



## Triple Bottom Line (TBL) Assessment Summary

The Triple Bottom Line Assessment is required to be published in accordance with Part 4, section 23 (1)(b) of the Freedom of Information Act 2016

### 20/114 ACT Government Engineering Workforce Plan

#### Summary of impacts:

The Territory's engineering, infrastructure and technology projects are critical to the stability and future growth of the ACT economy, it is essential to have the appropriate engineering capability across the ACT Government to drive growth.

Infrastructure that is well planned and thoughtfully delivered can improve people's quality of life, strengthen effective service delivery, support adaptation to a changing climate and break down barriers to social inclusion. Engineering capability is a critical foundation to essential infrastructure and services.

Actions to attract and retain the highest quality engineering staff will promote productivity, investment and innovation. Implementation of the Workforce, therefore, may ultimately represent an opportunity to contribute positively to the ACT budget by creating economic efficiencies.

Level of impact	Positive	Negative	Neutral
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Social		
Level of impact	Impact	Summary
Positive	Gender Equality	<ul style="list-style-type: none"> <li>The Workforce Plan includes an action to target recruitment to encourage diversity, so the ACT Government engineering workforce is more representative of the Canberra community.</li> <li>This includes a target of 25% female representation, up from the current 17%.</li> </ul>
Positive	Aboriginal and Torres Strait Islander	<ul style="list-style-type: none"> <li>The Workforce Plan includes an action to target recruitment to encourage diversity, so the ACT Government engineering workforce is more representative of the Canberra community.</li> </ul>
Positive	Multicultural	<ul style="list-style-type: none"> <li>The Workforce Plan includes an action to target recruitment to encourage diversity, so the ACT Government engineering workforce is more representative of the Canberra community.</li> </ul>
Positive	Impacts on different age groups	<ul style="list-style-type: none"> <li>The Workforce Plan has identified the need to strengthen the junior cohort of engineers in the ACT Government. The Workforce Plan includes a number of actions that will address this need, including supporting the ACT Government Graduate program.</li> </ul>

Economic		
Level of impact	Impact	Summary
Neutral	ACT Government Budget	
Positive	Innovation	<ul style="list-style-type: none"> <li>The Workforce Plan includes an action to drive innovation in the engineering sector. This will see the establishment of an ACT Government Technology and Innovation Fund to support research and innovation in the engineering and infrastructure sector.</li> </ul>
Positive	Employment and labour force	<ul style="list-style-type: none"> <li>The Workforce Plan has identified the need to strengthen the junior cohort of engineers in the ACT Government. The Workforce Plan includes a number of actions that will address this need, including supporting the ACT Government Graduate program.</li> </ul>
Positive	Skills	<ul style="list-style-type: none"> <li>The Workforce Plan has identified the need to optimise our current cohort of engineers in the ACT Government. The Workforce Plan includes a number of actions that will address this need, including the creation of a professional development program for ACT Government engineers to enhance knowledge and maintain up-to-date technical skills</li> </ul>
Positive	Education	<ul style="list-style-type: none"> <li>The Workforce Plan has identified the need to strengthen the junior cohort of engineers in the ACT Government. The Workforce Plan includes a number of actions that will address this need, including developing an ACT Government engineering cadet and internship program to support young people to undertake formal engineering studies with practical working experience</li> <li>The Chief Engineer will work with the tertiary education sector to support growth and capabilities of civil engineering programs, feeding into curriculum and promoting the benefits of working with the ACT Government.</li> </ul>
Positive	Competition	<ul style="list-style-type: none"> <li>The Workforce Plan has identified a risk of competition for quality engineers into the future. The Workforce Plan includes a number of actions that will address this risk to promote the ACT as an engineering employer of choice.</li> </ul>
Positive	Procurement	<ul style="list-style-type: none"> <li>The Workforce Plan will enable a more informed decision-making process when it comes to our city's infrastructure planning. This will see the ACT Government become a more informed client in procurement activities with the private sector.</li> </ul>

Environmental		
Level of impact	Impact	Summary
Positive	Environmental	<ul style="list-style-type: none"> <li>The Workforce Plan will enable a more informed decision-making process when it comes to our city's infrastructure planning. Engineers will need to collaborate, innovate and design new ways to reduce emissions in line with the ACT Government greenhouse gas reduction targets.</li> </ul>