Annual Report 2023

Powering Australia's technology brilliance.

ACS is the professional association and largest community for Australia's technology professionals, with more than 47,000 members across business, government and education.

As the trusted leader in the tech sector, we work to accelerate the growth of diverse and highly skilled technology professionals, equipping them with the right skills and knowledge to power Australia. Now and in the future.

We deliver value for our members, businesses and society in four ways.

Community

We foster an innovative and inclusive community that is dedicated to powering positive change through technology.

47,000+
Total members

12,000
Event attendees a year

Career

We create career pathways to guide technology professionals and ensure Australia has a pipeline of talent with the right skills and knowledge.

46
Accredited universities

368
ACS Google Scholarships

Capability

We set the standard for assessing, developing and recognising the skills and experience of technology professionals.

11,128
Learning Accelerator unique users

44,000+
Event attendees a year

Migration

We assess and support skilled technology migrants to address critical skills shortages, improve diversity and enrich Australia's workforce.

40,200
Skilled migrant applicants in 2022–23

7,107
ACS Professional Year graduates in 2022–23

Contents

President's Report

Dr Nick Tate FACS CP
ACS President

There aren't many professional societies that spin as many plates at once as the Australian Computer Society. What started more than 50 years ago as a modest group of professionals in an emerging and exciting industry joining forces to ensure the ethical use and development of technology is now a nationwide organisation with hundreds of staff members, tens of thousands of members and a huge suite of activities and services, the scope of which most members aren't even fully aware.

ACS is a not-for-profit charity that provides educational services; provides services for new migrants; runs hundreds of community and professional events every year; assists educational institutions, from primary to tertiary, with curricula and learnings; accredits Australian IT degrees to international standards; helps members with skills training and career development; works with businesses and government to develop their technology workforces; engages with government and industry on key technology issues and standards; provides working and meeting spaces to members; runs a startup incubator and accelerator; and provides news and research publications, some of which are world-leading. And, of course, we continue to do the primary work of a professional society – setting standards of ethics and practice.

At the very beginning of this last financial year, the Management Committee appointed a new CEO to oversee and drive the activities of the Society and ensure its continued relevance. He was tasked with steering the many activities of the organisation towards the

purposes for which we were founded: to advance the country's technology development while making sure that technology in Australia is built professionally and ethically, and that it works for the people, not against them.

To deliver on that, we worked through the year with new CEO Chris Vein on a strategic plan designed to deliver for all stakeholders. It's a complex project, not least because of the many activities of ACS but also because of the diversity of needs of the technology professions. As the year ends, we are close to what we believe is the correct path and vision for ACS to build its relevance and enable the organisation to meet the needs of members new and old.

We also engaged in important projects to help new IT professionals understand the Society and the value it provides. For many young professionals, the very idea of a professional society may seem archaic, and we need to show them that a strong profession is more important than ever. A strong profession is one that upholds high standards, governs itself and ensures all members serve as representatives and role models. It's fair to say that IT needs this more than ever, with the reputation of the profession constantly under threat by bad actors.

This year, we began new projects to help and develop our younger membership. Our Supported Student Membership model allows IT students in universities to become full ACS members – with all attendant benefits – without paying fees. This has been a tremendous success and has been helping ACS deepen our engagement with universities and students.

We also rapidly expanded on our Emerging Professionals committees nationwide. These committees are made up of passionate younger members who help ACS better understand the needs of young professionals as well as help us reach out to those groups. The work these committees have done has been tremendous, and we're seeing more young professionals than ever engage with ACS.

Beyond the work in expanding membership, ACS was also far more active in its government engagement through the last year. Critical issues of cyber security, privacy, AI, national security, procurement and much more have been working their way through governments at the state and national level, and ACS has been active in providing a voice for the profession – not just the 'IT industry' but the people working on the ground in IT across all industries – to help government reach the right decisions when it comes to IT regulation.

We also approved investment in an enormous digital transformation project to enable the organisation to deliver better, more timely services at scale. This will impact the way members interact with ACS through the web and mobile; enable us to scale up virtual events and community activities; speed up processing things such as migrant skills assessments; and make all the services ACS offers more visible and accessible to our members. This project is likely to take several years to complete, but we believe it will be worth the wait.

On the governance side, significant effort has gone into constitutional reform, and this should bear fruit in the next few months. It has been a long project, with a lot of passionate opinions on many sides, but we believe we are getting closer to a new constitution for ACS. This should provide the flexibility and agility required to deliver on the needs of 21st century IT professionals while giving members the tools and knowledge they need to hold office bearers and executives to account, should the need arise. We're proud of our status as an organisation owned and run by members, and we're committed to keeping power over ACS operations firmly in the hands of members.

On that note, I'd like to close with a huge thanks to all those members who step up and take part in the governance of ACS. These are volunteers in positions that often take a tremendous amount of personal time and effort, and it humbles me that we have an incredible number of distinguished professionals ready to step up and give back, spending their own time and effort to help other members of the Society as well as build a better Australia through technology.

Treasurer's Report

Chris Radbone FACS CP

ACS National Treasurer

Society activity

In 2022–23, ACS embarked upon a new strategy, refocusing our efforts and deploying significant resources towards delivering that strategy. After several years of surpluses, but arguably with many years of underinvesting in the infrastructure and resources, this year ACS commenced a program of investment to improve service delivery and ICT capability. For 2022–23 I am pleased to report a very small deficit of ($0.1m).

Investments this year were designed to improve many of the services ACS offers to align with its objects and charitable intent. These included:

- member certification
- professional development events
- professional networking events
- promotion of membership both directly to professionals and students, and to employers under the Professional Partners Program (PPP) scheme
- accreditation of educational service providers
- skills assessment of migrating technology professionals
- delivering workforce development programs
- governing and delivering the Professional Year in IT
- public policy contributions
- publications
- Skills for Information Age (SFIA) related activities
- code of ethics and professional standards work
- information resources and advocacy for members' and public interest.

ACS invested heavily in our branch network, which includes every state and territory. Some branches have scale enough to generate significant membership and

event revenue, and others are supported for the purpose of delivering ACS objects broadly across all states and territories of Australia.

ACS also continued to invest in strategically aligned professional and industry associations as well as innovation in the ICT sector. River City Labs, Harbour City Labs and Bay City Labs deliver strategic and operational support, including workspaces to technology focused startups and scaleups, which in turn promote the growth of Australia's technology industry and ability to employ technology professionals.

The Association for Data-driven Marketing and Advertising (ADMA) provides regulatory guidance, education, training, networking opportunities and thought leadership to businesses and employees that utilise data-driven marketing technologies. Furthermore, IAPA, the Institute of Analytics Professionals in Australia, has strategically positioned ACS to champion data analytics and associated technologies in business. ACS will serve the ICT sector as the skilled migration assessing body for data scientists.

On top of that, this year ACS made significant improvements to financial transparency, introducing Power BI dashboards for the Management Committee, Congress, branches and all levels of ACS operational management. I believe it is very important members better understand how ACS manages its finances for the benefit of members and the Australian community.

Economic impacts

The effects of the COVID pandemic continued to linger this year. The lagging effect of lower student university enrolments and migration volumes during COVID years continued to have a major structural impact upon the Society's operations and financial metrics. The impact of COVID will be felt for many years to come on the pipeline of these important potential members of ACS and drivers of growth for Australia's ICT profession.

While ACS offices and member hubs have been largely open for business, members have been slow to return. This is reflected in usage metrics and also event revenue streams.

In addition, regulatory changes affected demand for education and migration services, and the proposed and highly likely enhanced privacy legislation changes have created opportunities for ACS technical committees and members to play an important role advocating for the profession and providing trusted independent advice to government.

Revenue

ACS generated $53.1 million in revenue from a variety of activities, including membership fees, professional standards (including from delivering the Professional Year in IT and assessing the skills of migrating technology professionals), and investment income of $1.9 million. The professional standards income of $45.9 million showed a slight decline year on year due to the flow-on effect of lower student enrolments.

Membership fees revenue declined slightly year on year to $4.1 million. There has been a drop in the number of Professional members, offset by an increase in numbers at the Associate level. Ongoing acquisition of new members, primarily through the Professional Partnership Program (PPP) with employers and student memberships, has sustained membership numbers overall. Increasing membership numbers and revenue remains a high priority for ACS.

Expenditure

ACS total expenditure was $55.1 million, over 75% of which was directed towards the people and infrastructure that help deliver services to members and the Australian community.

People-related costs include salaries and related payments of $25.5 million. Contractor payments of $9.4 million are high and largely directed towards delivering transformation programs in line with ACS' new strategy. This strategy involves significant investment in systems and process improvements as well as streamlining activities, and includes a concerted business process mapping and improvement program to increase efficiency and collaboration. ACS believes this strategy will achieve delivery of financial benefits in the next and future financial years.

Operational investments (included in the expenditure above) continued to be made for ACS branches, Innovation Labs and the ADMA Group. The investments are made with a view to nurturing their growth, improving their ability to service members and supporting them through the difficult COVID environment. Premises-related costs including lease expenses totalled $7.5 million.

Balance sheet

ACS continues to have a very strong balance sheet that positions the ACS to support the Australian community and take advantage of opportunities for ICT employment, economic growth and activity.

The strength of ACS' financials gives us confidence the Society can continue to serve the profession and withstand future environmental shocks. ACS now has net assets (members' funds) of $44.9 million overall, including a portfolio of investments totalling $17 million and cash and cash equivalents of $24 million.

Considering the annual expenditure required to continue the Society's operations, I believe our balance sheet and investment policy to be fit for purpose, but it will require continuous monitoring and improvement on behalf of our members.

And thanks

As a final note, I would like to thank you for the opportunity to serve as ACS National Treasurer, and I encourage all members to communicate as you feel necessary with your local BEC and Branch Treasurers, to enable us to understand how we may better serve you in the future.

CEO's Report

Chris Vein MACS (Snr) CP
ACS CEO

If there's one thing that I think every member of ACS agrees upon, it's that we should be first and foremost a force for good in Australian society. That desire is built into our objects, it guides our activities and sets the tone for our engagement with government, industry and the education sector.

For the ACS CEO and Management Committee, the question is: how best do we take the extraordinary gifts that ACS has – a dedicated and passionate member base, a healthy revenue stream, an amazing staff across the country – and apply them to that task?

From the beginning of this financial year, we started working on the best way to address that dilemma. We began with a concept: people + technology = impact.

To de-abstract that concept a little, our strategy is built around the idea that ethical and well-trained technologists are a force for positive change in society. We want to see that Australian IT professionals are capable, ethical, compassionate, inclusive, connected and a community – and recognised as such. We want to help people develop their careers and effect positive change through the application of effective technology solutions. We want to limit the number of bad actors in this space, and help governments and businesses navigate increasingly complex technology issues.

From that concept we worked backwards – what are the tools, outcomes, connections and capabilities needed to achieve those goals?

Part of our pursuit of that purpose was an internal reorganisation of ACS. Our core services for members are now built around the pillars of Careers (helping members and students develop their personal careers); Capability (helping to improve and recognise the skills of members);

and Community (helping members to connect with each other and the broader industry to tackle wicked problems together). We hope through this model we can better help individual members reach their goals – whatever they might be or wherever they are in their career journey.

We also began a major digital and organisational transformation, starting to build the tools that will allow us to deliver services both at scale and more tailored to the needs of individuals. At the branch level, we are actively working to engage more directly with members, listening to their needs and helping them connect with peers and mentors who can help them on their journey.

Our shift in focus wasn't just internal. This year we dramatically increased our engagement with government, industry and the education sector. Through the year, critical issues began to emerge, and we saw governments and industry struggle to tackle them.

Privacy, migration outcomes and cyber security were ongoing issues, and artificial intelligence emerged as a huge issue that neither governments nor businesses were fully prepared to deal with. ACS was in a unique position to offer expert advice, and we did so through the year, with many engagements at the federal level with new ministers such as Ed Husic, Brendan O'Connor and Clare O'Neil as well as many more at state level and with all the major parties. We worked with industry bodies where we agreed, but spoke with our own voice, driven by the concerns of IT professionals.

We continued to publish world-leading news, research and information for our members, revitalised our work in the startup space after a lull during COVID, and saw ADMA go from strength to strength.

This is all the start of a long journey for ACS, to be the organisation our members and the nation deserve. Through the coming year and beyond, we'll be working hard to speak and listen to members to understand their needs better; we'll be engaging much more in community building; we'll be building new tools and programs that we think many members will find extremely useful; we'll be

working to ensure the continued relevance of ACS through a dynamic and flexible strategy; and we'll be working closely with industry and regulators to make sure that Australia is on the right path when it comes to technology.

For all the effort they have put in this last year, I want to sincerely thank the staff of ACS, all around the country. Their passion to do good, to help members and to effect positive change is an inspiration.

I also would like to give my thanks to the many elected members and volunteers who gave their time to help other people achieve their career and skill development goals. It's the volunteer mentors, presenters, teachers, researchers and communicators that make this such an extraordinary industry and incredible community.

Membership and finances

A look inside the fundamentals of ACS.

Membership

After several years of declining membership, ACS membership bounced back in 2022–23, as the lifting of migration restrictions started to return international members to pre-COVID levels, increasing the migration member cohort by more than 50%. Although Professional Year membership continued to decline, this is a lagging result of COVID, and we expect it will turn around following the uplift in international membership.

ACS continues to work on implementing a new membership strategy, including developing more targeted member cohorts. We ran a major acquisition campaign during the financial year and worked on long-term programs such as the free Supported Student Memberships that are designed to ensure that emerging professionals are engaging with the Society.

Membership summary

Numbers are financial members as at June of the respective years.

	2019	2020	2021	2022	2023
ACS membership	44,784	48,025	42,543	35,532	39,082
Change year on year	6.70%	7.20%	−11.4%	−16.5%	10%

Membership by type

To better deliver the services that specific members need, we changed how members are organised and counted this year. As a result, we can't make a direct comparison of the numbers by member type with the cohorts of previous years. Based on our current membership accounting method, the numbers break down as follows (numbers as at June 2023):

Professional members – MACS, MACS (Snr) and FACS members including life members	3,594
Full-fee Associates – AACS members	4,013
Discounted members – graduate, student and unemployed members	2,948
Subscribers – members with discounted limited benefits	913
Skills applicants – members who come through migrant skills assessment	19,926
Professional Year – students of the PY program	7,088
Complimentary memberships – with full benefits	600
Unfinancial members	8,919
Total membership (including unfinancial)	**48,001**

Financials

For 2022–23, ACS made huge new investments in digital, organisational and service delivery. Thanks to record revenue for the year, the Society still managed to break even, despite those investments.
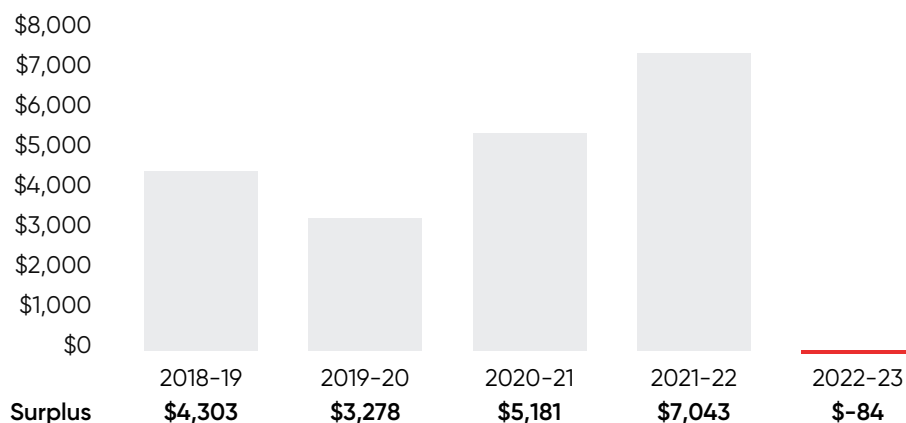
Five-year summary ($'000s)

	2019	2020	2021	2022	2023
Total income	45,187	49,797	51,033	53,746	55,004
Total expenses	40,885	46,519	45,852	46,703	55,088
Net surplus/deficit	**4,302**	**3,278**	**5,181**	**7,043**	**-84**
Total assets	43,104	77,115	81,060	86,209	76,078
Total liabilities	13,545	44,278	43,042	41,148	31,101
Total member funds	**29,559**	**32,837**	**38,018**	**45,061**	**44,977**

Surplus by year: 2018 to 2023 ($'000s)

	2018-19	2019-20	2020-21	2021-22	2022-23
Surplus	**$4,303**	**$3,278**	**$5,181**	**$7,043**	**$-84**

Member reserves ($'000s)

	2018-19	2019-20	2020-21	2021-22	2022-23
Member reserves	**$29,559**	**$32,837**	**$38,018**	**$45,061**	**$44,977**
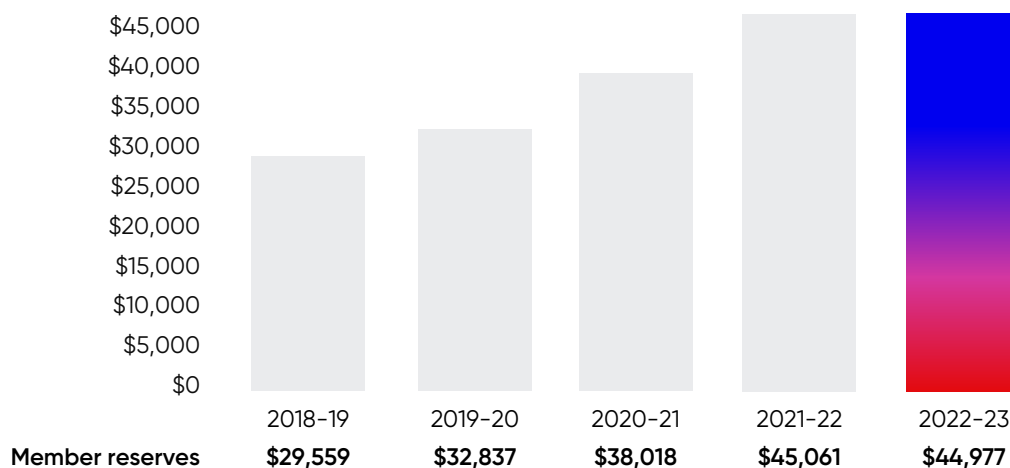
2023 revenue
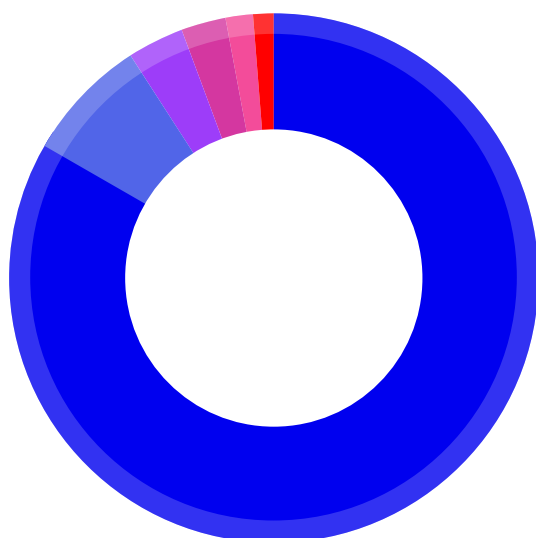
- ● Professional standards **$45,873**
- ● Membership fees **$ 4,135**
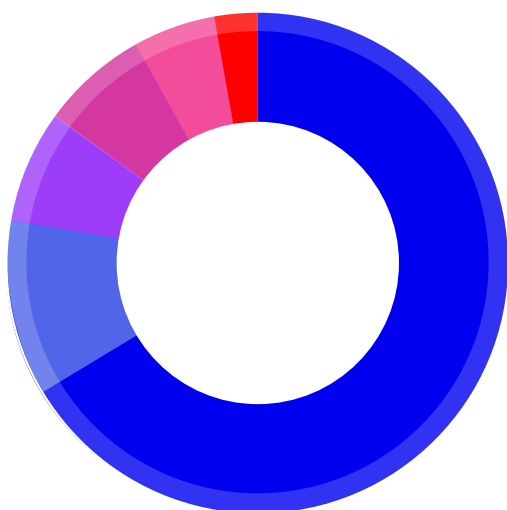- ● Other income **$1,894**
- ● Residency income **$1,507**
- ● Education, PD and conferences **$896**
- ● Long-term investments **$699**

Summary of current financial year results

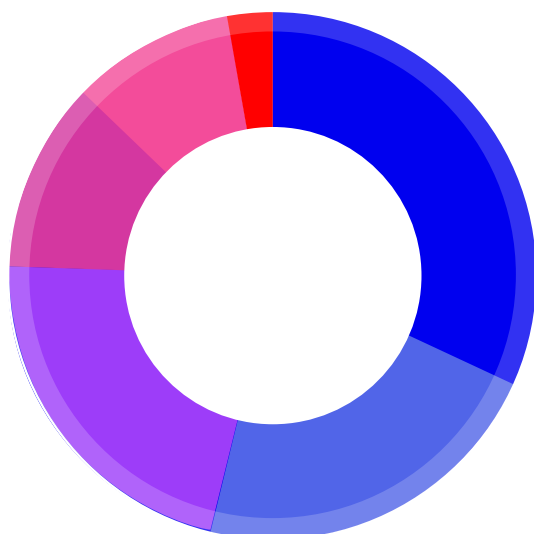| ($'000)	2022	2023
Membership fees	4,269	**4,135**
Professional standards	47,498	**45,873**
Education, PD and conferences	1,292	**896**
Residency income	1,429	**1,507**
Long-term investments	(2,568)	**699**
Other income	1,826	**1,894**

2023 expenses

($'000s)

- ● Employee and contractor expense **$34,880**
- ● Depreciation and amortisation **$5,951**
- ● Other expenses **$3,813**
- ● Technology expenses **$3,626**
- ● Marketing, PR and publications **$2,821**
- ● Finance costs **$1,447**

Summary of current financial year results

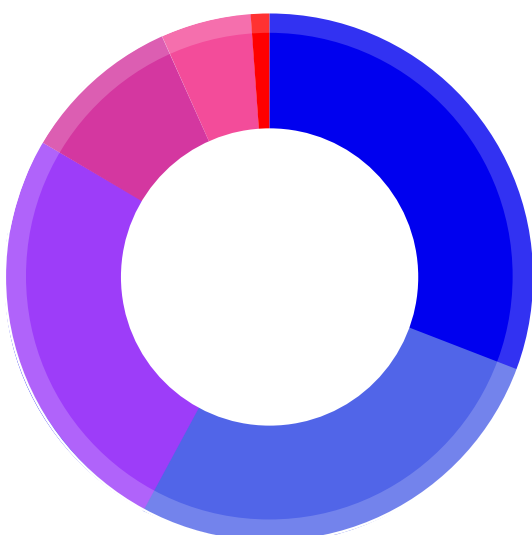| ($'000)	2022	2023
Employee and contractor expenses	26,793	**34,880**
Marketing, PR and publications	2,171	**2,821**
Occupancy expenses	1,194	**1,205**
Depreciation and amortisation	6,272	**5,951**
Finance costs	1,570	**1,447**
Technology expenses	3,592	**3,626**
Administrative expenses	1,620	**1,345**
Impairment loss	797	**n/a**
Other expenses	2,694	**3,813**

2023 assets

($'000s)

- ● Cash and cash equivalents **$24,016**
- ● Investments **$16,969**
- ● Current other assets **$16,505**
- ● Right of use asset **$8,886**
- ● Current receivables **$7,643**
- ● Other assets **$2,060**

Summary of current financial year results

($'000)	2022	2023
Cash and cash equivalents	19,981	**24,016**
Current receivables	7,470	**7,643**
Investments	16,270	**16,969**
Current other assets	15,862	**16,505**
Property, plant and equipment	3,088	**2,060**
Right of use asset	23,285	**8,886**
Intangible assets	253	**n/a**

2023 liabilities

($'000s)

- ● Current payables **$9,544**
- ● Current other liabilities **$8,485**
- ● Non-current lease liabilities **$7,949**
- ● Current lease liabilities **$3,043**
- ● Current provisions **$1,726**
- ● Non-current provisions **$354**

Summary of current financial year results

($'000)	2022	2023
Current payables	8,469	**9,544**
Current other liabilities	4,967	**8,485**
Current provisions	1,346	**1,726**
Current lease liabilities	4,735	**3,043**
Non-current other liabilities	n/a	**n/a**
Non-current provisions	207	**354**
Non-current lease liabilities	21,424	**7,949**

ACS services

ACS provides members with dozens of different services to help build their careers, develop their capabilities and create useful communities within the IT sector. We also engage with government on critical issues affecting the sector, provide news and research, and deliver migration services to those looking to work in Australia.

More than 150 permanent staff and many more volunteers and associates work year-round to ensure that ACS members always have a place to turn for professional development, and to make sure that the ICT industry in Australia is headed in the right direction for the nation.

In this section, you will find a round-up of many of the services that ACS currently offers and the highlights of our activities from 2022–23.

►► Career

What we do

ACS is committed to helping people start and develop their careers in IT. This starts as early as primary and secondary education, where we help teachers with tools to teach digital technologies and help develop partnerships between schools and industry. We also help people develop their career pathways through skills guidance and self-help systems such as our online mySFIA toolset.

ACS Careers programs in 2022–23 included:

- the ICT Educators program (see below)

- the ACS ICT Gateway to Industry Schools program (see below)

- the NSW Government Graduate Program, Digital Stream (see below)

- an Industry Skills Advisor service providing advice and intelligence to the Queensland Government on industry needs and current and emerging industry directions

- an Industry Workforce Advisor service for the Queensland Government providing workforce planning assistance to small and medium employers

- a pilot School to Work Transitions program for the Queensland Government to create tech traineeships

- support for the ACS Foundation BiG Day In school outreach programs around Australia

- support services to Goanna Education for a Digital Skills Cadetship program.

In addition, we maintain ACS' registered training organisation (RTO) status to enable delivery of accredited courses such as the Diploma of Information Technology, when needed.

The year in review

ICT Educators

The ACS ICT Educators program continued to support primary and secondary school teachers across Australia with the implementation of the F–10 Digital Technologies curriculum. In the last 12 months we continued to develop connections with schools, and this has helped ACS to produce high-quality, targeted teaching resources across Australia.

Throughout the year, we presented more than a dozen workshops, including:

- the future of AI workshop, Canberra

- National Education Summit, Melbourne

- Design and Technologies presentation, Gold Coast

- Webinar with TASITE, targeting Tasmanian teachers

- Digital Learning and Teaching Victoria event, on attracting more girls to VCE computing subjects and digital technologies careers, Melbourne

- Panel discussion at Teaching Excellence Program, Melbourne

- Panel discussion for the BIG Shift Conference, Melbourne

- ECAWA annual conference, Perth

- QSITE annual conference, Brisbane

- STEM symposium, Gold Coast

- EduTECH conference, Melbourne

- Teacher professional development event, through ACS SA Branch, Adelaide.

We also started work on a new Tech in Schools survey, which is designed to understand the barriers that teachers face in teaching the Digital Technologies curriculum. A previous ACS survey highlighted many of the barriers teachers face, and formed the basis of our Computer education in Australian schools 2022: Enabling the next generation of IT Professionals report.

ACS ICT Gateway to Industry Schools program

The ICT Gateway to Industry Schools Program (ICT GISP) is an initiative of the Queensland Government, funded by the

ACS Services

Department of Youth Justice, Employment, Small Business and Training.

Encouraging partnerships between industry, schools, parents, government and students to build Queensland's future information technology workforce, the ICT GISP provides an important opportunity to address the significant shortfall of young, emerging ICT talent in Queensland across all types of schooling channels, including faith-based, independent and state institutions.

Since starting the contract back in 2020, the ICT GISP has gone from strength to strength, experiencing a 34% growth in the number of participating schools. In 2022–23, this rose from 33 schools to 50 schools, and more than 200 industry partners actively collaborated with our program. Over the year we hosted 50 different events across seven Queensland regions. A key strategic move was collaborating with other industries that have a high rate of technology use, such as advanced manufacturing, assistive technology and agriculture. In total we reached 3,662 students by directly engaging at events.

Through a partnership with Zenva Academy, over 600 students accessed software and coding training through online platform Zenva Schools. Esports competitions were delivered at Forest Lake State High School, and in celebration of Girls in ICT Day, we reached 500 girls across 11 schools celebrating the day with panel discussions with inspiring female technology professionals.

We also hosted a TechTour with students of St Brendan's College from Yeppoon, visiting nine different technology-based organisations and participating in competitions. We were also involved in the PECAN+ cyber security competition hosted at South Brisbane TAFE, and we had a presence at countless regional and school-based expos. In Term 3, we were involved in the judging panel for the DeLorean Project at Glasshouse Christian College.

NSW Government Digital Stream Graduate Program

ACS worked with the NSW Public Service Commission to deliver the digital stream of the NSW Government Graduate Program. The program supports IT university graduates to transition from success at university to forging their IT career path within the NSW Government.

ACS membership is at the heart of the program. Access to learning and professional development resources such as the ACS Learning Accelerator and ACS events clear the way for graduates to make informed career choices, and they can access ACS' state-of-the-art office space in the heart of Barangaroo, Sydney.

The 18-month program ran from March 2023 (to complete in August 2024) and consists of professional development work, briefings, virtual and in-person workshops and networking events. The program also provides graduates with one-on-one coaching sessions to help them make the most of their ACS membership benefits and program participation.

Participants of the program worked across multiple NSW Government agencies including:

- Department of Premier and Cabinet
- Transport for NSW
- NSW Department of Customer Service
- Department of Education
- Department of Planning and Environment
- Office of Transport Safety Investigations
- Department of Parliamentary Services
- Ministry of Health
- Destination NSW
- Parliamentary Counsel's Office.

Upon successful completion of the program, graduates are offered a permanent role with the NSW Government, providing ample opportunity for career choices and direction.

The 2023 program intake grew to 44 (from 27) participating IT university graduates working across the NSW Government. The program was informed by feedback gathered from the 2022 cohort to maximise opportunities for engagement of graduates participating in the program.

Students attending the BiG Day In on the Sunshine Coast in March.

Students from St Mary's College in Maryborough, Queensland, attending the International Girls in ICT Day.

Capability

What we do

As the professional society for IT, ACS sets the standard for lifelong learning by assessing, developing and recognising the skills and experience of technology professionals. We do this through delivering programs in higher education accreditation, workforce development, learning and development, and recognition, and through our regulated Professional Standards Scheme. We outline those services below.

The year in review

Higher education accreditation

ACS provides third-party accreditation of higher education courses on request, to provide assurance to local and international students and stakeholders that the course meets recognised threshold standards for graduate outcomes. ACS accredits the ICT and Computer Science programs for all of Australia's major universities and maintains a register of the accredited courses on the ACS Accreditation public website (www.acs.org.au/cpd-education/accredited-courses.html). ACS-accredited courses have international recognition through the Seoul Accord, so that recipients of accredited degrees have their achievements fully recognised in other countries that are signatories of the accord.

ACS fulfilled its obligations as a Seoul Accord signatory by attending meetings, contributing to reviews of other and new signatories, mentoring a provisional signatory and contributing to workshops and working groups to update Seoul Accord processes.

ACS accreditation returned to pre-COVID activity levels and onsite accreditation visits resumed this year. Students began to return to lecture rooms and education providers started revamping and introducing courses. There was an increase in enquiries from private providers seeking ACS accreditation.

ACS issued an accreditation update report for 2022 with data on issues arising in 3,033 accreditations and tips for preparing accreditation applications in 2023.

During 2022–23:

- The Accreditation Committee met six times.
- 16 major accreditation visits and seven ancillary campus visits were conducted.
- Two pre-accreditation support services were provided.
- Accreditations were granted for 155 courses across the following institutions:
  - La Trobe University (Department of Information Sciences and Computing Technology)
  - University of Sunshine Coast
  - University of New England
  - University of Technology Sydney
  - Melbourne Institute of Technology
  - RMIT (School of Business IT and Logistics)
  - Box Hill Institute
  - Charles Darwin University
  - Western Sydney University
  - Murdoch University
  - Federation University Australia
  - University of Adelaide
  - Monash University
  - University of Melbourne
  - Macquarie University (Business School)
  - Holmesglen.

Workforce development

ACS works with a variety of Professional Partners, including businesses, not-for-profits and government departments, to help them direct and develop their technology workforce. Our national infrastructure and extensive network of Skills Framework for the Information Age (SFIA) Accredited Consultants helps public and private organisations profile the skills of ICT workers, identify skills gaps and develop upskilling and coaching programs to ensure that their workforces have the capabilities they need.

In 2022–23, the Workforce Development team continued to build its strategic partnerships, while collecting, analysing and reporting on organisations' point-in-time individual, team and whole-of professional and workplace tech skills. Stand-outs for this period were:

- More than 850 SFIA 8 skills profiles were created or refreshed.

- More than 450 individual skills analyses and development plans were delivered to individual members.

ACS further supports individual members to independently identify their existing SFIA skills through mySFIA on the ACS website. More than 5,700 members accessed mySFIA in this format over 2022–23; once the self-assessment was completed, the member could generate an automated SFIA skills profile.

Through the year we also undertook other activities to support partner organisations to reach their optimal point of operations. These included ACS Learning Accelerator exposure sessions, individuals' SFIA skills validations, and skills benchmarking town halls or information sessions. To support organisations' deeper use of SFIA skills benchmarking, we delivered one-day Understanding SFIA courses as well as new SFIA skills assessor training workshops around the country.

Workforce Development outcomes for 2022–23

885
SFIA 8 role profiles created or refreshed

11
Organisations that used mySFIA self-assessment

Self-assessment workshops:

779
Members
Undertook their SFIA skills self-assessment at 62 workshops conducted by ACS' workforce development team

453
Customised individual skills plans

Learning and development

ACS has a key partnership with Skillsoft to deliver the ACS Learning Accelerator, an online library of over 44,000 digital resources. With unlimited access for members, the Learning Accelerator provides a strong membership value proposition for individuals and for employers that fund memberships for their tech teams. The ACS Learning Accelerator offers deep technical learning and development, as well as development of critical non-technical skills such as communication, decision-making and emotional intelligence.

We strengthened our partnership with Skillsoft, reviewing our contract, and commenced training ACS staff to create customised learning journeys and programs for specific groups or corporate partners, and align this with SFIA (Skills for the Information Age) skills. This early work demonstrated great potential.

Member activity levels in the ACS Learning Accelerator increased by around 100% in 2022–23. Members completed 99,000 courses and viewed 587,000 videos, totalling over 40,000 Continuing Professional Development hours.

Recognition programs

ACS certifications and microCredentials allow members to validate their competencies, knowledge and experience, gain professional recognition and provide evidence of abilities to employers, clients and stakeholders.

ACS certification attests to technical capability demonstrated in practice, broad professional skills, and commitment to ethical conduct and ongoing professional development. ACS assesses candidates for qualifications, experience and demonstration of applying SFIA skills at a certain level of responsibility.

Candidates demonstrating skills at SFIA level 3 are awarded Certified Technologist (CT) and those demonstrating skills at SFIA level 5 are awarded Certified Professional (CP).

Candidates who specialise in cyber security may be awarded CT in cyber security or CP in cyber security, subject to experience thresholds and assessment of particular SFIA skills. ACS also offers a CP in safety-critical systems through an intensive assessment process.

ACS microCredentials offer member recognition and validation of achievements against a defined set of skills

and knowledge – a competency. Each individual ACS microCredential comes with a badge to enhance the member's tech credentials and career, with no limit to the number a member can earn.

In 2022–23, ACS welcomed 103 new Certified Professionals (CPs), including 13 to the CP (Cyber Security) specialisation. ACS also welcomed 52 new Certified Technologists (CTs).

The ACS certification scheme is accredited by IFIP IP3 (the International Professional Practice Partnership). IP3 reviewed the ACS scheme and granted a further six-year accreditation in March 2023.

ACS Professional Standards Scheme

The ACS Professional Standards Scheme (the PS Scheme) gives all CP members professional recognition from Australian federal, state and territory governments.

The PS Scheme is a legal instrument that obliges ACS to monitor, enforce and improve professional standards of our CP members. ACS' PS Scheme is constituted under NSW legislation but operates in all Australian states and territories. The PS Scheme operates to cap the civil liability of a current CP member if a successful civil claim is made against them.

As participants of the PS Scheme, all CP members must comply with professional standards obligations and hold requisite insurance policies in order to remain in and benefit from the PS Scheme.

The current PS Scheme began on 1 January 2019 and was set to expire on 31 December 2023. In January 2023, ACS applied for a 12-month extension to December 2024 to complete work on scheme redesign. This was granted subject to the public gazettal notification processes of the states and territories.

ACS participation in program to professionalise cyber security

Since mid-2022, ACS has been participating in a government-sponsored industry collaboration initiative, the Australian Cyber Security Professionalisation (ACSP) program. The ACSP working group has been developing solutions to activate pathways for new entrants to the cyber security workforce while strengthening professional accountability and public trust over time.

ACSP Phase 1 concluded in July and recommendations were submitted to the federal government. Phase 2 is on hold awaiting the final release of the Australian Cyber Security Strategy 2023–30, which is expected to strengthen the government's stance on professionalising cyber security.

A member is awarded their CP certification.

Attendees at the Melbourne Understanding SFIA course.

Members completing the Understanding SFIA course in Sydney.

Community and events

What we do

ACS events are a vital conduit for fostering a community among our members, playing a pivotal role in connecting tech professionals across the nation. These events, delivered both nationally and locally, bring together like-minded individuals from various tech domains. We aim to create a diverse ecosystem where members can network, share knowledge and contribute thought-provoking ideas. Our events serve as invaluable platforms for upskilling, enabling members to stay updated with the latest trends and technologies in the fast-changing tech industry.

ACS members gain access to cutting-edge insights, best practices and innovative solutions, which empower them to excel in their respective careers. Our events are instrumental in knowledge building, and they are presented by industry experts to facilitate our members' growth in their capability and careers, and assist members who are on a migration journey. Through events, we offer the bridge to support career pathways, providing opportunities for mentorship and professional development. We strive to become the cornerstone of the thriving tech community that propels careers forward and ensures that the Australian tech industry remains at the forefront of innovation and excellence.

The year in review

Every year ACS runs hundreds of events, virtual and in person (with an increasing shift to in-person events in 2022–23). We don't have space to cover them all here, but here we've listed some of our favourites from all the branches.

Industry Insights series (from July)

The Industry Insights series, featuring Australian technology leaders, has been a highly valued feature of the ACS event calendar for several years. This hybrid event series focused on technical advice, tech showcases, and insights from leading tech professionals. The event was run monthly, attracting an average of 300 virtual and in-person attendees. In the past year, we featured industry leaders including Matt Pancino, John Cox, Dr Ian Oppermann, Prof Fang Chen, and the Hon Victor Dominello.

The filming of one of ACS' Industry Insights episodes.

ACS NT Annual Golf Day (July)

The ACS NT Annual Golf Day 2022 proved to be a resounding success, drawing 99 players and 14 partners from the ICT community. This event offered a fantastic occasion for ICT professionals, individuals, organisations, entrepreneurs and government representatives to come together for a day of social networking with their peers.

The NT Annual Golf Day is always a big hit.

ACS Queensland Emerging Professionals Committee (from July)

The ACS Queensland Emerging Professionals Committee (EPC), which has been in operation for two years, delivered two Brisbane-based events this year, and EPC members presented and emceed at a wide range of other ACS in-person and online events in Queensland and interstate, such as the ACS Think Tank series. EPC members are active ACS brand ambassadors at local university engagement events, such as the University of Queensland Ladies in Technology mock interview evening and QUT BANDS Speed Networking event, helping us to drive strong student membership growth and to support retention of current student members. The success of the EPC has led to the creation of an online ACS Queensland Emerging Professionals Community on LinkedIn, currently 95 participants strong.

The Queensland Emerging Professionals Committee has been a huge success, and held its second event this year. Here they join us at the ACS Queensland State Tech Summit.

ACS Career Conversations (August)

To support students to successfully start their career in technology, ACS Canberra collaborated with the University of Canberra and IBM to deliver the ACS Career Conversations event on campus. IBM's Sarra Swami and Bella Darling spoke about their career journeys, what they love about their jobs and what would they tell a younger version of themselves about starting their careers.

2022-08-31 Career conversation with IBM at UC

How to Get Ready for a Job at Atlassian (October)

The 'How to Get Ready for a Job at' hybrid series focused on connecting leading organisations with emerging ICT professionals. It provided a platform and opportunity for recruiters to showcase possible future career paths at their organisation, the recruitment process, qualities they look for in new hires, and graduate and internship programs, ensuring the candidates meet their expectations. Among other organisations, Atlassian was represented by its talent acquisition team, offering our members the opportunity to engage and learn about establishing a career with the company.

ACS members get a run-down on how to get a job at Australian largest IT companies.

CIO Roundtables (from October)

The VIP roundtable series was developed to provide a platform for C-suite executives and senior IT leaders to connect, share and learn from each other. It aims to build a network of thought leaders from various industries. In the past year, we hosted four roundtables with topics focused on cyber, digital health, finance and higher education. They have gained popularity, engaging non-members and potential corporate partnerships.

Industry leaders gather at one of ACS' CIO roundtables.

Tasmania Branch Members Christmas party (December)

It's not all work at ACS. The Tasmania Branch held a Christmas party for members in 2022, attended by the Hon Michael Ferguson MP, Deputy Premier of Tasmania.

ACS Masterclass – Cyber security (February)

As part of the ACS Canberra agreement with the Australian Public Service Commission (APSC), we delivered five masterclasses on emerging technologies to the Australian Government's Digital Emerging Talent Programs. All these events were held as hybrid events (via Teams webinar and in person), and the last three in-person masterclasses were held in the new ACS Canberra Hub. The Cyber Security in Practice Masterclass consisted of two presentations from Dr Dave Ormrod (from McGrathNicol) and Andrew Muller (from Ionize).

The audience listening to Dave Ormrod at Canberra's cyber security masterclass.

ACS Victoria presents: Pride and Diversity (February)

In this panel discussion centred around the normalising of diversity in IT, the impressive panellists included Jeanene Williams, Development Services Manager at IT Vision Australia; Andrew Georgiou, Relationship Manager, Pride in Diversity; Megan Williams, Manager of Enablement and Practices at Zendesk; and our moderator, Charlynn Miller, Director at Zena Consulting. The panellists shared insightful perspectives, recounted personal workplace experiences, and responded to questions from both online and offline audiences.

(L to R): Charlynn Miller – Chair ACS Diversity and Inclusion Council; Jeanene Williams – Development Services Manager at IT Vision Australia, Chair ACS WA Branch Executive Committee; Rod Dilnutt FACS CP – ACS Victoria Chair; Megan Williams – Manager, Enablement and Practices at Zendesk; and Andrew Georgiou – State Lead VIC and Senior Relationship Manager, Pride in Diversity.

NSW Branch Forum (February)

Early in 2023, the NSW Branch had guest speaker Gabe Marzano present on cyber resiliency. Gabe refers to herself as a Cyber Security Evangelist and is a global award-winning specialist on cyber security and a 2020 ARN Women in ICT Rising Star awardee. With cybercrime now the number one threat to businesses and individuals, costing millions of dollars each year, Gabe walked us through some key actions to help build our cyber resiliency.

Gabe Marzano talks cyber security at the NSW Branch Forum.

ACS Think Tank: Skilled Migration (February)

Despite geographical distances and varying time zones, the ACS WA Branch proudly hosted a national ACS Think Tank session on the crucial topic of Skilled Migration within the IT Sector. Remarkably, this event garnered substantial participation from both our local members and online national attendees, reaffirming our branch's dedication to fostering insightful discussions and collaborations.

Attendees and presenters at the Skilled Migration Think Tank.

ACS Tech: Blockchain Fundamentals (March)

One standout event in Western Australia this year was the ACS Tech session on the intricate topic of blockchain, expertly presented by the Chair of the ACS Blockchain Committee, Mohammed Khaiata. His unwavering passion for the subject matter sparked curiosity among attendees, inspiring them to delve deeper into this cutting-edge technology.

Mohammed Khaiata, Chair of the ACS Blockchain Committee, gives a talk on blockchain.

NSW Government Graduate Program Digital Stream Networking session (April)

ACS had the contract to deliver, for the second time, the NSW Government Graduate Program Digital Stream. For the 2023 intake, the program was expanded to 42 participants from 11 agencies across government. This program runs for 18 months and includes regular online and face-to-face workshops designed to upskill graduates looking at careers in IT. The NSW Branch hosted the first face-to-face workshop for the 2023 program in April, with an agenda including presentations from Dr Ian Oppermann, Past President ACS and Chief Data Scientist for NSW Government, as well as two graduates from the 2022 intake, Jacqualine Huynh and Alex Wu.

Immediate Past President Ian Oppermann with the graduates of the NSW Government Graduate Program Digital Stream.

ACS Victoria Branch Forum: Overview of cyber 2021–2026 (April)

Our cyber-focused Branch Forum was a huge hit this year. Both in-person and virtual attendees gained valuable insights into the Victorian Government's approach to cyber security. David Cullen, the Victorian Government CISO, shared his expert knowledge, providing our attendees with a unique perspective on cyber security in the government sector. Attendees were eager to engage in discussions and ask questions, ranging from the latest trends in the cyber security market to the specifics of the Victorian Government's cyber security rules and reforms.

David Cullen, the Victorian Government CISO, shared valuable insights into the Victorian Government's approach to cyber security.

ACS Victoria presents: Pathway to the workforce (April)

This careers event was geared towards those who are eager to step into the ICT industry, and the panellists were an eclectic mix of industry experts, including our some of our own EPC members. The panellists shared their experiences and offered hot tips on how to break into the industry. The panel discussion was followed by an exciting Q&A session where attendees, including international students, shared their personal experiences and stories of facing obstacles as emerging professionals in the ICT industry.

Attendees from our Emerging Professionals cohort ready to explore pathways to workforce development.

ACS Queensland State Tech Summit (May)

In its second year, our flagship ACS Queensland event grew in all aspects, and had 197 delegates attend on the day. There was an increase to eight paying sponsors, including Platinum Sponsor Springfield City Group.

There were 220 delegates registered for this year's Queensland State Tech Summit.

ACS Canberra Leadership Roundtable (May)

Partnering with Oracle Consulting, ACS Canberra held an invitation-only discussion with Australian government CISOs on zero trust and the principle of least privilege. It was an opportunity to bring senior cyber security leaders and decision-makers together to have a frank and fearless discussion, while promoting ACS as the community champion promoting emerging and critical technologies. Fifteen government CISOs heard from Brendan Dowling, now Australia's Ambassador for Cyber Affairs and Critical Technology; and Dan Morgan, Oracle Corporation's Technical Director from the US.

(L to R): Praveen Nichani (Oracle Australia), Rob Slattery MACS (Snr) CP (Oracle Australia), Dan Morgan (Oracle Corporation) and Brendan Dowling (Department of Home Affairs).

Challenges of delivering internet for rural and remote businesses (May)

This presentation in the Northern Territory sparked a lively discussion about the future of internet connectivity in remote areas, and the 28 attendees were keen to learn about how other businesses could benefit from Starlink's availability. The event was a great success and provided valuable insights into the challenges and solutions to providing high-speed internet to remote businesses.

Unlocking the power of design thinking: Cultivating diversity for digital transformation in tech companies (May)

This presentation highlighted the importance of diversity in digital transformation for tech companies. Digital transformation is crucial for organisations in today's dynamic market. People, whether they're driving innovation or being impacted by it, are key to the success or failure of such initiatives. Diversity among people can unleash innovation and drive significant change. We were delighted to see enthusiastic audience engagement, reflecting the significance of diversity in successful digital transformations.

Cyber attacks: Scenarios and solutions workshop (May)

The ACS SA Branch held this hands-on workshop in collaboration with the Australian Cyber Collaboration Centre, our Lot Fourteen neighbour. Attendees were taken a learning journey through a firsthand cyber attack, providing them with an in-depth understanding of current solutions and approaches to reducing risk and increasing security of data.

ACS worked with the Australian Cyber Collaboration Centre to deliver a cyber security defence workshop in South Australia.

NSW Fellows Dinner (June)

In June, ACS NSW recognised our Fellows and Honorary Life Members at a formal Fellows Dinner in the Boardroom of the Sydney Innovation Hub. After a welcome from CEO Chris Vein and National Fellows Chair Dr David Cook, we recognised Honorary Life Members Richard Baecher, Steve Godbee and John Price, who were recognised with the honour during COVID. We also introduced a new Honorary Life Member, Jacky Hartnett.

BiG Day In South Australia (June)

ACS remains a proud sponsor of and participant in the BiG Day In program, designed to guide and engage high school students looking at technology careers. In the June event in Adelaide, 18 speakers presented to hundreds of students.

Public policy and government relations

What we do

The public policy and government relations arm at ACS is responsible for building relationships with key stakeholders in both government and the tech sector. We aim to promote and expand our area of influence in government and industry through encouraging a best practice approach to tech policy that builds our economy and fosters an environment in Australia that supports the growth of the tech sector.

The year in review

In-person engagement

Since the creation of a specific policy and government relations arm nearly seven years ago, ACS has and continues to be the leading association representing the tech professions in Australia. Our ethos of an inclusive, friendly and highly professional association has built a reputation that governments of all colours and at all levels are keen to work with.

The 2022–23 financial year was one the busiest on record for ACS in terms of government engagement. New CEO Chris Vein hit the ground running, crossing the country east to west and north to south to meet government ministers and senior officials and to put forward our agenda for a modern age of tech policy.

Through the year, ACS had 58 significant interactions with government and opposition both at federal and state levels. We held a record 25 policy roundtable events and launched a number of key reports including ACS Australia's Digital Pulse 2022 and the ACS Guide to IT Professions 2022, to name just two.

ACS also hosted the Prime Minister and the Leader of the Opposition. This was the first time ACS has hosted both federal leaders in a single financial year. We also built relations with new ministers including the Hon Brendan

O'Connor MP and Senator James Paterson, and continued to build on existing key relationships with the Hon Ed Husic MP and Senator Andrew Bragg.

ACS successfully advocated for reforms in skills migration and was invited to participate on a number of government committees including the federal government's review into the migration system and the Victorian government leadership panel on the digital economy.

Policy development

Beyond direct engagement with ministers and officials, ACS was also deeply involved in policy development, assisting the government where we could in many of the critical issues it is addressing. Some of the key issues we provided information and advice on included:

- regulation of AI
- the digital development of the Australian Public Service
- blockchain regulation
- updating privacy laws
- the implementation of Jobs and Skills Australia
- ANZSCO definitions and job taxonomies
- cyber security regulation and penalties
- copyright law
- electronic surveillance laws.

As in other areas of our work, ACS strived to best represent both the interests and broad views of our members.

(L to R): Senior Director APAC Salesforce Gisele Kapterian, Senator the Hon Jane Hume, ACS Vice President Membership Jo Dalvean and Member for Vaucluse Kellie Sloane MP at the ACS women in politics policy roundtable hosted and held at ACS' Barangaroo office.

(L to R): ACS Vice President Membership Jo Dalvean, Victorian BEC Chair Dr Rod Dilnutt, with the Minister for Skills and Training the Hon Brendan O'Connor MP at the launch of the ACS Guide to IT Professions 2022 in Melbourne.

(L to R): ACS President Dr Nick Tate, Minister for Industry and Science the Hon Ed Husic MP and ACS Vice President Community Jo Stewart-Rattray at a policy roundtable on innovation, hosted by ACS in Sydney.

(L to R): NSW Minister for Customer Service the Hon Victor Dominello MP, Director Government Affairs and Innovation Strategy Kyndryl Maria MacNamara, ACS Immediate Past President Dr Ian Oppermann and ACS CEO Chris Vein talk digital policy at a roundtable hosted by ACS in Sydney.

Member for King Rhiannon Pearce MP (third from right) joins the ACS and Deloitte at the South Australian launch of the ACS Australia's Digital Pulse 2022 report.

(L to R): NSW BEC Chair Helen McHugh, Member for Strathfield Jason Yat-Sen Li MP and the Hon Courtney Houssos MLC stand with ACS CEO Chris Vein at the ACS-hosted NSW Opposition tech policy forum in Sydney.

ACS CEO Chris Vein speaking at Senator Andrew Bragg's end of year function on tech policy held at ACS Sydney.

(L to R): NSW BEC Chair Helen McHugh, NSW Premier the Hon Chris Minns MP and ACS CEO Chris Vein at the NSW business networking forum held and hosted by ACS.

News and publications

What we do

ACS aims to be at the forefront of thought leadership in technology in Australia. For the benefit of our members and industry as a whole, ACS produces both an up-to-date news and information service as well as major and minor publications covering technology, the industry, the workforce and the issues of the day.

The year in review

Information Age

Information Age is the flagship news publication of ACS, delivering authoritative and trusted news to our members and subscribers.

Information Age has been providing this service to the Australian technology sector for more than 30 years, making it one of the longest-running tech titles in the country.

This year, Information Age subscribers increased by more than 13%, from 129,000 to 146,000.

With more than 40,000 visitors reading more than 77,000 articles each month on ia.acs.org.au, Information Age continues to lead technology titles in Australia.

We published a very special series this year, 'Back in my day', interviewing some of our seasoned ACS members about what the tech industry in Australia was like when they began their careers, and how they progressed through the years. We thank the ACS members and fellows who took the time to share their stories and inspire the next generation of technology professionals.

Information Age is led by experienced technology journalist Roulla Yiacoumi as the managing editor, with award-winning senior journalist Casey Tonkin and accomplished writers including David Braue, Leonard Bernardone, Denham Sadler, Emily Chantiri, Jason Murphy and Nina Hendy contributing to the publication's national and international coverage this year.

Our top 10 most-read articles this financial year

1. Reddit descends into chaos

2. Beware the Linkt toll scam

3. Skilled visa changes will damage cyber skills pipeline

4. Govt adds 10 more IT occupations to shortage list

5. Medibank finally reveals 'rookie mistake' in breach

6. Optus hacker pulls forum post offline

7. Australian phones 'bricked' by faulty Samsung update

8. Don't use BSB and account no. to pay someone

9. The top 5 tech companies to work for in Australia

10. Pay secrecy clauses are now banned in Australia

All these stories can be found via a search on the Information Age website at ia.acs.org.au.

Reports and guides

Each year ACS produces thought-leading guides and publications for members and the industry. Here are some of the major reports produced by ACS this year.

ACS Guide to IT Professions 2022

Produced exclusively for ACS members, the ACS Guide to IT Professions 2022 highlights the expanding roles, the skills in demand and the wages offered in Australia's booming tech sector. It provides detailed breakdowns of 28 different IT professions, and looks at where the growth is, what employers are asking for in terms of skills and experience and looks at average starting wages.

Data and the Digital Self

This book of essays by prominent experts on data sharing and privacy in Australia examines the crucial data privacy issues that the country faces currently and in the future. It delves into topics such as digital identity and privacy in the 21st century, the effectiveness of privacy laws in the age of big data, improving trust between businesses and governments, and the need to consider more than just privacy and personal information when developing solutions for the future.

Blockchain Fundamentals 2022

ACS's Blockchain Fundamentals guide is a non-technical introduction to the blockchain world. It's for everyone who has been hearing about blockchain technology for years but has yet to understand what the fuss Is about or why it matters.

The report covers what blockchains are and what problems the creators were trying to solve, as well as the world-changing applications blockchains enable, far beyond just Bitcoin and cryptocurrency. Blockchain Fundamentals guides are accessible to non-technical business leaders and government employees, professionals in all industries, students and interested citizens.

Frameworks and Controls for Data Sharing

In the fifth and final report of this groundbreaking series, ACS provides a final set of solutions for businesses and governments struggling to address the critical issue of shared data. This report identifies the essential controls and methods to ensure that data is treated appropriately throughout its life cycle, preserving the privacy of individuals while ensuring maximum possible value from data-sharing practices. A must-read for organisations looking to get the most significant value out of their data and minimise the risk of data breaches.

Migration services and pathways

What we do

As the authorised assessing authority for IT skilled migration and the governing body of the Professional Year in IT, ACS supports the myriad reasons people journey to Australia and works to ensure that those who come here have the capabilities and tools needed. Working closely with government stakeholders including the Department of Home Affairs (DoHA), the Department of Employment and Workplace Relations (DEWR), Job and Skills Australia (JSA) and the Australian Bureau of Statistics (ABS), the ACS migration pathway provides individual assessment outcomes, IT industry advocacy and program leadership to ensure Australia is equipped with the diverse skills and talent needed to maintain its position in the global market.

The year in review

Some key statistics for this year

2022–23 migrant skills assessment outcomes

40,200
migration skills assessments received
(up 68% from 2021–22)

33,617
migration skills assessments finalised
(up 80% from 2021–22)

24,314
finalised skills assessments onshore
(up 76% from 2021–22)

15,910
finalised skills assessments offshore
(up 56% from 2021–22)

2022–23 Professional Environments Online participant feedback

97.9%
found ACS Learning Accelerator material relevant

96.1%
engaged in teamwork through their online discussion group

98.3%
found the course relevant to their future IT career

Transformation and performance in migration skills assessment

Like many other assessing authorities, the ACS Migration Skills Assessment (MSA) team had to respond to a surge in ICT migration skills applications that began in November 2022. By April 2023, assessment requirements had doubled to peak at 4,000 applications a month, and at the end of the year, the MSA team had assessed roughly 40,000 applicants, compared to 25,000 in the previous year. By financial year end, the MSA team delivered $16.9 million in revenue, an increase of $3.2 million (up 79.8% from 2021–22).

In addition, significant investment was made in development of government liaison at operational levels in both federal and state government migration departments. ACS and the Institute of Analytics Professionals of Australia made a series of submissions to government reviews in support of the creation of new ANZSCO codes and the recognition of ACS as the peak body representing ICT professionals in emerging IT occupations. The ABS and JSA welcomed these submissions.

We also directly assisted the Australian Border Force in a major visa fraud investigation; helped uncover, in partnership with DoHA, a range of inappropriate migration agent activities; and we actively supported government initiatives around skilled refugee pathways to employment in Australia. We also developed new services to provide direct advice and support to skills applicants along with multimedia approaches to inform them better.

Lastly, the MSA team actively supported and participated in the process of reengineering and technical transformation of its current digital assets to a new instance of Salesforce that will lead to significant gains in efficiency and effectiveness in the next year. Importantly, this transformation will also lead to gains in skills application process transparency and applicant autonomy, as well as data security, accountability and privacy.

Focusing on the ACS delivery experience for Professional Year

This year, the ACS Professional Year (PY) Team spent nine months developing content and guidelines to streamline program delivery and online IT mentorship at scale. In April, the PY Team launched the new Professional Environments Online course (PE Online) delivering improved student engagement and program operations at an estimated annual savings of over $1 million.

The new online course features an improved participant experience with a focus on engagement and industry currency. This includes live team discussion, mentor-led webinars, video assessment, and a showcase of ACS member resources such as the Learning Accelerator online courses, mySFIA self-skills assessment, current publications, and Information Age. The Learning Accelerator alone saw a 250% increase in activity from June '22 to June '23. The results are clear, with over 96.3% of students stating they'd recommend PE Online to others.

To compliment innovative delivery, the ACS PY Team released a suite of improvements to its guiding documents to support partnership across the program's 11 RTO providers. ACS focused on supporting partnership compliance in hybrid environments and improving internship due diligence in collaboration with MSA Team and government support. Furthermore, the team undertook 11 site inspections, five scheduled audits, 42 internship investigations, and more than 15 training sessions to support the welfare and success of Professional Year participants.

Looking ahead

With the announcement of Australia's Migration Review by the Department of Home Affairs and forthcoming strategy, ACS Migration Pathways continue to position ACS as a strong advocate for migrant service, experience, and economic potential in the Australian IT sector. Through innovation in our tools and capabilities, ACS will engage and support the diverse skills required to address Australia's need for 1.2 million tech professionals by 2027.

ACS Chief Growth Officer Siobhan Casey leads an information session for migration agents.

Attendees at the Migration Agents Forum run by ACS.

Innovation Labs and Startup Catalyst

What we do

ACS' Innovation Labs serve to increase capability in the Australian tech innovation ecosystem, enabling Australian startups and scaleups working on emerging technology to reach their full potential – from ideation and minimum viable product through to product–market fit, scaling and growth.

It began in March 2018, with Harbour City Labs (HCL), an ecosystem of tech scaleups with high-growth potential, co-located in our Barangaroo office in Sydney. In September 2018 we purchased River City Labs (RCL), the Brisbane-based incubator and accelerator founded by the successful Australian entrepreneur and investor Steve Baxter. In August 2019 we added Bay City Labs (BCL) in Melbourne to our portfolio, and this year we expanded to Ocean City Labs in Maroochydore on the Gold Coast. Along with River City Labs, we acquired Startup Catalyst, which runs programs to give Australia's entrepreneurs exposure to global startup ecosystems through missions that take them all over the world.

The year in review

Some key statistics for Innovation Labs this year

113
Number of emerging tech businesses supported

300+
Total staff for those businesses

57
(13 more than last year)
Number of mentors available to startups

57
Number of events held across the Labs

2.4K+
Audience for labs events

40+
Number of partner organisations supporting the Labs startup and scaleup communities

ACS Services

Launch of Something Tech

In October 2022, ACS Innovation Labs, in partnership with the teams from Something Digital and PropTech BNE, brought to Queensland the first digital innovation and technology component of Something Fest. Something Fest is a week-long festival of events showcasing industry insights, new and developing technology, and networking for the digital, innovation and technology communities. With over 2,500 people in attendance across the week and major sponsors including the Queensland Government, the festival was well received by the community, especially after years of lockdowns.

The festival included a two-day event called Something Tech, dedicated to the emerging technology sector. This event had over 500 people in attendance, 52 speakers, 36 trade show exhibitors and 23 partners, and showcased what emerging technology businesses were delivering for people and the planet. Headline speakers including giants such as AWS, TikTok, Google, Atlassian and 2021 Queensland Australian of the year Dr Dinesh Palipana OAM.

The festival ended with River Rival, where eight companies presented their businesses and products, vying to win the best of the best in front of a stellar judging panel. The event would not have been possible without the partners, attendees and River City Labs team.

Innovation Labs

Innovation Labs continued to support emerging tech businesses – through programs, resources, networks and personalised coaching – across New South Wales, Queensland and Victoria. The member community consisted of 113 emerging tech companies with over 300 team members, supported by enabling partners, mentors and a talent landing pad (pool of tech professionals and interns). With the core focus on internal member programs, such as mentoring and educational events through building business, the Labs held 57 events, which had over 2,400 participants.

Some of the highlight events included the Melbourne Startup Bootcamp in January and invitation-only events for some members in Harbour City Labs and River City Labs to meet key guests, including the Hon Ed Husic MP, Minister for Industry and Science, and UK Minister for Investment Lord Dominic Johnson.

Through the year, River City Labs also celebrated 10 years in the ecosystem, having collectively supported over 1,200 founders since launch and growing many emerging technology businesses.

As part of a developing model to further support entrepreneurs wherever they are, we also piloted and formally launched our fourth location: Ocean City Labs in Maroochydore, Queensland. Ocean City Labs is a partnership with Labs alumni TabLogs on the Sunshine Coast. TabLogs owns the co-working space, while Ocean City Labs members also have access to Labs programs and resources powered by River City Labs.

Startup Catalyst

Startup Catalyst ran one overseas mission to London Tech week in June 2023. The mission was made possible through the support of the Queensland Government, through Advance Queensland and the Office of the Queensland Chief Entrepreneur, which funded 11 places on the mission for startups based in Queensland. A total of 13 participants, including two mission leaders, were part of the mission. The London Tech Week mission in 2023 marked the sixth annual Startup Catalyst mission to London Tech Week. The mission included curated workshops and meetings with industry connectors, investors and players in the broader ecosystem to give the participants a great start to launching into the UK and EU market.

Attendees at the London Tech Week Startup Catalyst mission

ADMA and IAPA

What we do

The Association for Data-Driven Marketing and Advertising (ADMA) and the Institute of Analytics Professionals of Australia (IAPA; collectively the ADMA Group) are dedicated to fostering responsible growth and providing specialised services to Australia's data-driven marketing and analytics industries, both of which are vital components of the country's data economy.

As the leading association representing the marketing industry, ADMA is dedicated to serving its members and the broader industry through thought leadership, education, regulatory compliance, and advocacy. Our unwavering commitment involves championing the marketing sector by providing robust support and advocacy, and fostering excellence in data-driven marketing and advertising. In the face of a rapidly changing landscape characterised by shifts in regulations and skill requirements, we play a pivotal role. This encompasses offering indispensable skills and regulatory insights, representing the industry in government consultations and governance discussions, facilitating skill development through educational initiatives, promoting best practices and innovative thinking, and advocating for the industry on critical matters. Ultimately, ADMA steers the industry towards sustainable growth, making a significant contribution to the stimulation of the Australian economy.

IAPA stands as Australia's sole analytics association, dedicated to highlighting the strategic importance of data analytics in business. Our enduring commitment lies in enhancing the understanding of analytics in transformation and data-driven decision-making, as well as fostering recognition of analytics professionals within the broader business community. This involves the establishment of standards, excellence, accreditation and educational initiatives.

With the increasing significance of analytics, data governance, and privacy regulations for ICT professionals, access to the educational and event resources offered by

ADMA and IAPA through the ACSPlus program aids ACS members in acquiring essential skills spanning the entire data value chain.

The year in review

During 2022–23, the ADMA Group prioritised supporting its members and the industry through another challenging period, marked by the lingering effects of COVID-19, a competitive labour market, constrained budget allocations, and the added uncertainties posed by numerous pending regulatory inquiries and reforms.

Memberships

ADMA saw a notable increase in membership, with member brands representing a vast array of organisations from SMEs to large multi-brand global organisations,. Coles, Seven West Media, Best & Less, GDay Group, Bupa, Red Energy and the University of Tasmania joined the ADMA member community. And an impressive 95% of large corporate members – including ANZ, NAB, Woolworths Group, Optus, KMD Brands, Toyota, Qantas and CBA – renewed their memberships. Corporate IAPA memberships continued to provide value for companies such as Afterpay, Kaplan Business School and Ambulance Victoria, and individual memberships continued to grow consistently throughout the year.

Regulatory and Advocacy

In 2022–23, ADMA actively participated in regulatory development by engaging in consultations with key government agencies, including the ACCC, the Australian Communications and Media Authority, the Australian Treasury and the Attorney-General's Department. These agencies now proactively involve ADMA in industry-relevant discussions, which is positive for the data-driven marketing and advertising industry.

ADMA also hosted roundtable discussions on the Privacy Act Review Report, and these were seen as critical in prompting organisations to establish internal working groups for better reform engagement. Our guidance on compliance and regulatory best practices helps members minimise risk and enhance their skill sets.

ADMA also contributes industry insights on regulatory matters. Our tailored regulatory workshops educate teams, fostering improved communication and risk mitigation within member corporations. Notable brands

including hipages, GPT Group, AGL, Care Super, KMD Group and NAB participated this year. Additionally, we provided client guidance to members from SMEs to large corporations, and over 320 individuals enrolled in the ADMA Data Pass training.

Thought leadership

As we continue to provide top-tier thought leadership to our members, we draw on the expertise of our ADMA Advisory Committee's esteemed Chief Marketing Officers (CMOs) and the analytics leaders from the IAPA Advisory Committee. This year, our influence and thought leadership continued to expand through the ADMA Working Groups:

- Emerging Leaders, featuring eight rising star marketers representing diverse companies, providing the voice for the future of the data-driven marketing industry

- Regulatory and Advocacy Working Group, including expert advisors and representatives from leading organisations such as Suncorp, CBA, Qantas, Woolworths, Optus and UM Worldwide

- Education Working Group, featuring subject matter experts with practical experience from corporations such as NAB, Optus and Seven West Media, and supported by a subcommittee of education learning suppliers who possess a deep understanding of the learning needs of marketing teams.

Education

ADMA's Marketing Skills Assessment tool, now in its second financial year since launch, has been strongly adopted, with over 2,000 individuals now having completed assessments. This valuable data has informed career planning, team strategies and member retention efforts. We have continued to provide high-quality education, and have made curriculum upgrades and held specialised masterclasses. ADMA has also offered a range of training solutions including virtual, in-house, online and bespoke options. We saw increased demand for tailored in-house education, covering topics such as customer journey mapping, personalisation, privacy and compliance for marketers and data analytics, with clients including the ATO, Sydney University, ANZ and Electronic Arts.

Major curriculum updates reflected our commitment to quality education. As part of this process, we launched Privacy and Compliance for Marketers, the Customer Experience Certificate, Unlocking Personalisation and Automation, and the Marketing Technology Certificate. We also continued to optimise and streamline our curricula according to market demand and futuristic trends.

Additionally, our masterclasses, such as IAPA Data Storytelling workshops with David McCandless, continued to provide a deep dive into specialist topics.

Events and awards

With our successful webinar program, ADMA shared best-practice principles with the industry while acting as a promotional mechanic for courses. We ran a total of four webinars across the year.

IAPA's Top 25 Analytics Leaders attracted its highest volume of entrants on record and was won by a woman for the first time. The black-tie event was hosted at the iconic MCA on the final night of Vivid Sydney, giving guests a front row view of the spectacular drone show.

The Advancing Analytics Conference was hosted in the Melbourne ACS offices, with guests streaming live from across the country. The event brought together the analytics community to debate topics such as synthetic data, machine learning in biology and little data. In acknowledgement of International Women's Day, IAPA shone a spotlight on extraordinary women in the sector, compiling profiles of a record-breaking 135 women.

ADMA and IAPA key achievements for 2022–23

- Strengthened industry influence and thought leadership within the regulatory environment by engaging with regulators on crucial regulatory development areas.

- IAPA hosted the David McCandless data visualisation workshop for over 200 attendees.

- Continued the development of the ADMA Marketing Skills Assessment.

- Successfully crafted customised regulatory workshops for our ADMA and IAPA members.

- Brand health snapshot verified ADMA's position as the peak marketing industry body, with the highest levels of awareness, familiarity, consideration and membership.

- ADMA ran a series of roundtables that effectively engaged industry and had an impact on the way in which they leaned into the ongoing reform of the Privacy Act.

- IAPA hosted a highly successful event to honour the Top 25 Analytic Leaders of 2023.

Governance and branches

ACS is an organisation that is owned and run by its members. Our governance team, outlined in the following pages, is made up of elected officials and volunteers from right across the nation. It includes members who have been elected at a national level to represent the interests of members, as well as a number of volunteers who constitute our advisory boards and provide advice to ACS on matters legal, operational, technical, ethical and political.

We also have our branch network, with each individual branch having its own governance structure and activities tailored to the needs of that state or territory. These branches also include an incredible host of volunteers that make up the Branch Executive Committees. These committees drive much of the member-facing activity of ACS, including events, networking, mentorship programs and community building.

We deeply appreciate all the time and effort that these people contribute to ensure that Australia has a bright future in technology, and we hope we continue to have this high level of engagement by members in the governance of the organisation. We wouldn't exist without them.

Management committee

The ACS Management Committee (MC) is tasked with overseeing ACS operations. It currently comprises 11 members, and these members have prime responsibility for managing the Society.

Dr Nick Tate FACS CP
President

Dr David Cook FACS CP
Vice President – Academic Boards

Jo Stewart-Rattray FACS CP
Vice President – Community Boards

Jo Dalvean MACS (Snr) CP
Vice President – Membership Boards

Chris Radbone FACS CP
National Treasurer

Dr Ian Oppermann FACS CP
Immediate Past President

Dr Rod Dilnutt FACS CP
National Congressional Representative

Helen McHugh MACS (Snr) CP
National Congressional Representative

Peter O'Halloran MACS (Snr) CP
National Congressional Representative

Beau Tydd FACS CP
National Congressional Representative

Chris Vein MACS (Snr) CP
Chief Executive Officer

Management Committee members as at 30 June 2023

Dr Nick Tate FACS CP

President

Nick has over 45 years' experience in ICT, including 20 years in cyber security, 16 years as a CIO/Head of IT at two London banks and the University of Queensland (UQ) and 11 years as head of the Australian Computer Emergency Response Team (AusCERT), which dealt with cybersecurity incidents nationally. He is co-author of A Director's Guide to Governing Information Technology and Cybersecurity, a book published by the Australian Institute of Company Directors (AICD), and has 20 years' experience as a company director in 16 Australian and two US companies. He is an Adjunct Professor at UQ, has degrees in Physics and Computer Science and a PhD in Cybersecurity. He is both a Fellow and Honorary Life Member of ACS.

Nick is currently President of the South East Asia Regional Computer Confederation (SEARCC) and leads an APEC project on ICT Skills Frameworks. He is Chair of the Council of ICT Associations (CICTA) and chaired the World Computer Congress in 2010. He was also the National President of ACS in 2012 and 2013 and is a member of the SFIA Council. He is a former City Councillor and was a pilot in the Royal Air force Volunteer Reserve.

Dr David Cook FACS CP

Vice President – Academic Boards

David is a technology advocate dedicated to advances and the progression of human–computer interaction (HCI) and cyber security. This expertise is combined with research and academic engagement in six main areas: business, information technology, international relations, security, South-East Asia and governance.

Jo Stewart-Rattray FACS CP

Vice President – Community Boards

Jo has over 25 years' experience in IT, including as a CIO and Group CIO in the utilities sector and tourism industry. She has significant experience in information security, including as a CISO in the healthcare sector. Her information technology and security background is supported by her qualifications in education and management. She specialises in consulting in risk and technology issues, with a particular emphasis on governance and security in both the commercial and operational areas of businesses. Jo provides strategic advice to organisations across industry sectors including banking and finance, utilities, manufacturing, tertiary education, retail, healthcare and government. Jo has extensive board and committee experience. She has chaired ISACA's international committees including the Board Audit & Risk, Leadership Development, and Professional Influence & Advocacy committees. She served as an Elected Director on ISACA's international Board of Directors for seven years and was the founder of its global women's leadership initiative, SheLeadsTech.

Jo Dalvean MACS (Snr) CP

Vice President – Membership Boards

Jo has proudly served ACS in a number of elected roles at state and national levels since 2008. In national roles, Jo has overseen ACS policy development and submissions, and is currently a member of the Working Group overseeing ACS's Constitutional Reform. For over 20 years, she has specialised in the governance, change processes and delivery of digital projects, with a focus on improving customer trust in systems and data. Jo's early career was in advertising and publishing, managing transformation to digital technologies. Her recent work focuses on large compute service provision and sensitive data collaboration and linkage platforms in ISO 27001 environments.

Chris Radbone FACS CP

National Treasurer

Chris specialises in collaborative partnerships to unlock the public value and organisational value from data. He actively supports innovative research, evaluation of policy and government-funded programs that seek to use data analysis to enable greater insight and accountability from organisations and government resources. Chris has over 40 years of information management and technology experience, working collaboratively and innovatively across the private, public and not-for-profit (welfare and university) sectors. From August 2022, Chris has been CEO of the MedicAlert Foundation. His prior role for 13 years from 2009 was the technical and business operations lead for SA NT DataLink, a nationally leading collaborative partnership across the university research and government sectors, operating an authorised facility for South Australia and the Northern Territory to safely share de-identified data for unit record level analysis and approved use. Chris has professional qualifications in information security and deep experience in data governance and privacy protection protocols.

Dr Ian Oppermann FACS CP

Immediate Past President

Ian currently holds the role of NSW Chief Data Scientist and is an Industry professor at UTS. Ian has 30 years' experience in the ICT sector and has led organisations with more than 300 people, delivering products and outcomes that have impacted hundreds of millions of people globally. He has held senior management roles in Europe and Australia as Director for Radio Access Performance at Nokia, Global Head of Sales Partnering (network software) at Nokia Siemens Networks, and then Divisional Chief and Flagship Director at CSIRO. Ian is considered a thought leader on digital economies and is a regular speaker on big data, broadband-enabled services and the impact of technology on society. He has contributed to six books and co-authored more than 130 papers that have been cited more than 4,000 times. Ian has an MBA from the University of London and a PhD in Mobile Telecommunications from the University of Sydney.

Dr Rod Dilnutt FACS CP

National Congressional Representative

Digital transformation catalyst, trusted advisor, educator, change agent and diversity and inclusion champion, Rod is a results-focused digital leader with a proven ability to influence complex stakeholder networks and drive change.

He is an executive consultant with experience spanning over 25 years, focused on construction and asset management, banking and finance, and education. He is a founding Director of William Bethwey & Associates and an internationally recognised thought leader in strategic and architectural transformation. He is an Industry Fellow at the University of Melbourne, where he researches and lectures in higher degree programs. He has authored over 20 publications and a book on organisational change. Consequently, he is a sought-after expert for leading companies confronting challenges brought about by disruptive technologies and the need to transform organisational cultures to adopt radically different paradigms of work and the creation of value. Rod is a Fellow of ACS, a Fellow of the British Computer Society, former National Director of the ACS Membership Advisory Board and was recognised as the ICT Professional of the Year in the 2013 National iAwards.

Helen McHugh MACS (Snr) CP

National Congressional Representative

Helen is a company director, board member and consultant, and she has considerable experience in many executive roles in large Australian Government agencies. She has been involved in major legislative service delivery programs, not-for-profits and startups. She has 40 years' experience in the ICT Industry as a professional in many roles in many organisations. Helen is an ACS Certified ICT professional, PRINCE2 Practitioner, AgilePM Practitioner and Scrum Master. She is presently acting as an ambassador to the ICT industry, championing causes, cohorts and groups as they address the challenges of our profession, with a primary focus on women in ICT, hack-a-thons, startups, and agile and disruptive service delivery. Helen is currently the NSW Branch Chair and NSW Congressional Representative, and she sits on the ACS Management Committee. In the past she has held a number of volunteer positions in ACS, including NSW Vice-Chair for three years and Chair and member of ACS Women NSW for five years, and Vice-Chair of ACS Women National.

A digital native, Helen is the proud daughter of one of the founders of our industry, who worked on CSIRAC in the 1950s. This has meant she has seen the growth of the industry over the last 60 years – from her childhood where technology was an everyday presence through to making her own contribution to the industry to this present day.

Peter O'Halloran MACS (Snr) CP

National Congressional Representative

Peter O'Halloran is the Chief Information Officer for ACT Health, the government agency responsible for the public health system in Canberra. Peter is responsible for over 250 systems, serving 10,000 staffers who operate across three public hospitals with over 1,000 beds and 40 community facilities. In 2006, Peter joined the Australian Public Service in the National Health and Medical Research Council before moving to the National Blood Authority where he was appointed as the inaugural Chief Information Officer and was responsible for the provision of services to all Australian hospitals. Peter joined ACT Health in 2016 and since that time has embarked on a complete overhaul of all ICT services and systems, with a complete replacement of all core systems currently underway, guided by the Digital Health Strategy that was launched in May 2019.

Beau Tydd FACS CP

National Congressional Representative

Beau has over 20 years' experience in senior leadership, advisory and consultancy roles in the technology sector in Australia and the APAC region. Having spent many years living and working in the Pacific, Beau has seen how technology and innovation can change lives. Along with his roles on several ACS boards and committees, Beau was also the Treasurer for the Australian Smart Communities Association (ASCA) and is a founding Independent Review Panel member for the Internet Society Foundation. Beau is also on several university advisory boards. He is passionate about how technology can change lives and mentoring the next generation of tech leaders.

Chris Vein MACS (Snr) CP

Chief Executive Officer

Chris Vein took the role of Chief Executive Officer of ACS in July 2022 after an extensive global search. He joins ACS with a wealth of experience in innovation policy, technology strategy and digital transformation. A member of ACS since 2018, Chris served as PwC Australia's Sydney-based Partner for Global Digital Transformation between October 2016 and 2018 after working with the Department of Foreign Affairs and Trade on innovation in aid programs. Chris has held roles internationally in the public and private sectors, including Deputy US Chief Technology Officer for Government Innovation at the White House, Chief Innovation Officer for Global ICT Development at the World Bank, and City CIO and Executive Director at the Department of Technology for the City and County of San Francisco. In his private sector roles, Chris has worked in the consulting and healthcare sectors. Chris's passion lies in using emerging technologies such as AI, quantum computing, biotechnology and gaming to drive change, transform organisations and build a better society.

Congress

Congress is an advisory body to the ACS Management Committee and consists of the National Office Bearers (President, Vice Presidents, National Treasurer and Immediate Past President), the Directors, the Congressional Representatives and the Chief Executive Officer.

Congress performs a vital role in providing advice to the Management Committee on strategic planning and other matters for the betterment of the Society.

Congress is also responsible for electing the National Office Bearers and Board Directors.

Members as at 30 June 2023

Dr Nick Tate FACS CP
President

Dr David Cook FACS CP
Vice President – Academic Boards

Jo Stewart-Rattray FACS CP
Vice President – Community Boards

Jo Dalvean MACS (Snr) CP
Vice President – Membership Boards

Chris Radbone FACS CP
National Treasurer

Dr Ian Oppermann FACS CP
Immediate Past President

Dr Asheley Jones FACS
Director – Member Advisory Board

Jeffrey Smith MACS (Snr) CP
Director – Profession Standards Board

Mathias Gaertner MACS (Snr) CP
Director – Technical Advisory Board

Roger Clarke FACS
Congressional Representative (Canberra)

Peter O'Halloran MACS (Snr) CP
Congressional Representative (Canberra)

Ashley Maher MACS CP
Congressional Representative (NSW)

Helen McHugh MACS (Snr) CP
Congressional Representative (NSW)

Damien Charles MACS (Snr) CP
Congressional Representative (NT)

Martin Scerri MACS
Congressional Representative (NT)

Nick Brandt FACS CP
Congressional Representative (Qld)

Beau Tydd FACS CP
Congressional Representative (Qld)

Tapan Dave MACS (Snr) CP
Congressional Representative (SA)

Brian Peel MACS CP
Congressional Representative (SA)

Ray Leonard MACS CP
Congressional Representative (Tas)

Louise Mills MACS (Snr) CP
Congressional Representative (Tas)

Dr Rod Dilnutt FACS CP
Congressional Representative (Vic)

Dr Charlynn Miller FACS CP
Congressional Representative (Vic)

Jeanene Williams MACS (Snr)
Congressional Representative (WA)

Dr Brian Von Konsky FACS CP
Congressional Representative (WA)

Chris Vein MACS (Snr) CP
Chief Executive Officer

Membership Advisory Board

What we do

The role of the Membership Advisory Board (MAB) is to work with the National Office to not only strengthen the focus of ACS on its membership but also provide advice on strategy and actions that will drive satisfaction and retention of ACS members, increase membership attraction and recruitment, improve recognition of ACS membership across the profession, and grow the demand for certification both within and external to membership.

Within the Community Boards portfolio, the MAB is supported by the following advisory committees:

- National Fellows Committee (NFC)
- National Diversity and Inclusion Council (NDIC)
- ICT Educators Committee (ICTEC)
- Honorary Life Members Committee
- Branch Chairs Forum.

The year that was

The MAB and its committees continued to provide oversight and advice on, and endorse or approve, a range of new and continuing internal strategies driven from the operational teams. They continued to work closely with the Marketing and Partnerships Team on improvements to the ACS membership offering.

In 2022–23, the MAB and its subcommittees placed particular emphasis on diversity and inclusion (D&I). The MAB and NDIC collaborated in 2023 and held a joint strategy workshop on matters relating to D&I across the technology profession, strategies to improve D&I, and importantly, how to support the constituency that ACS serves.

During the year the MAB saw a change of directorship, with Dr Asheley Jones FACS CP being successfully elected for the new term.

In addition, in 2022, the Australian Safety Critical Systems Association (aSCSa) Special Interest Group (SIG) was integrated into the Community Boards portfolio. Where previously this sat within the Membership portfolio, the decision was made to realign and move it under the Community umbrella.

Other key 2022–23 initiatives for the Community Boards portfolio included:

- **Metrics Working Group** The MAB has been focusing its discussions and strategy on comprehensive datasets to ensure projects are based on data-driven decisions. As a subset of the MAB, a Metrics Working Group was established to work closely with ACS' Director of Community on member reporting and data insights. This will help ensure stakeholders across the ACS are using the same data points and making informed, data-driven decisions.

- **Commission on the Status of Women** In March 2023, Vice President of Community Jo Stewart-Rattray attended the 67th session of the Commission on the Status of Women (CSW). Taking place at the United Nations Headquarters, the CSW is the primary global forum for diversity, equity and inclusion in relation to women and girls. It is instrumental in shaping global standards and thought leadership on gender equality and the empowerment of women. The 67th session acknowledged and focused on the critical role of technology and innovation in achieving gender equality. Attending the global gathering provided us with a unique opportunity to gain insights and seek solutions to the myriad problems facing both current and future women in the technology sectors. It also provided a roadmap to refer to for ACS' national strategy for moving the diversity needle in the Australian technology sector.

- **ACS Conversation Circles – Supporting women in tech** As part of the MAB and NDIC strategy to improve diversity and increase the participation of women in tech, we commenced the ACS Conversation Circles national roadshow. The series is gathering broad insights into the ongoing issues and barriers facing women in the technology sector, as well as their wants and needs, including from those women in their early career up to established professionals. Data collected will inform future initiatives. This will not only help ACS

to better serve women as members, but also further inform the ACS' advocacy work.

- **Diversity in STEM Dialog Starter** The NDIC, on behalf of ACS, developed and submitted the organisation's recommendation proposal for the Department of Industry, Science and Resources Diversity in STEM Dialogue Starter. This input will help to shape strategies to increase diversity, engagement and skills in STEM and support pathways for diverse groups into STEM.

- **Reconciliation Action Plan** The NDIC delivered the strategic recommendation paper on the development of an organisational Reconciliation Action Plan (RAP), which was endorsed by the Management Committee. The project is now in its scoping and feasibility phase.

- **Computer education in Australian schools 2023 survey** The ICT Educators Committee played a key advisory role in the development and review of the 2023 computer education in schools survey. This is a nationwide, cross-jurisdictional survey of K–12 educators teaching the Digital Technologies (DT) curriculum, to gather comprehensive data with respect to the teaching of ICT subjects in schools. The survey data will provide direction to government policymakers on what the priority is for technology in education.

- **ICTEC targeting parents and stakeholders for education** The ICTEC also focused its discussions and strategy on the importance of tech education from an early age and in particular the influence of parents and guardians. It believes that ACS can take the lead in educating parents, guardians and other stakeholders on technologies education and the associated advantages and potential opportunities available to the next generation of professionals. This is reflected in the work currently underway within the group.

- **Fellows updates** The National Fellows Committee (NFC) began and continues its focus on improvements to the Fellows nomination process for members, with the aim to make it a seamless and welcoming process for members. In addition, the NFC commenced its strategy on improved communications to the Fellows cohort. Across the financial year, the NFC endorsed three nominations for ACS Fellowship (see page 56).

- **New Honorary Life Member** During the financial year, the Honorary Life Member Committee endorsed one Honorary Life Member nomination, which resulted in MC approval.

Membership Advisory Board Members
Jo Stewart-Rattray FACS CP (Cyber) – Vice President, Community Boards
Dr Asheley Jones FACS CP – Director of MAB
Dr David Cook FACS CP
Sandeep Mathur FACS CP
Mustafa Kadir MACS
Arnold Wong FACS CP
Sharon Singh MACS

Brendan Holland MACS
Geethani Nair AACS*
Cindy Chung MACS CP*
Erin Beel AACS*

National Fellows Committee (NFC) Members
Dr David Cook FACS CP – Chair
Jacky Hartnett FACS CP – Vice Chair
Jo Stewart-Rattray FACS CP (Cyber)
Dr Brian von Konsky FACS CP
Murali Sagi FACS
Ian Wells FACS
Nick Brant FACS CP*
Peter Lambert FACS CP*
Roger Clarke FACS*

National Diversity and Inclusion Council (NDIC) Members
Sandeep Mathur FACS CP – Chair
Jeanene Williams MACS (Snr) CP
Lynn Warneke FACS CP
Johnny Smoes MACS (Snr) CP
Ashlea McKay AACS*
Neha Wali AACS*
Susan Sly MACS (Snr) CP*
Adelaide Reilly MACS CP*

ICT Educators Committee (ICTEC) Members
Sharon Singh MACS – Chair
Sue Isbell AACS – Vice Chair
Michelle Chomiak MACS
Jacob Curulli MACS (Snr) CP
Ghada Fahmi MACS CP
Martin Levins AACS*

Branch Chairs Forum Members
Jo Stewart-Rattray FACS CP (Cyber) – Chair
Helen McHugh MACS (Snr) CP
Damien Charles MACS (Snr) CP
Beau Tydd FACS CP
Dr Rod Dilnutt FACS CP
Tapan Dave MACS (Snr) CP*
Louise Mills MACS (Snr) CP*
Ray Leonard MACS CP*
Peter O'Halloran MACS (Snr) CP*
Jeanene Williams MACS (Snr) CP*
Chris Radbone FACS CP*

* Denotes membership for part of 2022–23.

Professional Standards Board

What we do

The Professional Standards Board (PSB) is a governance board charged with independent oversight of ACS activity concerning accreditation of tertiary ICT programs, professional certification of individuals, schemes under the Professional Standards legislation, professional ethics and ACS educational products and services.

The PSB's key role is to work with the National Office to drive professionalism in ICT, providing review of, strategic advice on, and guidance for current and future ACS programs and activities that relate to professional standards.

The year in review

During the year, the PSB farewelled long-serving Chair Prof Michael Johnson FACS CP, and welcomed new Chair Jeffrey Smith MACS (Snr) CP. The PSB continued to provide oversight and advice on, and endorsement or approval of:

- an integrated capability framework proposal, the internal audit of the Skills Assessment, Professional Standards Scheme and Accreditation teams

- the Professional Standards Improvement Program (PSIP) report

- the ACS Guide to IT professions 2022

- the new ACS Code of Professional Ethics

- round three of the Constitutional Review Working Group review.

Additionally, the PSB held the inaugural combined PSB, Accreditation Committee (AC) and Professional Ethics Committee (PEC) workshop in Sydney in late November 2022. This aimed to give members a better understanding of the delegated responsibilities of the PSB, including how standards are managed by the society, Accreditation and Professional Certifications, and how to ensure diversity while focusing on standards.

Members

Professional Standards Board (PSB)

Jo Dalvean MACS (Snr) CP
– Vice President, Membership Boards

Prof Michael Johnson FACS CP
– Chair (term ended 31/12/22)*

Jeffrey Smith MACS (Snr) CP – Chair*

Keith Besgrove AACS

Prof Caroline Chan FACS

Thomas Cleary MACS (Snr) CP

Stephen Godbee FACS CP

Emeritus Prof Craig McDonald FACS*

Amy Tang AACS

Dr Kirsten Wahlstrom MACS CP

Tom Worthington FACS CP

Dr Anna Yang MACS (Snr)

Ivanka Zebic MACS (Snr) CP*

PSB subcommittees

Accreditation Committee

The Accreditation Committee (AC) farewelled its long-serving Chair, Prof Caroline Chan FACS, at the end of 2022, and welcomed Emeritus Prof Paul Strooper FACS CP to the role at the beginning of 2023. The AC continued to approve accreditation of tertiary ICT degrees and programs with a welcome return to face-to-face panel visits during the year. The AC also discussed a variety of accreditation-related matters, including critical issues where universities have partnership arrangements for delivery of courses, and specific issues with expert advice on specialist degrees. It also established a process for an annual review of the accreditation documentation.

Members

Prof Caroline Chan FACS – Chair (term ended 31/12/22)*

Emeritus Prof Paul Strooper FACS CP – Vice-Chair/Chair

Adjunct Prof Jan Newmarch MACS (Snr) CP – Vice Chair

Prof Ghassan Beydoun FACS

Prof Frada Burstein FACS

Tom Cleary MACS (Snr) CP

Prof Marta Indulska MACS (Snr)

Prof Chris Pilgrim FACS CP*

Professional Ethics Committee

During the year the Professional Ethics Committee (PEC) farewelled long-serving Chair Dr Michael Wildenauer MACS (Snr) CP and welcomed incoming Chair Dr Kirsten Wahlstrom MACS CP. The PEC concluded its work on the new ACS Code of Professional Ethics and continued to work on the creation of supporting documents to accompany the new code. The PEC also refined a proposal for an ethics support service for ACS members.

Members

Dr Michael Wildenauer MACS (Snr) CP
– Chair (term ended 31/12/2022)

Dr Kirsten Wahlstrom MACS CP – Vice Chair/Chair

Rosemary Cooper AACS – Vice-Chair*

Philip Argy FACS

Prof Oliver Burmeister MACS CP

Dr Anisha Fernando AACS

Hannah Kuhar AACS*

Royce Michael Lee MACS (Snr) CP

Prof Alex Reid FACS CP

Dr Georg Thomas MACS (Snr) CP (Cyber)

* Denotes membership for part of 2022–23.

The PSB and subcommittees discuss the path forward in the Sydney office boardroom.

The combined PSB gathers for the full group meeting for the first time in November.

Technical Advisory Board

What we do

The role of the Technical Advisory Board (TAB) is to provide technical advice, to guide research, and to work with the National Office to manage the portfolio of activities that relate to technical matters.

The TAB also coordinates with external agencies, working with Standards Australia and the International Federation for Information Processing (IFIP) to include ACS member representation on those bodies.

The TAB consists of five subcommittees – Artificial Intelligence (AI) Ethics, Blockchain, Cyber Security, Data Sharing, and Internet of Things (IoT) – and two working groups consisting of external representative members to Standards Australia and IFIP.

The year in review

During 2022–23, the TAB committee assisted with ACS submissions and responses to seven government policy documents, including:

- the Privacy Act Review Report
- the Treasury Token Mapping Consultation Paper
- the Privacy Legislation Amendment Bill 2022
- the National Security Action Plan: Discussion Paper
- the Safe and responsible AI in Australia: discussion paper
- the Data and Digital Government Strategy from the Australian Public Service.

Over the course of the year, the TAB's committees and working groups each met quarterly (at 28 meetings in total) and held 12 TAB board meetings. These regular meetings were used to plan and discuss trends and emerging issues in the Australian IT landscape and to create, review and deliver position papers on topics of importance to ACS, our members and Australia as a whole.

On top of this, the TAB (led by Vice President Dr David Cook) designed, planned and delivered seven Think Tank sessions across the country. These sessions put top professionals and academics at front and centre stage for a Q&A-style session that allowed the audience to ask questions pertinent to the field and topic. Over 1,200 people attended the Think Tanks, which ranged across topics such as: passwords and cyber security; gender, diversity and inclusivity; skilled migration; and facial recognition.

Technical Advisory Board

Dr David Cook FACS CP – Vice President, Academic Boards

Mathias Gaertner MACS (Snr) CP – Director of TAB

Aurelie Jacquet AACS

Christopher Radbone FACS CP

Joseph Dalessandro MACS (Snr) CP

Prof Kimberlee Weatherall AACS

Louay Ghashash AACS

Mohammed Khaiata AACS

Peter Runcie MACS (Snr) CP

Stefano Tempesta MACS CP

Dr Stephen Hardy MACS (Snr) CP

Tom Zorde AACS

Artificial Intelligence Ethics Committee

Aurelie Jacquet AACS – Chair

Prof Kimberlee Weatherall AACS – Chair

Andrew Bell MACS (Snr) CP

Angela Kim AACS

James Wan AACS

Dr Kelvin Ross FACS

Dr Khimji Vaghjiani AACS

Prof Maurice Pagnucco AACS

Peter Leonard AACS

Prof Simeon Simoff MACS (Snr) CP

Prof Toby Walsh AACS

Vi Nguyen MACS

Blockchain Committee

Mohammed Khaiata AACS – Chair

Stefano Tempesta MACS CP – Vice Chair

Ambarish Natu FACS CP

Dr Andrzej Gwizdalski AACS*

Danielle Marie AACS*

Christy Jie Liang AACS

Josh Hunt AACS*

Karen Cohen AACS*

Scott Waller AACS

Wayne Moran MACS

Cyber Security Committee

Louay Ghashash AACS – Chair

Joseph Dalessandro MACS (Snr) CP – Vice Chair

Dilip Samji MACS (Snr) CP

John Baird AACS

Prof Paul Haskell-Dowland MACS (Snr) CP

Sudheera Edirisinghe MACS (Snr) CP

Emeritus Prof William Caelli FACS

Data Sharing Committee

Christopher Radbone FACS CP – Chair

Dr Stephen Hardy AACS – Vice Chair

Abhinav Jain AACS

Angela Kim AACS

Dr Asif Gill MACS CP

Dr Graeme Port MACS (Snr)

Dr Khimji Vaghjiani AACS

Dr Tim Scott AACS*

Dr Wenjie Zhang AACS

Internet of Things Committee

Tom Zorde AACS – Chair

Peter Runcie MACS (Snr) CP – Vice Chair

Dimitrios Georgakopoulos AACS

Matthew Schultz MACS

Prof Michael Sheng AACS

Dr Neil Temperley AACS

ACS Representatives to IFIP

Dr David Cook FACS CP

Jo Dalvean MACS (Snr) CP

Sharon Singh MACS

Dr Leisa Armstrong MACS

Jeffrey Smith MACS (Snr) CP

Dr Dale MacKrell MACS (Snr)

Prof Oliver Burmeister MACS CP

Dr Marcus Belder MACS (Snr)

Prof Paul Haskell-Dowland MACS (Snr) CP

Prof Simeon Simoff MACS (Snr) CP

Prof Henry Duh AACS

Prof Artur Lugmayr AACS

ACS Representatives to Standards Australia

George Nikandros MACS (Snr) CP

Rahul Rai AACS

Steve Nouri MACS CP

Wayne Moran AACS

Vipula Godamunne MACS (Snr)

Dr Jon Mason MACS (Snr) CP

Andrew Collins AACS

Tom Zorde AACS

Peter Runcie MACS (Snr) CP

Christopher Radbone FACS CP

Neville Turbit MACS

Dr Jeremy Nunn AACS

* Denotes membership for part of 2022–23.

Branches

Canberra

Key statistics

56
Events held
(23 in person,
26 virtual, 7 hybrid)

2,669
Number of event attendees

The Canberra branch made a significant impact on the local tech sector during the financial year, with a sharp focus on providing value for members, engaging with government and helping members develop careers in IT.

Some of the notable achievements for the branch in 2022–23 included:

- opening the new ACS Canberra Hub, which is now available as the meeting place for Canberra's tech community
- completing the Supporting Women Transitioning to an ICT Career program, which resulted in 25% of final participants securing work
- acting as trusted voice to ACT Government – we contributed to the consultation processes for the ACT Technology Industry Plan and ACT Women's Third Action Plan
- continuing our mentoring program, which started with 94 participants and had 88 complete the program
- establishing an Emerging Professionals Committee
- having a total of 30 Canberra members receive certification recognition during the financial year, and eight members of these members receive certification with cyber security specialisation.

Membership and governance

In 2022–23, ACS Canberra Branch experienced a drop of 46% in membership numbers, finishing the year with 1,903 total members. This was due primarily to a reduction of 1,223 Professional Year members, which represented half of the decrease experienced across the ACS. The large impact can be attributed due to the sudden increase the previous year when the Department of Home Affairs designated ACT as a regional area.

At the last election, the Canberra Branch said farewell and thank you to BEC members Shefali Sehgal MACS CP, Grant Hopcroft MACS CP, Dr Neil Brittliff MACS and Martin Comans MACS (Snr) CP. At the same time, we welcomed Assoc Prof Luke Nguyen-Hoan MACS CP, Rochelle Thorne MACS (Snr) CP, Andrej Dimicevski MACS and Ian Bull MACS (Snr) CP to the Branch Executive Committee. The branch also said goodbye to Moe Ayoub and Alex Rumsey from the ACS Canberra staff team.

BEC members as at 30 June 2023

Peter O'Halloran MACS (Snr) CP – Branch Chair

Kristina Carroll MACS (Snr) CP – Vice Chair

Dr Roger Clarke FACS – Secretary

Robert Bollard MACS (Snr) CP – Treasurer

Kevin Landale MACS CP – Immediate Past Chair

Ian Bull MACS (Snr) CP

Andrej Dimcevski MACS

Sarah-Louise MacDonald MACS

Eric Nguyen MACS CP

Assoc Prof Luke Nguyen-Hoan MACS CP

Robin Slattery MACS (Snr) CP

Rochelle Thorne MACS (Snr) CP

(L to R): ACS CEO Chris Vein, Canberra BEC Member Rochelle Thorne, ACT Minister for Skills the Hon Chris Steel MLA, ACS President Dr Nick Tate, ACS Canberra Chair Peter O'Halloran opening the new Canberra Hub.

New South Wales

Key statistics

25
Events held
(all in person)

315
Number of event attendees

The NSW Branch focused strongly on attracting younger members through the financial year, with key projects and events targeting emerging professionals.

We launched our first Emerging Professionals Committee, with representatives from diverse member groups, including domestic students, international students and recent graduates. The group focused on both student engagement and member-value projects, as well as activities targeted specifically at emerging professionals in IT.

We worked to develop the Supported Student Membership pilot program, working with the University of Technology Sydney to provide free ACS membership for students.

Through the year, the NSW branch also offered one intake for the NSW Mentoring Program in January to June 2023. The program included 16 mentor/mentee pairs, who met regularly throughout the six-month program. In addition, they were brought together as a larger group to engage in professional development and personality profiling to enhance the mentoring experience.

Membership and governance

Membership of the NSW branch saw a modest (3%) decline in 2022–23 to 6,409 members, with the majority of losses coming from a shrinking of the Professional Year program as a lagging effect of COVID-19. However, some of those losses were offset by growth in Professional Program Partners (PPP) members. In line with our focus on younger members this year, some of our key PPP gains included the NSW Department of Education, LeapForward, the University of Newcastle and Western Sydney University.

BEC members as at 30 June

Helen McHugh MACS (Snr) CP – Chair

Cindy Chung MACS CP – Vice Chair

Lucy Lin MACS (Snr) CP – Vice Chair

Nikesh Lalchandani MACS (Snr) CP – Immediate Past Chair

Geoff Cliff MACS (Snr) CP – Honorary Treasurer

Dr Richard Hemsworth MACS (Snr) – Honorary Secretary

Andrew Crawford MACS CP

Arun Kannan MACS (Snr) CP

Alan McLeod MACS (Snr) CP

Ashley Maher MACS CP

Vi Nguyen MACS

Philip Redding MACS (Snr) CP

Gabe Marzano, Head of Cyber Security, NEXTGEN Group, joins ACS events staff at the NSW Branch Forum.

Branch Manager Elana Huthnance with Aunty Joan Bell of the Wiradjuri and Gadigal people and Hugh Mitchell from the NSW Public Service Commission.

Northern Territory

Key statistics

14
Events held
(all in person)

318
Number of event attendees

The ACS is celebrating another year of remarkable success in the Northern Territory, reaffirming its commitment to delivering exceptional value and support to its members. Throughout the year, ACS has remained dedicated to fostering career prospects, providing recognition and offering opportunities for professional growth to its members in the region.

We maintained our commitment to assisting young IT professionals by sponsoring the Charles Darwin University IT Code Fair 2022 and Northern Territory Board of Studies student awards.

Additionally, ACS NT continued its support for the Charles Darwin University Career Centre's Mentoring Program, a biannual initiative spanning three months that covers business/accounting, law, IT, and women in science and engineering. It's truly inspiring to witness the growth of this program and observe former IT mentees transitioning into mentor roles.

Membership and governance
One of the key highlights of this year has been the enduring partnership between ACS and local organisations, strengthening collaborative efforts to advance the technology sector in the Northern Territory. The growth in ACS membership is also a testament to its impact, with numbers rising from 404 to an impressive 422 members this year. This achievement underscores ACS' pivotal role in driving excellence and innovation in the IT and tech industry within the Northern Territory.

BEC members as at 30 June
Damien Charles MACS (Snr) CP – Branch Chair

Dr Jon Mason MACS (Snr) CP – Vice Chair

Martin Scerri MACS CP – Secretary

Dr Khalid Khan MACS CP – Treasurer

Yvonne Webb AACS

Dr Edwin Joseph MACS

Dr Cat Kutay AACS

Grant Harris MACS CP

Queensland

Key statistics

33
Events held
(28 in person,
3 virtual, 2 hybrid)

2,454
Number of event attendees

Our Branch Executive Committee (BEC) worked side by side with the ACS Queensland Branch team to develop a program of annual events, activities and initiatives to support member acquisition, engagement and retention across Queensland.

This year the Queensland Branch established a new chapter in Cairns, led by our new Stakeholder Relations Manager Alannah Grech, to increase our member reach engagement and support regionally. The Cairns Chapter joined our existing vibrant regional chapter network, including Gold Coast, Toowoomba, Bundaberg, Rockhampton and Townsville. Chapter members comprise local commercial tech leaders, university and TAFE ICT faculty and IT team representatives, regional council tech leaders, and emerging professional members who volunteer significant time and expertise to support local member outreach and community building.

Our BEC, regional chapters and Emerging Professionals Committee worked diligently in support of other major ACS program initiatives in Queensland, including the ICT Gateway to Industry Schools Program (GISP), the Industry Skills Advisor program, as well as the ACS School to Work Transitions program, supported by the Queensland Government Department of Youth Justice, Employment, Small Business and Training.

The branch actively worked with the national ACS team to commence the Supported Student Membership pilot program, offering free student memberships in institutions that are ACS Professional Partner members. Approximately 544 student members joined the pilot program in Queensland from late September 2022 to 30 June 2023, from institutions including CQUniversity, Griffith University, James Cook University, Southern Cross University, University of Southern Queensland and QUT.

ACS Queensland student awards continued in 2022–23, designed to recognise and reward excellence in the study of ICT and increase awareness of ACS and the wider benefits of ACS student and graduate membership. The awards included a cash prize of $1,000 and a Medal of Achievement.

The ACS Queensland Branch, the Queensland Aboriginal and Torres Strait Islander Foundation (QATSIF), Substation33, P&Cs Qld and LiteHaus International also continued to collaborate on the See IT Be IT campaign, providing quality repurposed laptop devices to First Nations children around Queensland.

Membership and governance

The total number of Queensland Branch active financial members as at 30 June 2023 was 2,380, representing a 4% growth year on year. We experienced strong growth in the student membership cohort, and stable retention of other member segments, with the exception of ACS Professional Year student members, whose numbers have declined year on year.

In addition to this, the Queensland team, assisted by our Branch Executive Committee, worked to identify and upgrade 118 Associate (AACS) members to full Member (MACS) status, recognising these members for their significant industry experience and standing.

BEC members as at 30 June

Beau Tydd FACS CP – Chair

Dr Paul Campbell FACS – Vice Chair

Michael Driver FACS CP – Immediate Past Chair

Johnny Serrano FACS CP – Honorary Treasurer

Peter Yeates MACS CP – Honorary Secretary

Assoc Prof Marilyn Wells MACS (Snr)

Marissa Shipley MACS

Mathew Eames MACS (Snr) CP

Nick Brant FACS CP

Sharon Singh MACS

South Australia

Key statistics

10
Events held
(all in person)

274
Number of event attendees

The SA Branch had success over the year in engaging with its local membership to bring them back to face-to-face events.

We established our Emerging Professionals Committee in April 2023, with a key objective of conducting one event per quarter. The main purposes of this committee is to provide a richer and more engaging membership experience for this group. It began planning a series of events for the next financial year, and members assisted the branch to deliver a series of events throughout early 2023. Through the year we also presented student achievement awards to high-achieving students from the University of Adelaide, University of South Australia and Flinders University.

This year SA BEC Chair Tapan Dave and Branch Manager Andrew Haste attended a meeting at Parliament House with the Hon Reggie Martin MLC and the Hon Blair Boyer MP, Minister for Education, Training and Skills to discuss a range of issues, including the leadership role that the ACS plays in advancing professional excellence in information technology. Opportunities to share information and assist each other in developing the future SA tech workforce were discussed.

Membership and governance

Branch membership in South Australia remained reasonably static for the year, with some reduction in Professional Year student registrations noted.

On the governance side, the SA Branch recognised the contribution of longstanding Branch Executive Committee (BEC) member Peter Griffiths. Peter joined the ACS in 1965 and in the 1990s he joined the BEC. Over the years Peter held the roles of Chairman, Vice Chairman and Secretary as well as an ordinary committee member. New BEC chairs Rhoda Abadia MACS and Hoss Mohsenian MACS

were elected to the BEC commencing their terms of appointment in January 2023.

Chris Radbone was elected to the position of ACS National Treasurer in December 2022, creating a casual vacancy for the position of Chair for the SA BEC. Tapan Dave was then appointed to this position, which expires on 31 December 2023. SA National Congress representation passed to Brian Peel for the same period.

BEC members as at 30 June

Tapan Dave MACS (Snr) CP – Chair/Honorary Treasurer

Yohan Dhanushka De Silva MACS – Vice Chair

Cate Hilliard MACS (Snr) CP – Vice Chair

Jo Stewart-Rattray FACS CP – Honorary Secretary

Chris Radbone FACS CP

Dinuk Nanayakkara MACS

Dr Kirsten Wahlstrom MACS CP

Brian Peel MACS (Snr) CP

Mustafa Kadir MACS

Rhoda Abadia MACS

Hoss Mohsenian MACS

The SA Branch continued to support the South Australian GovHack event this year. (L to R): ACS Branch Manager Andrew Haste with GovHack Director (and now BEC member) Hoss Mohsenian.

Tasmania

Key statistics

1

Event held
(in person)

120

Number of event attendees

With Tasmania lacking a Branch Manager for a significant part of the year, it was a relatively quiet year for the branch. However, with the appointment of Stuart Brinsmead as Branch Manager we expect to be able to run many more events in 2023–24.

Beyond events, the Tasmania branch continued to build its relationship with the Tasmanian Government.

With the Tasmanian ICT Workforce Action Plan coming to an end, ACS, in partnership with TasICT, embarked on the development of a new Industry Skills Compact Priority Action Plan. This initiative aims to address the evolving needs of Tasmania's tech industry. The Skills Compact will provide a comprehensive framework, ensuring that the local technology sector is well equipped with the skills and capabilities necessary to navigate challenges, seize job opportunities, and foster long-term careers. The development of this plan underscores our commitment to supporting the growth and sustainability of the tech industry in Tasmania.

Membership and governance

ACS Tasmania experienced a significant decline in membership over the past year, with the total number decreasing by 19%. This was primarily the result of a drop in Professional Year memberships, as experienced by most other branches, due to a reduction in international migration due to COVID-19. The appointment of a new Branch Manager will be instrumental in stabilising our membership numbers and driving future growth.

We were pleased to announce key changes in our governance structure. Louise Mills assumed the role of the new Branch Chair, bringing with her a wealth of knowledge and dedication to the ACS Tasmania community.

Additionally, John Holliday was elected as our Vice Chair, and we look forward to benefiting from his insights and leadership in this role. We also take this opportunity to celebrate Jacqueline Hartnett, a longstanding BEC member, who has been awarded Honorary Life Member of the ACS. Jacqueline's contributions have been invaluable to our organisation, and this recognition is well deserved.

List of BEC members as at 30 June 2023

Louise Mills MACS (Snr) CP – Chair

John Holliday MACS (Snr) CP – Vice Chair

Jacqueline Hartnett FACS CP – Secretary

Ray Leonard MACS CP - Immediate Past Chair

Matthew Mann MACS

Joel Harris MACS

Jonathan McComb MACS (Snr) CP

Prof Anna Shillabeer MACS (Snr) CP

Graham Walker MACS

Victoria

Key statistics

36
Events held
(24 in person,
12 hybrid)

2,814
Number of event attendees

In the fiscal year 2022–23, ACS Victoria organised a comprehensive roster of events. These events collectively drew an attendance of nearly 3,000 participants and the event themes encompassed a diverse range of subjects, including career pathways and insights, migration, industry trends and skills development, reflecting our commitment to providing valuable insights and knowledge across various domains.

There was a particular focus this year on events for younger cohorts of new and emerging professionals. In the second half of the year, we worked closely with the Victorian Emerging Professionals Committee to produce three highly successful events: 'Pathway to the workforce' in April, 'Cybersecurity for Everyone' in May; and Diversity in ICT in June. The branch worked with universities to promote complimentary ACS student memberships and actively supported student ICT groups with attendance at events such as industry nights, resume roasts, networking events and graduation ceremonies.

The branch also partnered with STEM Sisters, an organisation that empowers and supports women of colour in STEM. STEM Sisters, in collaboration with ACS, organised the exceptional Women Like Me panel and networking event at the ACS Melbourne Innovation Hub in June. This gathering brought together highly accomplished STEM professionals, who generously shared their valuable insights and experiences with the audience.

Membership and governance

Victoria experienced a decline in membership of 13% over the course of the year. The largest decline was in professional memberships, with a loss of 308 memberships, which equates to a 27% decline in active financial members ships. Professional Year membership also experienced a significant decline, with a reduction of 420 members.

BEC members as at 30 June 2023

Dr Rod Dilnutt FACS CP – Chair

Josef Oduwo MACS (Snr) – Vice Chair

Dr Djuro Mirkovic MACS CP – Honorary Secretary

Michael Tulip MACS CP – Honorary Treasurer

Dr Charlynn Miller FACS CP

Adam Clarke AACS

Jeff Smith MACS (Snr) CP

Manjusha Bhakta MACS

Hari Viswanathan MACS

ACS' emerging professionals members, ready to explore pathways to workforce development.

Western Australia

Key statistics

21
Events held
(17 in person,
4 virtual)

1,540
Number of event attendees

In our commitment to growing the ACS membership and reaching out to new professionals, the WA Branch proudly introduced its Emerging Professionals Committee this year. This committee was established with the primary objective of providing valuable insights and support for events and initiatives aimed at nurturing the growth and development of student and young professional members as they embark on their journey into the IT profession. The inaugural committee meeting convened in June, serving as the platform for the exchange of pioneering ideas and concepts for future activities.

Additionally, the branch unveiled an innovative approach to member engagement through a new online event tailored to welcome and inform new members of the ACS. This event comprehensively explored the manifold benefits of ACS membership and received an overwhelmingly positive response. We are pleased to announce that this event will become a regular fixture within the WA Branch program, reaffirming our commitment to member orientation and support.

Membership and governance

In the fiscal year, our branch experienced a modest decline in overall membership, with a decrease of 142 members, bringing the total membership to 1,557. This decline was primarily due to a decrease in the number of full-fee-paying student members, which can be attributed to the transition of training institutions from paid student membership programs to the Student Supported Membership program. However, we anticipate a significant rebound in the number of student members in the upcoming financial year.

We also saw a transition in the Branch Executive Committee. In response to changing work commitments, Jeanene Williams MACS (Snr) CP, who had served with distinction as Branch Chair, regrettably found herself unable to continue her term. Consequently, a casual vacancy for the position of Branch Chair arose. Following a competitive election process, we are delighted to announce that Jerome Chiew MACS (Snr) CP will assume the role of Branch Chair effective from 1 July 2023.

Additionally, as the term of office for several BEC members ended on 30 June 2023, we extend our heartfelt gratitude to Brian Higson MACS (Snr) CP and Jiaranai Keatnuxsuo AACS for their dedicated service to the WA Branch. Their contributions have played a pivotal role in shaping the success of our endeavours.

BEC members as at 30 June 2023

Jeanene Williams MACS (Snr) CP – Branch Chair

Michelle Sandford MACS (Snr) CP – Immediate Past Chair

Dr Brian von Konsky FACS CP – Vice Chair

Jerome Chiew MACS (Snr) CP – Vice Chair

Dr David Cook FACS CP – Secretary

Dr Leisa Armstrong MACS – Honorary Treasurer

Brian Higson MACS (Snr) CP

Dr Darren Webb MACS (Snr) CP

Jacob Curulli MACS (Snr) CP

Jiaranai Keatnuxsuo AACS

Mike Watson MAC (Snr) CP

Dr S Zaung Nau MACS

Fellows, Presidential Awards and HLMs

Honorary Life Members

To be eligible for classification as an Honorary Life Member, a member must have rendered exceptional and distinguished service to ACS by playing an active and commendable part in the affairs of ACS for at least 10 years.

One Honorary Life Membership was awarded in this financial year.

Jacqueline (Jacky) Hartnett – Tasmanian Branch

Jacky Hartnett has provided exemplary leadership and voluntary service to the Australian Computer Society (ACS) over many decades. Jacky was an early pioneer and role model for women in computing, and through her role as an ACS elected official, has generously served locally and at a state level on the Tasmanian Branch Executive Committee, including appointments as Branch Chair and Honorary Secretary. Both nationally and internationally, Jacky has been instrumental in representing ACS as both a Vice President (Academic Boards) and Congress Representative. She has also been a key contributor across the ACS Women Committee, National Fellows Committee, ACS Disciplinary Committee, and the ACS Heritage Committee, as well a member of the Constitutional Reform Working Group. Jacky is recognised as a strong advocate of ACS and a highly respected contributing influence to the organisation.

Fellows

A Fellow is a person who has made a distinguished contribution to the field of information technology (IT) in Australia. 'Distinguished contribution' refers to a notable, recognised and positive influence within the IT community, above and beyond normal expectations.

Three Fellow regrades were awarded this year:

Prof Tanya McGill (WA)

Prof Trina Myers (Vic)

Paul Herring (Qld)

President's Awards

The ACS President's Award is awarded quarterly in recognition of notable volunteer contributions to ACS and the technology professions. There is also an annual winner (based on the calendar year) chosen from the quarterly winners.

As volunteer contributions are often made through consistent effort over a long period, the award recognises contributions made over the period of a year prior to the quarter in which the award is given.

2022 Q3 winner – **Michelle Sandford** (WA)

2022 Q4 winner – **Mathew Eames** (Qld)

2022 overall winner – **Manjusha Bhakta** (Vic)

2023 Q1 winner – **Dr Richard Hemsworth** (NSW)

2023 Q2 – no nominations received

We champion the technologies, people and skills critical to Australia's future.

ACS is a registered charity whose principal object is to promote the development of technology resources for Australia.

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