee of the Engineers Australia Board, which returned to in-person visits in 2022-23.



Accreditation in 2022-23

Engineers Australia is the approved accreditation body for engineering education. The Accreditation Board, a committee of the Engineers Australia Board, undertakes site visits and reviews programs to determine whether they produce graduates who meet international benchmarks to practise.



Our framework is designed to set, uphold and evolve engineering standards for education and practice that protect the community, help consumers understand what is expected of engineering professionals and to build trust in the profession.

Jane MacMaster
Chief Engineer

Streamlined complaints resolution process up and running

The implementation of the online form for public complaints has streamlined our resolution process, ensured member satisfaction and helped maintain accountability across the engineering profession.

Greater awareness has delivered an increase in complaints in FY2022–23, with 10 extra submissions lodged with Engineers Australia’s Professional Conduct Committee over the 12 months to June 30.

The Professional Conduct Committee received 83 complaints in FY2022–23, compared to 78 in FY2021–22.

Group Executive Operations and Assessments Michael Luddeni said this showed the improved system was working and more enhanced features were added in Q4.

‘We have introduced a sophisticated digitised system that is easy for users to navigate to lodge a complaint and comprehensive in its information capture for us to qualify and assess submissions,’ he said.

The new system is part of Engineers Australia’s strategic aims to ensure a strong professional standards

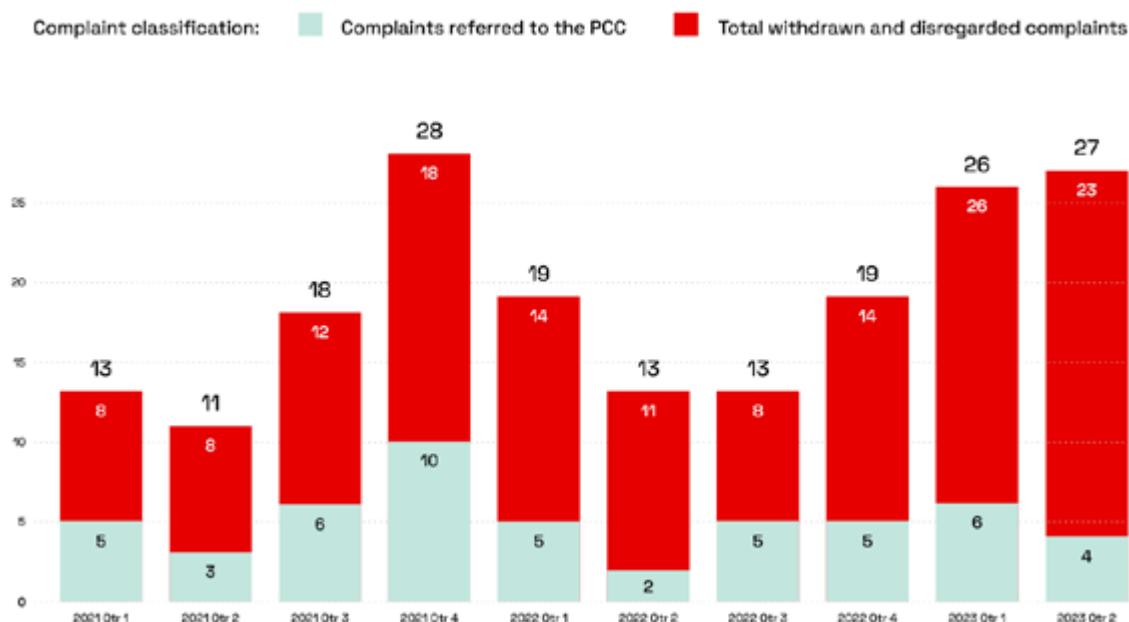
framework and increase the recognition of engineers’ value to the community.

‘We have expanded the Professional Conduct Committee from three to six standing members and four of those positions have been filled, with two legal practitioners specialising in administrative law appointed to those roles’.

‘We will be looking to appoint standing members from the structural and mechanical engineering streams to the two remaining positions.’

Jurisdictional contact details for alternate pathways nationwide have been added to the complaints page of the Engineers Australia website to assist members who are seeking financial compensation or a separate legal outcome. Statistics are also published for public reporting of complaint volumes, sanctions and outcomes of PCC deliberations.

Total complaints received by classification



Continued advocacy for nationally consistent registration

Engineers Australia has continued to advocate for nationally consistent registration to ensure that our profession maintains high standards and consistency across the nation.

The merits of nationally consistent registration schemes and Engineers Australia’s role as a coordinating body were key themes of a regulator’s forum in February.

Representatives from ten regulatory bodies and key industry representatives from around Australia took part.

Further regulatory and industry forums are planned for the remainder of 2023 to cover mutual recognition of registration and acceptance of consistent professional standards.

“We are advocating on behalf of our members for nationally consistent registration schemes to improve labour mobility and reduce costs and administrative burdens to engineers, industry and regulators”, said Chief Engineer Jane MacMaster.

Registration schemes are currently in place in Queensland, New South Wales and Victoria, with implementation planned in the Australian Capital Territory and Western Australia in 2024. Tasmania has limited licencing of engineers in the building sector. The Northern Territory has some certifying engineer requirements in place.

An election commitment has been made for registration in South Australia with progress expected in the coming year.

Engineers Australia provided feedback to regulators throughout 2023 on scheme development and improvement, specifically on qualifications, competencies and professional indemnity insurance.

Nationally consistent registration: Regulatory forum participants

STATE	ENTITY
Queensland	Board of Professional Engineers Queensland
	Office of Industrial Relations
New South Wales	Better Regulation Division, Department of Customer Service
	Department of Fair Trading
Australian Capital Territory	ACT Government
	Environment, Planning and Sustainable Development Directorate Building Reform
	Environment, Planning and Sustainable Development Directorate
Victoria	Department of Treasury and Finance
	Department of Justice and Community Safety
South Australia	Department for Trade & Investment - Planning and Land Use Services Directorate
Western Australia	Department of Mines, Industry Regulations and Safety
Northern Territory	Department of Industry, Tourism and Trade

Mutual Recognition Agreement signed with Indonesia

Qualified engineers will have greater professional mobility between Australia and Indonesia following the signing of a mutual recognition agreement (MRA) by Engineers Australia and the Institution of Engineers Indonesia (PII).

The MRA was signed on 30 June at the Embassy of the Republic of Indonesia in Canberra, hosted by His Excellency Dr Siswo Pramono, the Indonesian Ambassador in Australia.

Australian Prime Minister Anthony Albanese and Indonesian President Joko Widodo, who met in Sydney for the Australia-Indonesia Annual Leaders' Meeting, welcomed the signing.

"This signing serves as a stepping stone for the development of similar agreements for other professions in the future," the leaders said in a joint communique.

The leaders also welcomed an expansion to the Skills Development Exchange under IA-CEPA, which allocates 1500 exchange placements to workers in sectors such as agri-businesses, the green economy, mining engineering and telecommunications.

Under the arrangement, Chartered members of Engineers Australia are eligible for the title of Professional Engineer from the PII, while PII members with relevant engineering qualifications and the titles of Professional Engineer or Executive Professional Engineer will be eligible for Chartered status via Engineers Australia.



Engineers practising in the following engineering disciplines are covered under the MRA:

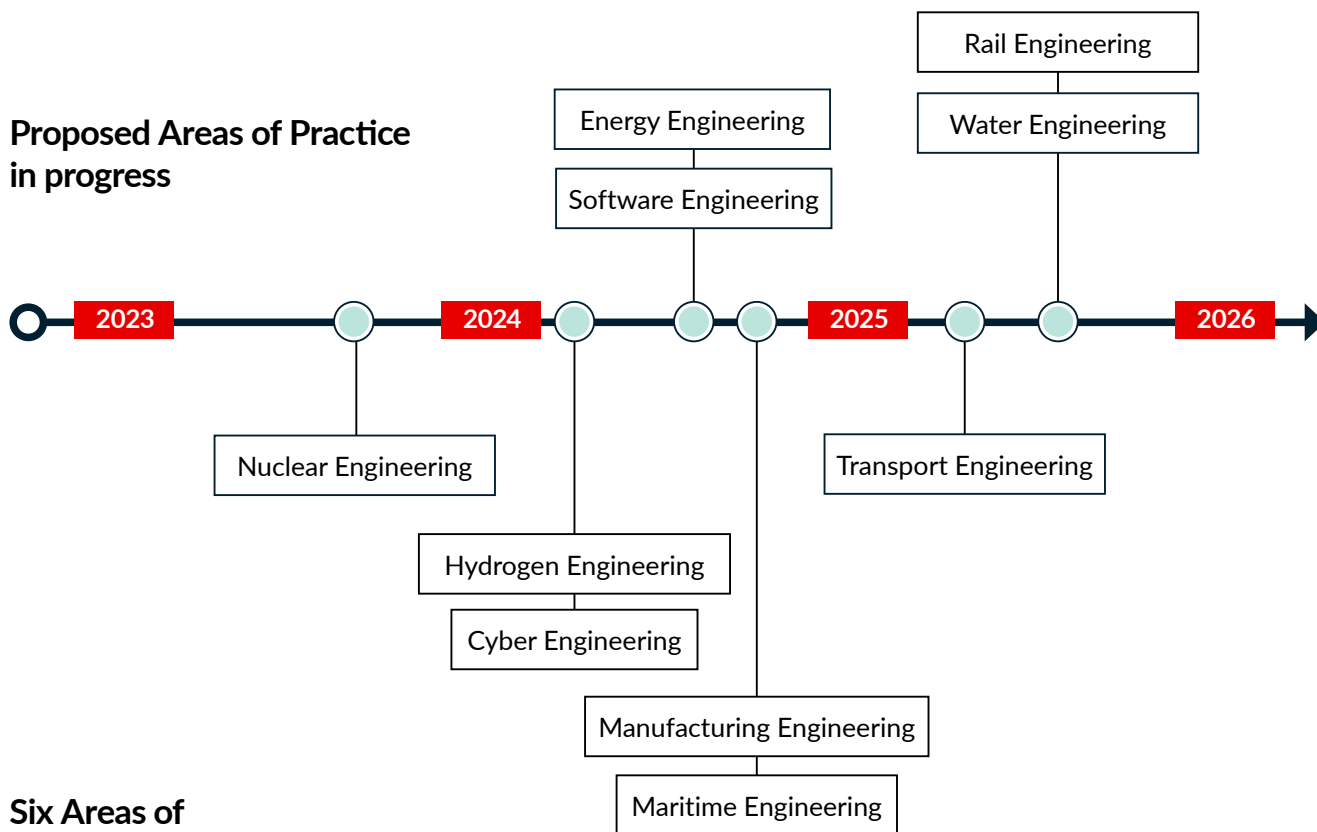
- Aerospace
- Chemical
- Civil
- Electrical
- Environmental
- Geotechnical
- Mechanical
- Petroleum engineering and information
- Telecommunications and electronics

Engineers Australia establishes MRAs with engineering bodies around the world, based on International Engineering Alliance standards, to highlight mobility opportunities.

The MRA comes three years after the Indonesia-Australia Comprehensive Economic Partnership Agreement (IA-CEPA), a long-awaited agreement intended to strengthen economic bonds and foster trade and professional links.

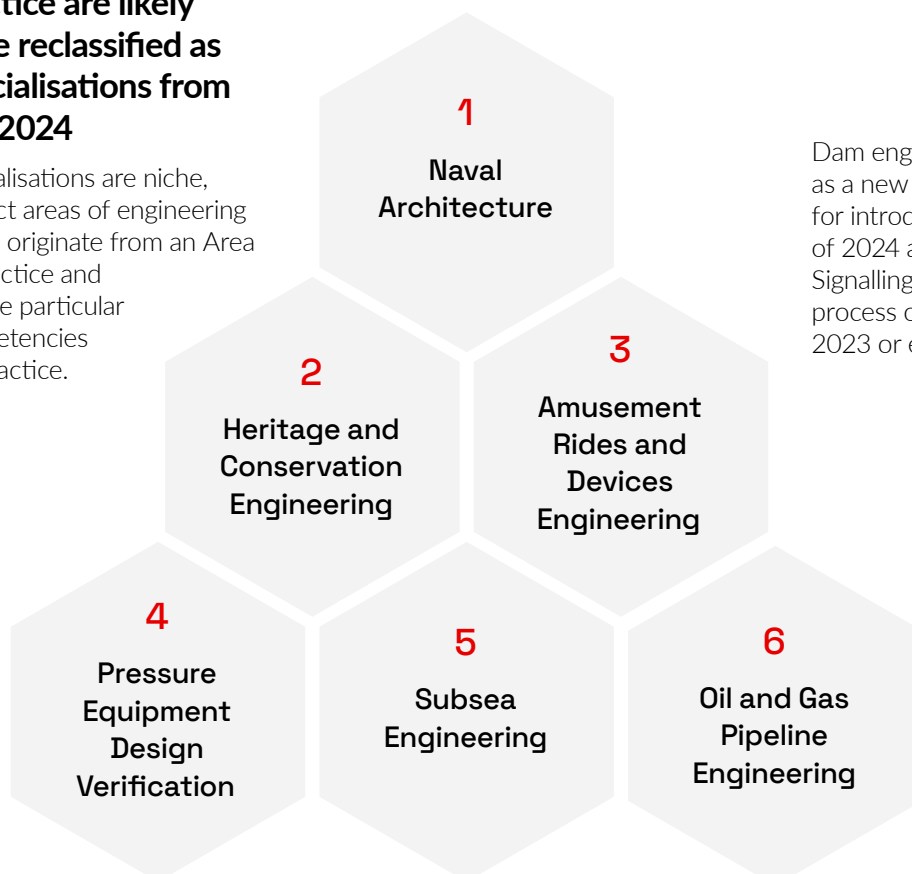
Developing new Areas of Practice to meet emerging needs

An Area of Practice is a subgroup of the engineering profession that reflects an engineer's formal education and professional experience. Currently, there are 27 Areas of Practice and they are constantly evolving. The engineering demands of the clean energy transition and advances in technology will be met with up to 10 new Areas of Practice proposed for introduction in the coming three years.



Six Areas of Practice are likely to be reclassified as Specialisations from late 2024

Specialisations are niche, distinct areas of engineering which originate from an Area of Practice and involve particular competencies for practice.



Dam engineering is under development as a new specialisation, targeted for introduction in the third quarter of 2024 and the Rail Track and Rail Signalling Specialisations are in the process of finalisation expected in late 2023 or early 2024.

Engineers Australia maintains status as an accreditation body

Engineers Australia’s status as an accreditation body under the International Engineering Alliance Sydney Accord is confirmed for another six years following a successful independent review of our Accreditation Management System.

The members accepted the review panel’s recommendation that *‘Engineers Australia be accepted by the other signatories, for a period of six years, as leading to outcomes substantially equivalent to those recognised by the Accord’*.

As a signatory of the Dublin, Washington and Sydney accords, Engineers Australia is subject to periodic reviews by the International Engineering Alliance to ensure it is upholding standards of engineering education in the tertiary education sector.

Creating tomorrow’s engineers

Engineers Australia members have been leading the way in the organisation’s partnership with Explore Careers to inspire school students to consider a career in STEM.

Members have participated in high school careers fairs throughout FY2022–23, speaking with students and careers advisors on the breadth of careers that are possible in the engineering profession.

“Our research has shown that engineers are our best asset when it comes to influencing and guiding the new generation of talent into the profession,” said Justine Romanis, National Manager Professional Diversity and STEM.

“Members sharing their stories with students and teachers opens pathways for students to consider engineering as a career. It gives the students a better idea of who an engineer is and what they do and it helps careers advisors to support those students on their learning journey.”

Under the Explore Careers partnership, Justine presented at an online career seminar in October, attracting 1200 Year 10 to 12 students and their teachers.

For the second consecutive year, engineering features prominently as a double page spread in the National Explore Careers Guide, distributed to 4,500 careers advisors nationally.



Groundbreaking Engineering Your Future Academy

Almost three-quarters of students who participated in a groundbreaking Engineers Australia academy say the experience impacted their decision to consider a career in the profession.

Engineers Australia's partnership with Year 13 delivered the 'Engineering Your Future' online academy, which provides tailored educational content to students who have finished high school and are considering their career options.

"The partnership is designed to continue to build awareness and consideration of engineering careers by capturing the new cohort of students figuring out their post-school journey year on year," said Justine Romanis, National Manager Professional Diversity and STEM.

The 'Engineering Your Future' Academy, is focused on positioning engineering as a diverse, fun career path by aligning it to young people's passions. It also targets parents and schools as youth influencers.

"The content is designed by young people for young people and by teachers for teachers, with the results confirming the approach is delivering."

Engineering Your Future Academy key results:

>1.4M impressions

with a reach of almost 383,000 on social media.

44%

of participants who felt they knew 'a great deal' and 'a lot' about engineering, up from 14 per cent.

72%

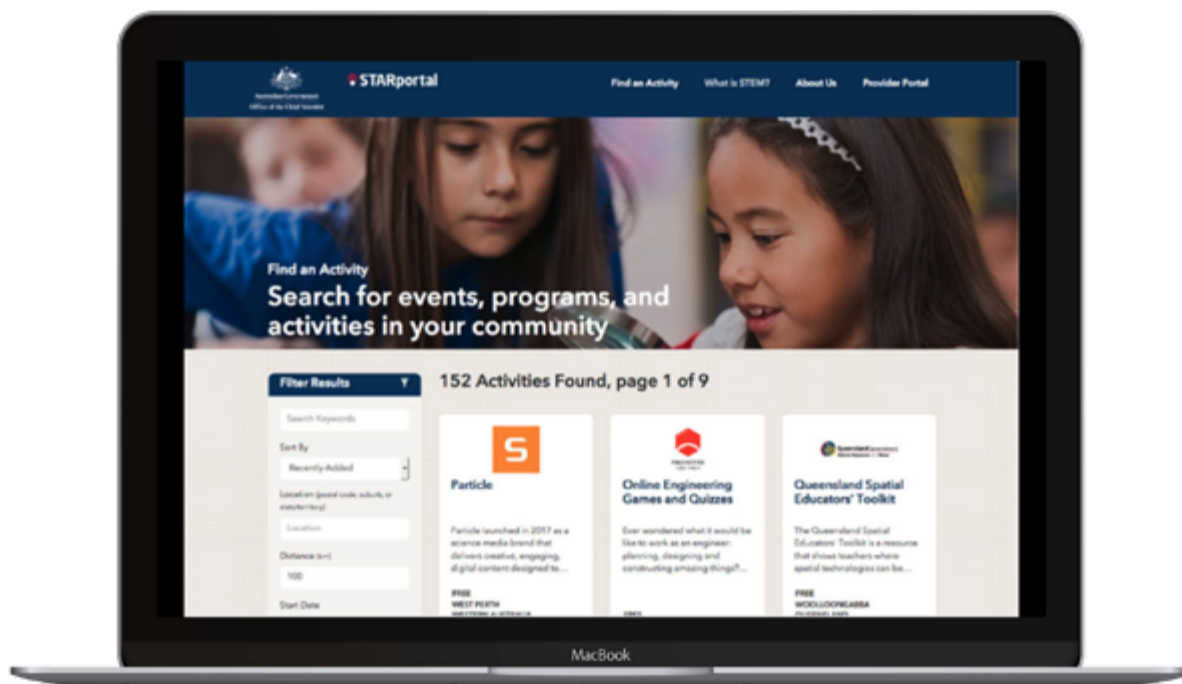
of participants felt the Academy had an impact on their likelihood of considering a career in engineering.



Supporting early career engineers

The Young Engineers Australia CPD Series continued to grow and provide a comprehensive program for early career engineers. Initially launched in 2020, the 2022–23 program attracted more than 11,499 registrations.

It is part of our focus on engaging engineering students, graduates and early-career engineers and is designed to support their transition into the industry.



Inspiring young people to explore, discover and create

Australia's largest online database of STEM activities for young people, the STARportal, has reached 296,945 unique visitors since its launch.

A collaboration between Engineers Australia, the Office of the Chief Scientist, Telstra, AMSI, BHP Billiton and the Commonwealth Bank, in consultation with the Department of Education, the STARportal aims to ensure increase access to STEM activities across the country.

It is Australia's first centralised national portal for exciting and engaging STEM activities, 366 providers of STEM programs and houses over 1,700 activities for young people to get involved in STEM.



13

Making a more diverse and engaged engineering community happen

New microcredentials, now available in the market, support our profession by offering flexible and accessible opportunities for skill development.



As Engineers Australia's training provider, Engineering Education Australia (EEA) is deeply embedded in the world of engineering. By responding to industry trends and emerging technologies, EEA ensures that our training courses, workshops and programs are designed to meet the needs of engineers now and into the future.

Working in collaboration with Engineers Australia and leading experts in education and business, EEA helps customers maintain their professional standards and remain competitive throughout their careers. Our focus is on ensuring that the training we offer is relevant and flexible, so our clients develop the skills they need when they need them.

Major developments

In 2022-23 EEA's major developments included:

- The Engineers Australia Graduate Program is developed, maintained and delivered by EEA. This financial year saw the introduction of sector-based programs in partnership with the Australasian Railway Association and the Australian Power Institute. **Enrolments in the Graduate Program increased to 314 from 223 in FY22, a record for the program.** The Graduate Program is undergoing a major redevelopment to better meet the needs of graduates and their employers and to scale up the number of enrolments.
- Construction industry micro-credentials were released in March 2023. These micro-credentials are based on the *Construction Learning and Development Guide*, which was produced by the Australian Construction Association and Engineers Australia in 2022. The micro-credential topics and levels were developed through consultation with construction industry employers.
- EEA's reputation for quality and innovation was demonstrated by being awarded two platinum and two diamond LearnX Awards. LearnX is the learning and development industry's premier award event.



EEA courses

EEA's range of industry-relevant courses continued to expand, with 23 new courses added to our catalogue.

The full suite of EEA Online featuring 20 online courses was completed by April 2023. Three of the LearnX Awards mentioned above were for EEA Online, which has supported our marketing efforts. By the end of the financial year, there had been a total of 3,735 EEA Online registrations, with sales at 97 per cent of the forecasted target.

The Emerging Engineering Leadership Program (EELP), which started in 2022, has been popular with customers including many organisations that have not previously engaged with Engineers Australia. The EELP is a package of short courses and two professional skills micro-credentials delivered over eight months and is aimed at supporting engineers with three to six years of experience on their journey towards Chartered status.

In response to the shortage of skilled engineering workers, EEA has begun the development of the Engineers Australia Global Engineering Talent Program. This program is designed to enable internationally trained engineers living in Australia to find work in the profession.

Participants in Engineers Australia's Professional Year program contracted due to the impact of changes to Government migration policy. This has led to a decrease in the number of CPD hours delivered and engineers trained this financial year.

Engineering Education Australia: 2022-23 highlights

6,548+

Engineers trained from 260+ organisations

1,418+

Digital badges issued

(2021-22: 1,254)

314+

Participants in the Engineers Australia Graduate Program

(2021-22: 223)

221,686+

Hours of professional development delivered

(2021-22 540,423+)



Engineers Australia's Diversity, Inclusion and Belonging Council, which was established in March 2023.

Leading the way on diversity and inclusion

Engineers Australia has continued to work to achieve an engineering profession as diverse as the community it serves. This includes diversity of gender, race, ethnicity, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, or other ideologies.

As the peak body, we aim to increase diversity in the profession not only as a matter of fairness, but to deliver better solutions by harnessing the full range of talents and perspectives.

We undertake many activities to promote gender diversity and inclusion and we are increasingly active in our support for Indigenous engineers and members of the LGBTQIA+ engineering community.

Our positioning statement also outlines how we will meet our diversity and inclusion commitments, including:

- Promoting gender diversity through participation in the Champions of Change Coalition, (formerly Male Champions of Change) STEM Group and ensuring diverse representation on our industry speaking panels.
- An ongoing focus on gender balance and female membership through the National Committee for Women in Engineering.
- Promoting diversity and inclusion best practice as an active member of the Diversity Council.
- Further developing our Indigenous Engineers Group activities and membership through the College of Leadership and Management.
- Providing guidance to our members on how to give a respectful Acknowledgement of Country.

- Promoting our LGBTQIA+ activities as an active member of Pride in Diversity.
- Creating an InterEngineer community to support our LGBTQIA+ engineers.
- Working in partnership with allied bodies to assist our members and the engineering community to achieve their diversity goals.

Proud to be Champions of Change

Engineers Australia has continued its involvement with the Champions of Change STEM Group, which includes 10 member organisations who lead more than 140,000 employees, members and volunteers across 30 countries.

We have been a member of the STEM group since 2018, as part of our commitment to promoting gender diversity within the engineering profession. Engineers Australia CEO Romilly Madew sits on the STEM Champions of Change committee and has helped guide the 18-month workplan.

Key areas of action agreed by the group in 2023 include:

- Better valuing part-time work and the balance of carer and career responsibilities
- More targeted and disruptive initiatives to increase the pipeline and talent pool of diverse girls and women in STEM
- Leading a Coalition-wide program of work to develop frameworks to achieve more gender equal and inclusive design.



Supporting reconciliation and the Uluru Statement from the Heart

Engineers Australia is proud to embrace reconciliation and support First Nations engineers in the workplace.

In 2019, the Engineers Australia Board resolved to accept the invitation from the Uluru Statement from the Heart to support constitutional and structural reform so Aboriginal and Torres Strait Islander people can take their just place in our nation.

“As Australia’s first engineers, Indigenous people have a remarkable history of ingenuity that sustained their culture, cared for Country and supported thriving communities for thousands of years,” said Engineers Australia National President Dr Nick Fleming.

“Our Indigenous Engineering Group in NSW and the ACT has come together to help the profession better understand the aspirations of First Nations people and develop strategies to increase the diversity of our workforce.”

“This ranges from considering specific programs to promote engineering to First Nations people as a career option and raising awareness of some of Australia’s earliest engineering feats, to progressing representation, procurement and recruitment targets across industry to meaningfully drive change,” Dr Fleming said.

Working towards reconciliation

Our Reconciliation Action Plan Working Group was established in March 2022, consisting of five members and two Engineers Australia employees. After a process of broad stakeholder consultation including with our Division Presidents and College Chairs, the draft Reconciliation Action Plan was sent to Reconciliation Australia in June 2023.

There is an expected review process of around three months with change rounds and we anticipate launching Engineers Australia’s Innovate RAP at the end of 2023.

Consistent with our core value of advancing society for the benefit of all, we support reconciliation to enable positive change and better outcomes for Aboriginal and Torres Strait Islander peoples.

Dr Nick Fleming
National President and Board Chair

Supporting overseas qualified engineers

New digital skills assessments process to support migrant engineers

We have refreshed our skills assessment process through digital tools, making it more accessible and efficient for overseas qualified engineers to enter the profession.

An expansion of the permanent migration program has contributed to record demand for migration skills assessments by Engineers Australia in FY2022-23.

As an outcome of the Jobs and Skills Summit in September 2022, the Australian Government announced an increase in the 2022-2023 planning level for the permanent migration program to 195,000 places, an advance of 35,000 on the previous year.

In May 2023, the Department of Home Affairs set the 2023-2024 level at 190,000, with skilled migrants remaining the focus of the program to help ease widespread, critical workforce shortages.

The Skill stream accounts for 137,100 places, approximately 72 per cent of places on the program.

An extra \$36.1 million has been allocated to accelerate visa processing and help clear a backlog of applications.

Michael Luddeni, Group Executive Operations and Assessments, said the changes prompted a dramatic rise in demand for Engineers Australia migration skills assessments.

Operations and Assessments received 30,544 applications, with 28,734 applications completed in FY22-23 compared with 18,014 the year prior.

“The team has increased their tempo to complete an extra 37 per cent of migration skills assessments for the year,” Michael said.

“The engineering skills shortage has significant implications for Australia with vacancies as high as 40 per cent in some parts of the profession”.

Creating more opportunities for overseas qualified engineers

Overseas qualified engineers will overcome the greatest barriers to employment under an Engineers Australia



Engineers Australia took part in the Refugee and Migrant Skills and Job Summit in Canberra with Settlement Services International.

program with support from a Northern Territory Government grant. The initiative aims to help them crack the Australian jobs market.

The Global Engineering Talent (GET) program, announced in June, is an outcome of Engineers Australia’s Barriers to employment for skilled migrant engineers research, which found 47 per cent of overseas qualified engineers actively seeking an engineering job are unemployed or underemployed.

The Northern Territory Government has contributed \$198,000 to the program to help an initial 20 overseas-born engineers find a pathway to engineering employment in Australia.

The GET program will include a six-week preparatory course through Engineering Education Australia with engineering standards-specific training and a 12-week paid internship at an engineering firm.

The course will include a ‘virtual internship’ on a simulated Australian engineering project to allow participants to apply their skills in an Australian context, familiarise themselves with relevant standards, codes, laws and regulations as well as practice local ways of working.

Keeping up with booming demand for migration skills assessments is one way we can make gains in bringing more qualified engineers to our shores.

Michael Luddeni

Group Executive Operations and Assessments

Women in engineering

Launch of agenda-setting Women in Engineering research

The Women in Engineering Research initiative, a first of its kind in Australia, is now paving the way for collective action across government, industry and academia.

Our research found:

- Lack of familiarity is the single top-stated reason for girls and women never considering engineering
- 90 per cent of women in non-engineering fields either briefly or never considered engineering
- The most common female perceptions of engineering are 'male dominated' and 'challenging'
- To get more young women into engineering, we need to address their key drivers – around fulfilling work that matches their personality and interests
- There is a perception that girls must excel in STEM subjects, not merely do well in them, to get into engineering
- Early intervention and education are key– starting with primary school and into junior high school
- Engineers see value in more exposure and promotion of the profession early.

Celebrating International Womens Day 2023

International Women's Day is both a celebration and reminder that there is still much work to be done in the name of gender equality.

In March 2023, Engineers Australia celebrated International Women's Day with a multi-city program of sold-out events.

Melbourne Cup winning jockey Michelle Payne OAM delivered the keynote presentation at in-person events in Sydney, Melbourne and Brisbane. A simultaneous event held in Perth enabled audiences to tune in via a live stream from Melbourne.

Engineers Australia CEO Romilly Madew said the ground-breaking jockey was the perfect choice to headline the series, which was attended by more than 2,200 people across the four events.

"Michelle's story of defying gender expectations to become a national icon and one of Australia's most sought-after media and racing personalities is truly inspirational," Romilly said.



Engaging with schools as part of efforts to encourage young women to pursue a career in engineering.





Recognising International Women in Engineering Day

Celebrated annually, International Women in Engineering Day (INWED) champions the incredible contribution those who identify as women are making to the profession. It also aims to encourage more women and young girls to pursue a career in engineering, with 2022 figures indicating that in Australia only 14 per cent of engineers in the workforce are women.

In June 2023, the event series celebrated its 10th year, with the theme 'Make safety seen'. Engineers Australia hosted a variety of in-person and online events across the country throughout the month of June. More than 1,300 people took part in the events in-person and 300 attended online.

In an effort to inspire more individuals who identify as women to pursue a career in engineering, Engineers Australia introduced the *Pay it forward* campaign. This initiative provided those in the profession with an opportunity to purchase a ticket and allocate it to a participant or a future engineer to attend one of our INWED events.



14

Making an impactful global volunteer network happen

Future Now Program continues to support volunteers

Harnessing the passion, commitment and expertise of Engineers Australia members is the driving force behind the Future Now Program, which has delivered strong results in volunteer-led advocacy and continuing professional development (CPD) this year.

The partnership between our office bearers and employees is vital to Engineers Australia's success.

Sarah Jenkins Group Executive Member and Customer said Future Now is a 'mission critical' program that aims to empower and support Engineers Australia's volunteer network in alignment with its purpose.

"Through the Future Now Program, we are working to empower our volunteer network and put their feedback into action," Sarah said.

"We have been able to continuously improve the services we offer to our members as a result and work is underway to simplify our CPD processes."

In partnership with office bearers and volunteers, community events are curated and operated by Engineers Australia's learned society groups while CPD and networking processes have been revised to improve the experience of office bearers and other stakeholders.

Key achievements

- Launch of the first office bearer and volunteer newsletter, which provides updates on media appearances, policy and advocacy initiatives and upcoming events of interest.
- Establishment of the office bearer and Volunteer Hub EAXchange as a central source of information and induction resources.
- A new process for members to propose, design and deliver policy and advocacy work, including a user guide, toolkit and training video.
- Ongoing upgrade of the audio-visual technology in the member facing meeting rooms and auditoriums across Engineers Australia offices, supporting the delivery of member-led events.

Through the Future Now Program, we are working to empower our volunteer network and put their feedback into action.

Sarah Jenkins

Group Executive, Member and Customer

Keeping members informed

Our newsletter, *Engineering News*, is emailed every Tuesday and gives members the latest updates from Engineers Australia in a single platform. It combines news, advocacy, professional development opportunities, events and resources, tailored by location.

It continues to be very well received by members, with email open rates well exceeding industry benchmarks and significantly increasing in the reporting year.

Engineering News open rates have climbed 9.8 per cent in readership year-on-year. All editions sit well above the industry average open rate of 19.3 per cent, with the main edition on 38.9 per cent, graduate edition on 32.5 per cent and the new student edition averaging an impressive 43.7 per cent with some editions achieving a 50 per cent open rate.

Recognised by industry, *Engineering News* was short-listed for the prestigious national Mumbrella Publish Award – Newsletter of the Year based on FY2022–2023 performance.

Engineering News open rate stats

General

Circulation
62,507

Average open rate: 38.9%

Student

Circulation
14,501

Average open rate: 43.7%

Graduate

Circulation
11,427

Average open rate: 32.5%

Engineering News
Your essential weekly update

Latest news

Ground-breaking research cracks code on engineering's biggest problem
Our first-of-its-kind research reveals the reasons women aren't entering the profession—and what needs to happen to change that.

Meet your 2022 people and projects award entrants
Read about each of the people and projects from around the country that have been entered into the Engineers Australia Excellence Awards—People and Projects 2022.

Tax time: five common deductions for engineers
As 30 June approaches, we spoke with Myles Pover, Principal at accounting firm RSM Australia, to help you prepare for filing your tax return by covering five of the most common deductions for engineers.

Enjoying Engineering News?

Working for the profession
Engineers Australia has made a **submission to Government on the National Data Security Action Plan**. Engineers are uniquely positioned to contribute to the development of the plan and many of these matters have strong relevance to Engineers Australia members and stakeholders. [READ THE SUBMISSION](#) --

Events

Discover Melbourne Water's historic western treatment plant
Date: Tuesday 28 June, 12:00–1:00 pm AEST
Delivery: Webinar
[REGISTER NOW](#) --

LIKE THE SOUND OF THESE EVENTS? SEE MORE --

Member resources

LIBRARY
A multidimensional perspective on retheorising the industrial-institutional coevolution. This article proposes such a **retheorised concept of coevolution** by integrating concepts of path development, institutions, institutional change, institutional entrepreneurship, institutional work and nestedness.
[READ NOW](#) --

EA XCHANGE
AS2304 nozzle loads: Christopher Rohde is designing and checking a range of nozzle connections to water tanks, and he is hoping the EA networks can help with any **recommendations for an appropriate fixture** to a corrugated water tank with ~2m head at the nozzle. [JOIN THE CONVERSATION](#) --

EA ONDEMAND
Building a solar electric vehicle prototype car from scratch: hear about how a once-extra-curricular student project has become a course, and a world recognised brand. Find out how a team of exceptional undergraduate engineering students, when given no boundaries, can create exceptional solutions to relevant problems.
[WATCH NOW](#) --

Member reward

30% OFF
TRAINING FOR ENGINEERS

Last chance to save on training
Register by 30 June to get up to 30% off selected short courses from Engineering Education, an exclusive discount for EA members. Use the code: EOPY15
[VIEW COURSES](#) --

Facebook Instagram LinkedIn Twitter EAX

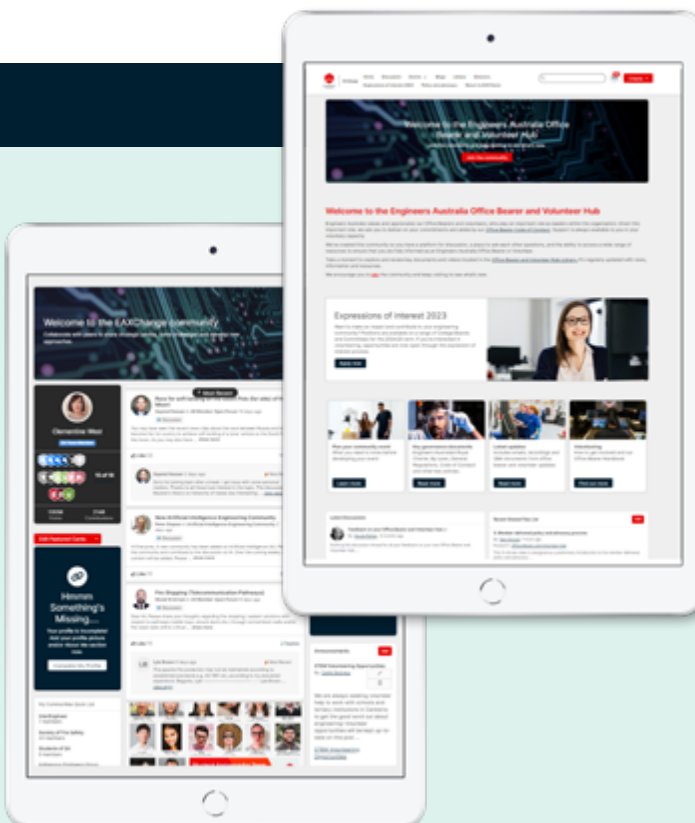
EAXchange

Our member communications platform continues to grow and go from strength to strength.

Total membership of EAXchange is now 11,303 up from last year's 8,790, an increase of 28.6 per cent, double our growth from last financial year (14.5 per cent).

We have continued to grow EAXchange's functions and community by increasing Engineers Australia content, blogs and event listings. Work is underway on creating bespoke microsites to suit the specific needs of our communities of practice and students.

As previously mentioned – we also developed the Volunteer Hub, which is a public facing site that has a wealth of resources for those who volunteer or are considering it. With "volunteer" being one of our biggest search terms it has been fantastic to have built this site.



Improving CPD and knowledge sharing opportunities for our members

A streamlined process for continuing professional development (CPD) planning and delivery has made knowledge sharing and learning easier for our volunteers and office bearer teams.

Engineers Australia delivered the best in CPD training and thought leadership events for our members, holding a total of 679 events in FY2022–23.

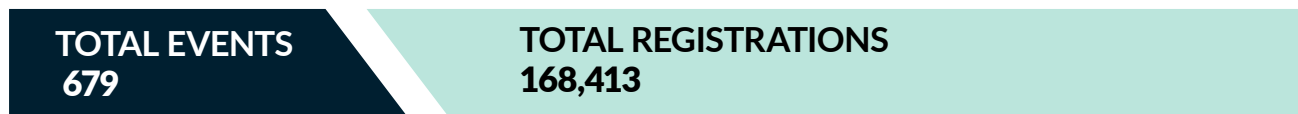
Our events created opportunities for knowledge sharing, learning and industry access, with engaging discussions and insights from subject matter experts on the issues impacting engineering.

Responding to member feedback, we provided events in a variety of different formats that could be accessed remotely, allowing engineers from around the world the opportunity to participate, learn and network in the way that best suited them.

In a reflection of the key issues for members, the most popular events in FY2022–23 were around sustainability, innovation, leadership skills and mental health and wellbeing.



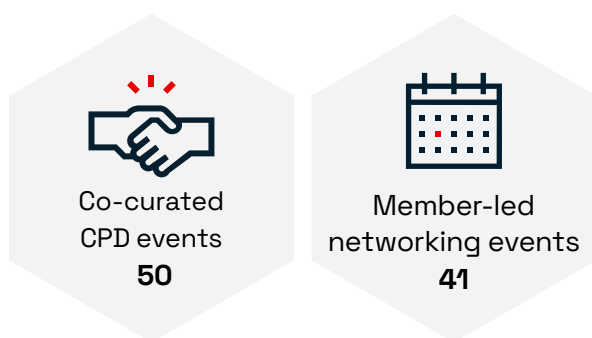
CPD events



Event formats



Community events

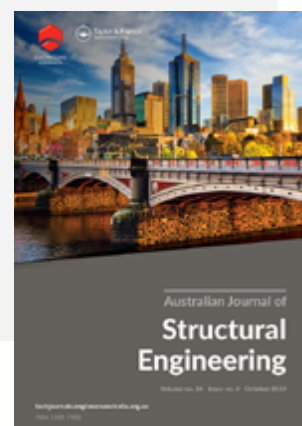
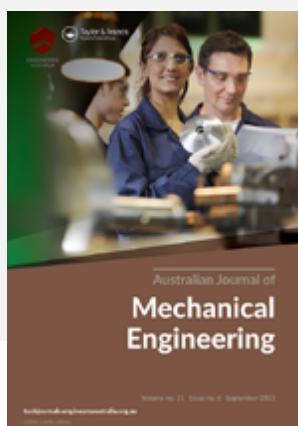
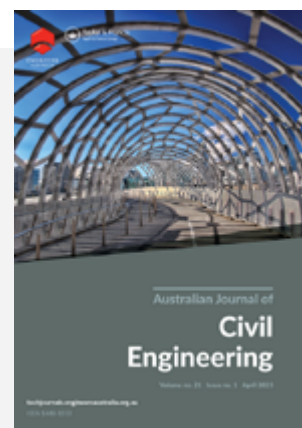


Four journals honoured for their impact

Following a rigorous selection process by Clarivate, four of Engineers Australia’s learned society journals received Journal Impact Factors. This score reflects the frequency with which the average journal article has been cited in a particular year or period and highlights the impact of Australian engineers globally.

Joining a select group of internationally recognised technical publications are:

- *Australian Journal of Structural Engineering* (AJSE) – Journal Impact Factor 1.1
- *Australian Journal of Civil Engineering* (AJCE) – Journal Impact Factor 1.3.
- *Australian Journal of Mechanical Engineering* (AJME) – Journal Impact Factor 1.4.
- *Australasian Journal of Water Resources* (AJWR) – Journal Impact Factor 3.2.



OneEA Award acknowledges spirit of collaboration

Two trailblazers who embody the collaborative spirit of the employee and volunteer bond have been recognised with the inaugural OneEA Award.

Florence Lagier and Astrid Kauffman were nominated by their peers and announced as the winners at the Special Thanks and Recognition (STAR) Awards ceremony on 14 December 2022.

The OneEA Award was introduced to recognise one employee and one office bearer or volunteer for their important contribution to Engineers Australia's goal for the employee and volunteer contingents to work seamlessly together.

"The nature of the employee, office bearer and volunteer relationship across Engineers Australia is incredibly important because we need each other to deliver on our purpose, strategy and culture," said Ricky Peña, Group Executive People and Strategy.

"Florence and Astrid are very worthy recipients of our inaugural OneEA award for the way they put that collaborative relationship into action and show how valuable it is."

Astrid Kauffman, nominated by employees, is the Immediate past President.

Florence, nominated by office bearers and volunteers, is the Program Manager, Awards.

"Congratulations and thank you both and to all OneEA Award nominees, for your incredible approach to our work."



Astrid Kauffman

Victorian Division Immediate past President
Office Bearer recipient of the OneEA Award

Astrid has been an exemplary Division President over her two-year tenure.

She has embraced Engineers Australia's journey of transformation and consistently advocated for Engineers Australia's strategy. She has spoken in national forums on the FutureNow program, led a prototype policy initiative and contributed to our OneEA culture work. Astrid has initiated the Volunteer Engagement Strategy to create meaningful, outcome focused volunteer opportunities for members. Astrid is an authentic leader, always collaborative, insightful, thoughtful and considered in her approach and is well respected by the many of our members, office bearers, volunteers and employees across the country.



Florence Lagier

Program Manager, Awards
Employee recipient of the OneEA Award

Florence has been a committed Engineers Australia team member for nearly 10 years and in

her role connects with hundreds of volunteers in a thoughtful and considered way, in what can sometimes be challenging situations. She is always professional, authentic, passionate towards her work and outcomes achieved. She is honest and owns her own mistakes and is not afraid to have difficult conversations and resolve issues in a constructive manner.



OneEA award recipients:

- Support and work with other volunteers and employees to achieve Engineers Australia's objectives and purpose
- Act with honesty and in good faith and in the interests of Engineers Australia
- Treat all members, volunteers and employees equitably and with respect, trust and courtesy
- Seek innovative solutions to add value.

Representing Australia in global engineering governance

Engineers Australia is represented at the highest level of global engineering standards governance with the appointment of two of Engineers Australia's senior office bearers to the IEA Executive Governing Group.

Emeritus Professor Elizabeth Taylor AO HonFIEAust was elected as Chair of the International Engineering Alliance and AIRCDRE Anker Brodersen (ret'd) was elected as Chair of the APEC Engineer Agreement at the IEA annual meeting.

The meeting was held in Taichung, Taiwan on 11 to 16 June 2023, with workshops co-hosted by the Institution of Engineering Education Taiwan (IEET) and the Chinese Institute of Engineers (CIE).

Professor Taylor and AIRCDRE Brodersen represented Engineers Australia with Chief Engineer Jane MacMaster and General Manager Professional Standards Bernadette Foley.

The meeting progressed the implementation of the 2021 revision of the IEA Graduate Attributes and Professional Competencies (GAPC) among other matters.

Indonesia and Mexico were confirmed as full signatories to the Washington Accord and Nigeria as a new provisional member.

These additional members increase the percentage of the world represented by a Washington Accord signatory to nearly two-thirds of the global population.



While Professor Taylor's eight years as Deputy Chair, then Chair, of the Washington Accord came to an end in Taiwan, where she received a standing ovation as she closed her last meeting, she was then elected as Deputy Chair of the Sydney Accord.

AIRCDRE Brodersen's previous role was as Deputy Chair of the APEC Agreement and he now moves to Chair of the APEC Agreement.

The strengthening of the IEA agreements to facilitate international mobility for independent practice will be a major focus for coming years and sees the IEA well positioned to strengthen its influence and reach.

Building policy and advocacy skills

New policy and advocacy training, along with capability building for our office bearers, ensures that our leadership not only remains effective and impactful but also enhances our capacity to advocate on behalf of the profession.

Engineers Australia has amplified its capacity to influence decision-makers by upskilling office bearers and employees across the business with an advocacy skills training program.

The one-day workshop launched in April 2023 and supports participants to examine strategies and tactics to develop persuasive evidence-based arguments with the goal of influencing policy outcomes.

Group Executive Policy and Public Affairs Damian Ogden said the program aims to reinforce every employee and office bearer's ability to be an advocate for Engineers Australia.

"The program is designed to strengthen understanding of the different strategies and techniques of advocacy and communications in the policy process using Australian and international case studies," Damian said.

"Our people are a powerful channel for advocacy and we want to give them an effective toolkit to engage in conversations that will influence agenda-setting in Australia and worldwide."

15

Making engineering leadership happen

Member-led policy and advocacy

We are continuing to harness the expertise of our membership base to achieve positive impact for the profession and society.

As part of the Future Now program, Engineers Australia has launched a new member-led policy and advocacy process to enable greater input into the design and delivery of policy initiatives.

After a trial in 2022 that provided excellent insights, the new process has now launched via EAXchange. It is an exciting step that supports the passion and commitment of Engineers Australia's members to influence and advocate on issues of national interest.

Amplifying the engineering voice

Engineers Australia's engagement with government reached a new level in FY2022–23, as we embraced the opportunity to drive reform across a range of key focus areas.

Damian Ogden Group Executive, Policy and Public Affairs said Engineers Australia's vision was to work collaboratively with the Australian Government on the issues impacting the profession.

“Our core message has been that whether it be adapting to climate change, transitioning to renewable energy, building critical infrastructure or increasing productivity and economic growth, engineers have an essential role in delivering better outcomes for all Australians.”

With a significant role to play in many of the Australian Government's priority areas – including the economy-wide transition to net zero, major investment in public infrastructure and Australia's nuclear submarine program, Engineers Australia has been regularly engaging with key decision-makers on behalf of the profession.

CEO Romilly Madew, Chief Engineer Jane MacMaster and Group Executive Policy and Public Affairs Damian Ogden have been increasing our presence in Canberra, laying the foundations for successful reform.

Engineers Australia has developed strong relationships with the Australian Government – regularly briefing key departments, Ministers and their Advisors in relevant portfolios including infrastructure, environment, industry and skills.

With major reform and new programs underway across skills, climate policy, energy, infrastructure, defence and the building sector, continuing to provide the engineering voice to critical conversations with government has been a priority.

Damian Ogden

Group Executive, Policy and Public Affairs



Damian Ogden, Romilly Madew and Jane MacMaster meeting with Minister for Defence Industry, the Hon. Pat Conroy following the 2023 Federal Budget.

Strengthening the engineering workforce

Central to our advocacy program in FY2022-23 was the release of the *Strengthening the engineering workforce* report – a comprehensive look at the engineering workforce challenges and the required policy response.

This report pulls together various aspects of Engineers Australia's work program, including our *Barriers to employment for migrant engineers* and *Women in Engineering* research to establish positions to advocate to government.

It was launched in the lead-up to the Australian Government's Jobs and Skills Summit, which was held in September 2022 to consider the challenges and opportunities facing the Australian labour market and the economy. Engineers Australia CEO Romilly Madew was invited to take part in Ministerial roundtables held as part of the Summit and briefed stakeholders on solutions to address the engineering skills shortage in the short, medium and long term.

This has led to the development of the Global Engineering Talent program which is being piloted in the Northern Territory with Government funding.

Engineers Australia is committed to continue our advocacy work to explore ways of creating pathways for international engineering students to ensure they can participate in contributing to the prosperity of Australia.

An international voice on climate change

Engineers Australia has secured accreditation to formally observe and engage in the core business of the United Nations' (UN) most influential environmental organisations.

These include the UN Environment Assembly (UNEA), the UN Environment Programme (UNEP) and the UN Framework Convention on Climate Change (UNFCCC).

In November 2022, Engineers Australia sent a delegation to COP27, underscoring our commitment to shaping the global discourse on climate action.

As Professor Jeffrey Sachs, Co-Chair of the UN Council of Engineers observed in an Intergovernmental Panel on Climate Change session, engineers must lead on the science agenda as applied scientists and take charge of the necessary strategising and climate actions going forward.



Damian Ogden representing Engineers Australia at COP27 in Egypt.

Supporting the pathway to net zero

CEO Romilly Madew was selected to represent Engineers Australia on the Federal Environment Minister's Circular Economy, Ministerial Advisory Group.

This has enabled Engineers Australia to work collaboratively with the Government on its sustainability agenda and identify future opportunities for us to influence policy.

This year Engineers Australia also released the Future of Transport discussion paper, highlighting pathways to a sustainable and decarbonised transport system. This report has strengthened our engagement with the Infrastructure and Transport Senior Officials' Committee industry advisory group which supports the Infrastructure and Transport Ministers' Meetings.



Meeting with Minister for Infrastructure and Transport, the Hon. Catherine King and infrastructure sector leaders.

We are continuing to work on being more visible and influential in policymaking, with a profile that matches the enormous contribution engineers make in our communities.

Romilly Madew AO
Chief Executive Officer



Meeting with the Hon. Tanya Plibersek, Minister for the Environment and Water and the Circular Economy Ministerial Advisory Group.



Meeting with the Hon. Ed Husic, Minister for Industry and Science and Senator the Hon. Don Farrell, Minister for Trade and Tourism.

Meeting with David Hallinan, Department of Infrastructure, Transport, Regional Development, Communications.

The voice for engineering in Canberra

We are at the forefront of policy conversations that will impact the future direction of Australia. In FY2022–23 Engineers Australia played an active role in participating in Government inquiries to ensure the engineering profession has representation in prominent areas of government concern.

We contributed through a submission for Australia’s National Research Priorities and have subsequently been invited to participate in the roundtable discussion – ensuring engineers voices are heard. Engineers Australia is the co-chair for the Australian Governments Annual Rainfall and Runoff Guideline: Climate Change Chapter review project. This important project considering these guidelines will be vital for our profession as we navigate the challenges that come with climate change.

Engineers Australia appeared at the Senate inquiry into plastic pollution across Australia’s waterways. We called for national alignment on single use bans for all common plastics – and for circular economy solutions with a focus on environment and health risk assessments.

Transport Australia society representatives and Engineers Australia presented the engineer voice to the House of Representatives Standing Committee on Regional Development, Infrastructure and Transport. This was a valuable opportunity to highlight the role for engineering a resilient and sustainable rural, regional and remote road network.

The Joint Committee on Foreign Affairs, Defence and Trade conducted an inquiry into Australia’s tourism and international education sectors. Engineers Australia gave evidence at the inquiry with an emphasis on the vital contributions that international engineering students and migrant engineers make to the Australian engineering workforce.





Climate Smart Engineering Conference 2022

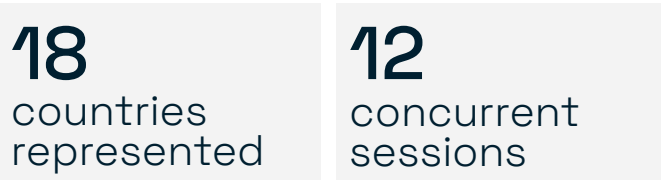
Our Climate Smart Engineering Conference brings together global leaders and thinkers, increasing the awareness of the critical role of engineers in addressing climate challenges.

The event series has garnered a reputation as the focal point for informed discussion and profiling of new and emerging technologies.

Following the inaugural event in 2021, CSE22 highlighted the ways in which the engineering profession can better manage the complex challenges of achieving net-zero emissions as soon as is practicable.

Held across four cities in November 2022 with in-person and online presentations, the event built on Engineers Australia's advocacy around climate action and profiled international best practice and thought leadership.

Engineering leaders were able to share in the latest thinking while also building those all-important networks that help drive innovation in our sector.



16

Making greater recognition of engineering happen

Launch of *Making Life Happen* brand campaign

The launch of a brand campaign on national television in July 2022 has created greater awareness of engineering's contributions to human life, elevating the profession's recognition.

The campaign resulted in an eight per cent increase in positive attitudes towards engineers, along with an eight per cent increase in the awareness of Engineers Australia. This is a significant uptick in recognition of the profession and its impact.

The objectives of the campaign were to build and enhance the profile of engineers and engineering among Australians and raise awareness of Engineers Australia. This was achieved via an integrated marketing campaign over four months.

The campaign platform was Engineering. Making life happen. The campaign showed the impact of engineering through a series of 30 and 15 second television commercials, along with outdoor billboards, digital advertising and social media.



A stronger voice for engineers in the media

Engineers Australia has continued to amplify the engineering voice in high-impact national media, ensuring that the profession's insights and advocacy priorities are widely recognised.

Australia's engineering skills shortage and the clean energy transition dominated news feeds in the 2022-23 FY, with our Chief Executive Officer and Chief Engineer in high demand to speak on behalf of the profession.

Engineers Australia recorded 1,474 media mentions in 2022-23, including 1,351 stories in print and online and 123 radio and TV appearances.

This included national TV and radio appearances with the ABC, Sky news and Channel 9, as well as coverage in *The Australian*, *Australian Financial Review*, *Canberra Times*, *The Age*, *Sydney Morning Herald*, *WA Today*, *Brisbane Times* and the *Hobart Mercury*.



Reflecting our strong focus on proactive thought leadership this year, our spokespeople contributed a number of opinion pieces to national media on topics such as the AUKUS nuclear submarine partnership, diversity in engineering, migration reform, the cost of electric vehicles and increasing uptake of STEM in schools.

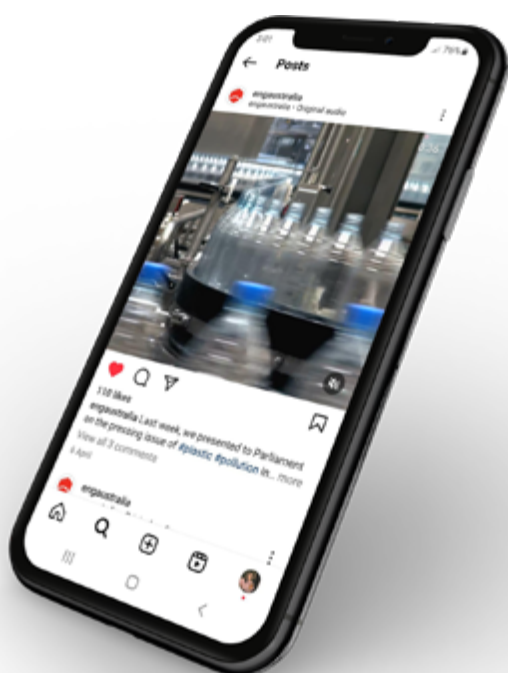
Building an engaged social media audience

Engineers Australia had another very strong year on social media with Meta (Facebook and Instagram) engagement increasing by 22 per cent year on year due to our upsurge in engagement from Instagram. Our most engaged demographic on Meta is women aged 24–54 which is an exciting development for the platform.

We have also had consistently strong results on LinkedIn with impression volumes, growing by two per cent since last financial year and continuing to build on the significant growth we saw in the previous financial year.

Our top posts for the financial year with the most engagements were on topics of job vacancies, skilled migration and our excellence awards wrap-up. Notably, three out of the four most popular posts on LinkedIn prominently featured our senior Engineers Australia employees, underscoring the profession's recognition of and enthusiasm for Engineers Australia leadership.

On Instagram, video content was our strongest performer with our plastics submission, excellence awards and Avalon airshow videos the top posts for the financial year. We will focus on creating more videos in 2024 to ensure another strong year ahead on social media.



In July 2022, Chief Engineer Jane MacMaster was named by The Australian as one of the nation's Top 100 Innovators. Jane was selected by an expert panel, acknowledging her role in engaging with industry, government and educators to increase representation of women in engineering.



create

Our *create* portfolio tells the innovative, impactful and influential stories of our people and profession.

It is content that aims to inspire, educate and entertain readers and raise the profile of engineering within the community.

Engineers Australia's *create* portfolio features a magazine for members, weekly newsletter and a website which tells the stories of the profession's many fascinating facets, reach and impact.



Australian Construction Achievement Award 2023 recipients.

A record number of speaking engagements

Engineers Australia’s spokespeople took part in more than 65 speaking engagements in FY2022–23, as part of efforts to provide leadership to and on behalf of the profession.

With increased interest in the views of Engineers Australia and the profession more broadly, we also established an internal Speakers’ Bureau to manage invitations and requests.

This new approach recognises that speaking engagements are a key channel for Engineers Australia to engage with members and stakeholders across government, industry and academia.



Celebrating engineering excellence

We have co-created new engineering awards with our office bearers, setting a benchmark for engineering excellence in Australia and increasing transparency across the entire process.

Australian Construction Achievement Award

The Australian Construction Achievement Award (ACAA) 2023 is hosted by Engineers Australia and the Australian Constructors Association.

The winners and finalists were celebrated at the ACAA gala dinner in May 2023 as part of the Future of Construction Summit in Melbourne.

Before an audience of 600 people, finalist’s projects were commended for showcasing exceptional ingenuity and standards of excellence in Australia’s construction industry.

The M80 Ring Road Upgrade from Sydney Road to Edgars Road by CPB Contractors and Major Road Projects Victoria was announced as the overall winner, recognising the project’s impact in transforming one of Melbourne’s busiest freeways.



Engineers Australia Excellence Awards

The Engineers Australia Excellence Awards recognise outstanding engineers who show innovation and resourcefulness in their work and the state's top engineering projects and the teams behind them.

The winners and finalists were celebrated at the 2022 Engineers Australia Excellence Awards gala dinner event in October 2022 in Sydney in front of 400 people.

Engineers Australia CEO Romilly Madew said the awards provide a platform for our winners and finalists to be advocates for the profession and mentor the next generation of talent.

"They give us a forum to shine the spotlight on the best of engineering, setting standards of excellence and leadership for the profession and blazing a trail for the future of the field."

- **Sir William Hudson Award:**
King Island UniWave200 Wave Energy Converter ,
Wave Swell Energy Ltd
- **Peter Nicol Russell Career Achievement Memorial Medal,**
Peter Cockbain AM HonFIEAust, Newcastle
- **President's Prize,**
Late Emeritus Professor Robin King
- **Professional Engineer of the Year,**
Karu Esselle FIEAust, Sydney
- **Young Professional Engineer of the Year,**
Deanna Hood MIEAust, Sydney
- **Engineering Technologist of the Year,**
Nicholas Clarke MBE CSC TFIEAust CEngT EngExec
NER, Canberra
- **Engineering Associate of the Year,**
Malcolm Shepherd AFIEAust CEngA EngExec NER,
Queensland.



17

Making an adaptive and future-ready business happen

Improving customer service for members

Surge capacity has been added to the Customer Engagement Team to uphold service standards in the face of a 240 per cent increase in workload due to healthy growth in membership.

A February 2023 workload capacity analysis identified a volume increase almost two and a half times the levels of 2019 with no increase in headcount for the Customer Engagement Team in the same five-year period.

To ensure customer service goals are met and exceeded, nine contract staff have been added to the team, recruited through The Citrus Group.

“Scaling up the team through the addition of contract staff will give us the surge capacity we need while keeping flexibility in our headcount.” said General Manager Operations Assessments, Steve Nassar.



Becoming carbon neutral

Engineers Australia's journey to becoming carbon neutral will be a staged succession beginning with Climate Active certification by the end of 2023.

We have partnered with Pangolin Associates to assist in becoming Climate Active certified.

This process includes an independent third-party audit and validation of emissions and the creation of a 10-year

emission reduction strategy using the data from the 2022 calendar year (CY22) audit.

The CY22 audit will provide the validated baseline data we can use to inform and implement meaningful change.

Our estimated total greenhouse gas emissions for CY22 was 3,702 tonnes.

Category Description	Calendar Year 2022 Full Scope Emissions (tonnes CO ₂ -e)	Contribution to total (%)
Professional Services External consultants & assessments	804	21.7%
ICT Services Software, Licensing & Programs	613	16.6%
Office Supplies & Services Stationary, Cleaning Services & Publications	374	10.1%
Business Travel Flights, Taxis & Ubers	325	8.8%
Advertising & Marketing Services Promotions & Advertising	319	8.6%
Employees Employee Commutes & WFH Emissions	285	7.7%
Postage, Courier & Logistics Mail & Freight	284	7.7%
Electricity Third Party & Direct Electricity Usage	188	5.1%
ICT Equipment Laptops, Monitors & AV Equipment	144	3.9%
Food & Beverage Event/Employee Catering	119	3.2%
Stationary Fuels Building Generators	96	2.6%
Products, Materials & Equipment Office Furniture, Whitegoods, etc.	53	1.4%
Construction & Repair Services Maintenance & Repairs	31	0.8%
Water & Wastewater Utilities	29	0.8%
Waste Landfill, Recycling & Organic	24	0.6%
Synthetic Greenhouse Gases Boiler Gas Usage	14	0.4%
	3,702	100.0%

Achievements in sustainability

Engineers Australia reduced controllable electricity emissions by 135 per cent compared to calendar year '21 by procuring green energy, partnering with certified carbon neutral suppliers and by focusing on energy saving practices, such as reviewing operations and scaling down services as required.

Other ways we are currently working to reduce emissions:

- Reducing energy emissions through leasing energy efficient properties and working with property managers to become carbon neutral
- Managing and improving measurement of waste streams

- Procuring green energy
- Installing and implementing smart building technologies and efficient appliances and monitoring operations with focus on improvement
- Using certified building products for maintenance and fit outs and ensuring waste management is controlled and minimised.

Our reimagined operating model is underway, helping our employees and volunteer teams better support Engineers Australia's purpose.

Establishment of a new Perth location

The vision of members, volunteers and employees has come to life in Engineers Australia's new Perth premises, which opened in February 2023.

The move from West Perth to the CBD puts the new office close to public transport, government offices and industry headquarters and the floor plate meets Engineers Australia's operational and sustainability requirements.

"In consultation with members, volunteers and employees, the new venue was purposely designed to bring Engineers Australia's workplace vision to life by creating a home to inspire the engineering community to connect, engage and learn together," said WA General Manager Susan Kreemer Pickford.

The employee space has an open plan design that promotes connection and collaboration while enabling a hybrid working style.

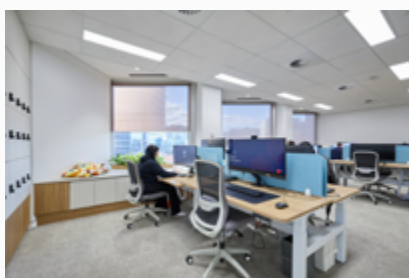
The members lounge, meeting and training spaces were carefully considered to be flexible, scalable and collaborative.

The member spaces include meeting rooms, quiet rooms, a webinar room and large auditorium space as well as a drop-in members lounge with tea and coffee facilities.

The new location is at Level 10, 77 St Georges Terrace, Allendale Square and the West Perth premises has been listed for sale.



Creating a home to inspire the engineering community to connect, engage and learn together



Wellbeing and safety

Employee wellbeing at Engineers Australia has become self-determined with the introduction of the Wellbeing Committee in 2022.

“The wellbeing and safety of our people is our top priority at Engineers Australia,” said Group Executive People and Strategy Ricky Peña.

“We ensure the highest standards of work health and safety and the wellbeing of all our people.”

The Wellbeing Committee is made up of representatives from levels and teams across the business to implement initiatives such as training and development for mental health first aiders.

“It’s programs like this one, giving our team members agency in determining their own wellbeing in the workplace, that support everyone to bring their whole self to work.”

Workforce demographics

Engineers Australia and its subsidiary businesses has 351 employees with an average tenure of four years.

Of 28 executive team members and senior business leaders, 64 per cent are female.

May 2023 results for Health and Wellbeing (overall favourability scores, strongly agree and agree) are excellent compared to external benchmarks (significantly above).

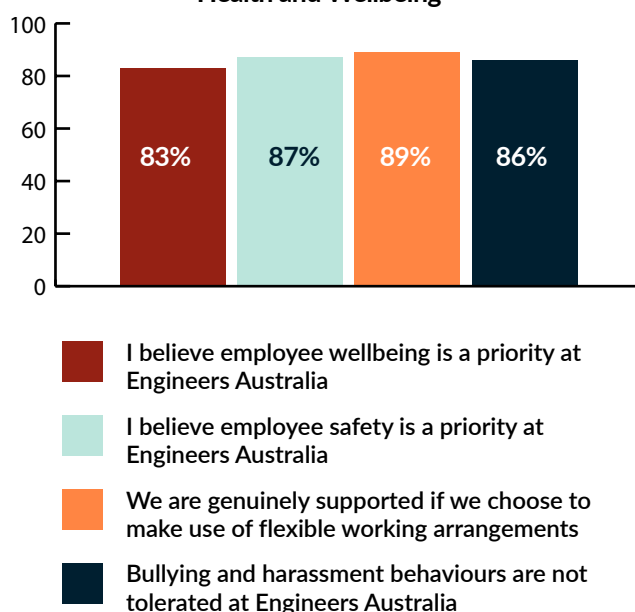
Closing the gender pay gap

The gender pay gap is a measure of how we value the contribution of men and women in the workforce.

Engineers Australia conducts regular gender pay gap analysis. This is considered in all our talent practices, towards reducing any wage disparity.

Engineers Australia is committed to closing the gender pay gap, which is important for Australia’s economic future and reflects our aspiration for an equal and fair society for all.

**People Pulse Results May 2023
Health and Wellbeing**



Building our OneEA culture and engagement, where our people, both employees and volunteers, work together as one team towards the same purpose and goals has been a focus throughout our work.

Employee development and engagement

In FY2022-23 the Emerging Leadership Program and Leadership Experience programs were developed and delivered to 61 people leaders from across the organisation. These programs aim to support our OneEA culture and develop leadership capability across Engineers Australia.

Our Quarterly People Pulse surveys measure employee engagement.

Based on May 2023 People Pulse results:

- Our people are proud to work for Engineers Australia (84%)
- Our people would recommend Engineers Australia as a great place to work (76%)
- Our people know how their work contributes to the priorities of Engineers Australia (85%).

Engineers Australia’s focus on employee wellbeing is widely recognised for our proactive approach to supporting mental health in the workplace.

Ricky Peña
Group Executive, People and Strategy

18

Strategic priorities for next year

With a strong focus on delivering outcomes for our members, Engineers Australia refreshed our corporate strategy in FY2022–23.

We have embedded an annual work plan, performance targets and success measures to assist us in achieving the strategic outcomes and priorities determined by members.

Our strategic outcomes are:

- Supporting a contemporary and future-fit engineering workforce
- Enabling a more diverse and engaged engineering community
- Increasing the impact and value of our global network
- Providing leadership to and on behalf of the profession for societal benefit
- Increasing the recognition of the value of engineering to society.

Our guiding principles are:

- We can and should speak in the national interest
- We take an evidence and risk-based view on big issues
- We should pivot to focus on sectors alongside disciplines
- We will engage our learned societies to deliver outcomes
- We will be more focused and flexible in our work together
- We will encourage more selection alongside election.

As part of this process, Engineers Australia refined our Strategy on a Page.

While our purpose of **advancing society through great engineering** remains our anchor and our strategic outcomes remain the same, we have included new success signals to help drive partnerships and collaboration.



Strategy on a Page

We have made the Strategy on a Page clearer and more accessible to anyone within and outside Engineers Australia. It is publicly available on our website and has been shared with all members, volunteers and stakeholders – providing transparency and clarity on our focus areas.

Our purpose

Advancing society through great engineering

Who we exist for

Engineers Australia members, engineering profession and the Australian community

Our vision

Elevate the voice and influence of the profession in service of the nation

Our strategic outcomes

Supporting a contemporary and future-fit engineering workforce

- through Chartered engineer recognition, world-class professional standards and ensuring ethical and competent practices among Engineers Australia members.

Enabling a more diverse and engaged engineering community

- by promoting STEM careers to youth and offering flexible education pathways into the profession.

Increasing the impact and value of our global network

- by leveraging member expertise and collaboration to solve critical societal challenges.

Providing leadership to and on behalf of the profession for societal benefit

- by positioning engineers as solvers of society's major challenges through evidence-based agendas.

Increasing the recognition of the value of engineering to society

- by promoting its contemporary identity, showcasing its impact on economy and recognising engineering excellence.

Success indicators

- Strengthened national engineering pipeline
- Diverse national engineering workforce
- Enhanced culture of the profession
- Built public trust in the profession
- Increased public awareness of the value of engineering to society

Enabled by an adaptive and future-ready business

Our priorities for 2023-24

We have introduced and published an inaugural Annual Plan for 2023–24.

Evolve standards for future engineers

- You will see more support for engineers across their entire career journey.
- We know it's important for our members to have nationally consistent registration and the Office of the Chief Engineer is working tirelessly on advocating to government and regulators.

Expand Engineers Australia's community

- We are being focused with the sectors we can align our limited resources behind.
- STEM and Skilled Overseas Engineers working groups are active and identifying actions.

Introduce new ways of volunteering

- Over the past year there have been more than 100 member-led events and we will focus on scaling them through the year.
- We are also developing capability programs to help our volunteers and office bearers through advocacy and media skills.

Be more visible and influential in the national interest

- We will continue to build our national influence through advocacy and media.

Finally, we will partner more

- This year, we will collaborate with industry partners to support our brand work. This will help us raise the profile and understanding of engineering and its contribution to society.

Our success measures for annual plan 2023–24

- Member positive sentiment score
- Volunteer positive sentiment score
- Awareness of the value of engineering
- Member growth
- Member retention
- Non-member reach
- Number of industry partnerships.

Enabling metrics

- Increase in enterprise digital maturity level
- Increase in employee engagement
- Improvement in Engineers Australia's culture shifts
- Increase in understanding of Engineers Australia's strategy and priorities
- Group financial result.

Short-term metrics help shift the dial on our longer-term goals:

- Strengthened national engineering pipeline
- Diverse national engineering workforce
- Enhanced culture of the profession
- Increased public trust in the profession
- Increased public awareness of the value of engineering to society.

19

Overview of financial results

The Engineers Australia consolidated group has continued to maintain a strong financial position in 2022–23 during a challenging economic environment while delivering a broad range of services. The group has made strategic investments in the second year of its multi-year transformation program to ensure future readiness and increased impact for the benefit of society. We are continuing to invest in improving member services and experiences.

“Our strong financial performance in 2022–23 has enabled us to continue to invest in programs that benefit our members, like Future Now, along with investments in our digital transformation strategy into the future,” said Group Executive Finance and Risk Jo Gullick.

With ongoing prudent financial management, the Engineers Australia group delivered an operating surplus of \$2.5m (up from \$0.2m in 2021–22) and generated operating cash flows of \$4.2m (down from \$6.2m). Revenues increased to \$84.2m (up from \$75.2m) and expenditures increased to \$81.7m (up from \$74.9m). This was a strong year, which was the second year of a multi-year program of work to transform the Engineers Australia group through its systems, processes and people to ensure it can deliver on its strategic priorities.

We are grateful for the continued strong support of our members, with high levels of membership renewal in 2023 and 8,310 engineers joining as members in FY2022–23. Following a three-year pause on general membership fee increases in recognition of the impact of COVID-19 on the profession, an increase of CPI has been placed on renewals in 2024 with consideration to general economic conditions and the increased cost of doing business. We have also continued to make fee concessions available to members who require assistance.

With net assets totalling \$72.9m (up from \$69.9m in 2021–22), the group is in excellent financial health. Our reserves will enable the group’s continuing development and investment to better serve our community, our profession and our members in line with our strategy.

During 2022–23, we continued to make strategic investments in many of our operational areas. This has included further investment in our employee team and strengthening of a number of projects as part of the organisation’s transformation. This includes the Future Now program, business operating model review, brand strategy, website upgrade and the implementation of our digital transformation strategy.

Over the coming years, Engineers Australia will be leveraging our strong balance sheet to make a significant investment in modernising our data and digital capabilities.

This will enable better connection and collaboration across the broader engineering community, a streamlining of services and modernising of our system platforms - all of which will significantly improve the user experience for members, office bearers, volunteers and our employees.

Our strong financial performance in 2022–23 has enabled us to continue to invest in programs that benefit our members, like Future Now, along with investments in our digital transformation strategy into the future.

Jo Gullick
Group Executive Finance & Risk

Other notable factors that drove the result included:

- Engineers Australia continued developing the successful engineering workforce credentialling program, which was first developed in early 2021. This program has enabled Engineers Australia to provide services to engineers via their employers. The program generated \$2.1m of new revenue in 2022-23 and is expected to be an area of growth for the future.
- A change in the Australian Government's migration policy workforce to encourage skilled migrant workers into Australia has seen additional revenue through the group's migrant skills assessment program. These assessments generated \$6.9m of new revenue in 2022-23 and it is expected to be a strong revenue stream into 2023-24.
- Our commitment to assisting skilled migrant workers will see a new role created in 2023-24 to help support this large increase of overseas qualified engineers.
- Our education business, Engineering Education Australia, was negatively impacted by the change in migration policy, which affected revenues in the Professional Year program. This is also reflected in the reduction in the cost of providing those courses. We expect the impact on future student numbers will continue for the next few years and while we have established a number of new diversified income streams, these are still being developed.
- Engineers Australia made significant gains both from group investments managed by the global fund manager Morgan Stanley and cash holding with the Commonwealth Bank due to favourable market conditions of \$3.5m.
- A rephasing of our digital transformation strategy in 2022-23 to ensure the foundation work was advanced before embarking on the next priorities, which led to a delay in spending on this initiative by \$1.7m. This had a positive impact on the operating surplus, but noting this investment will be spent into the future to complete the strategy.

The next few years will be critical for the group as it looks to build on the successes of the past and ensure the future investments it makes will be leveraged in a financially sustainable manner. We will seek to maximise the opportunities ahead to further our purpose of delivering great engineering for the benefit of society.



Five years 2018–19 to 2022–23

	2018–19	2019–20	2020–21	2021–22	2022–23
	\$m	\$m	\$m	\$m	\$m
INCOME					
Net membership subscriptions	25.402	27.737	29.222	30.896	32.538
Courses, conferences, meetings and CPD	22.526	26.416	23.669	16.775	12.582
Assessments and registration fees	20.575	20.035	18.721	23.065	31.999
Sponsorships, grants and commissions	2.456	3.250	1.892	2.635	3.083
Publishing	0.841	0.807	0.818	0.662	0.481
Other revenue	1.566	1.777	3.069	1.119	3.561
Sub-total	73.366	80.022	77.391	75.152	84.244
EXPENSES					
Employee and consulting expenses	32.015	32.463	34.808	45.214	51.054
Administration, travel, publication and IT expenses	13.358	12.532	10.585	11.445	13.745
Premises expenses (excluding depreciation)	3.529	2.126	2.085	2.112	2.509
Depreciation and amortisation	3.390	5.392	4.917	4.474	4.811
Courses and conferences, meeting expenses	15.897	17.459	14.468	10.598	8.800
Other	0.635	3.233	1.233	1.137	0.789
Sub-total	68.824	73.205	68.096	74.980	81.708
Operating surplus/(deficit)	4.542	6.817	9.295	0.172	2.536
Asset revaluation	0.445	(0.147)	(0.254)	0.990	0.393
Transfers and net profit from joint ventures	-	0.062	0.009	0.083	0.055
Increase/(decrease) in members' funds	4.987	6.732	9.050	1.245	2.984
TOTAL MEMBERS' FUNDS	52.867	59.599	68.649	69.894	72.878

The consolidated entity comprises of the Institution of Engineers Australia and its subsidiaries, Engineers Australia Pty Ltd, Australian Engineering Foundation Ltd, EngInsure Pty Ltd and Engineering Education Australia Pty Ltd and its subsidiary (The Moreland Group Pty Ltd). Audited full financial statements for the year ended 30 June 2023 will be presented at the Annual General Meeting on 13 December 2023.