



Australian Institute of  
**Project Management**

Australian Institute of  
**Project Management**

# **2020 Annual Report**



### AIPM Vision

Promote competency and excellence in the project profession for Australia's success.

### AIPM Purpose

To lead the project profession, uplift competency and provide expertise to our Members, Partners, Government and Businesses to enable them to reach their full potential.

### AIPM Objectives

#### ❖ Project Profession Excellence

Current and future Project Professionals will aspire to become members of AIPM and to obtain RegPM certification.

#### ❖ Future Ready Career Path

Nurture the Project Profession in current and future career development and aspirations.

#### ❖ Life-Long Learning

Promote continuous education as the key to sustainable careers.

#### ❖ Advocacy for the Project Profession

The trusted voice of the Project Profession and its contribution as part of wider delivery teams.

#### ❖ Performance

Increasing our digital footprint to effectively engage with our Members and Volunteers.

### Our response to the 2020 coronavirus pandemic

In March 2020, Australia began its response to the global coronavirus pandemic. The team at AIPM also began to take all necessary precautions to minimise impact on our business activities, and to protect people's health and safety. The decisions we took, such as the transition to online service

delivery and investment into digital services, have put us in a strong position to respond and keep delivering value for our members, and partners.

For more information on COVID-19 resources for members, go to [aipm.com.au/resources/covid-19](http://aipm.com.au/resources/covid-19)



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**AUSTRALIAN INSTITUTE OF  
PROJECT MANAGEMENT**

A not-for-profit Australian public  
company limited by guarantee

**ABN:** 49 001 443 303

**Registered Office and Principal  
Place of Business**

Suite 2, Level 23, 100 Miller Street  
North Sydney NSW 2060

*As always, the successes achieved this year would not be possible without our extensive base of member volunteers who are passionate about project management.*



## Light at the end of a difficult year

2020 has been a difficult year for many, with one of the worst bushfire seasons on record, followed by the worst global pandemic in 100 years. The social and economic impacts of these events cannot be underestimated. People have lost jobs; businesses have gone broke. People have lost their homes, loved ones or health and wellbeing. Some industries, states, regions, and countries have been hit harder than others. Some businesses have in fact thrived, or are expected to boom, as governments around the world look to stimulate their economies after the health crisis. And so it has been for AIPM, who despite these difficulties, has had a very successful year.

Membership numbers have stabilised, and for the first time since 2016, we have delivered a financial year surplus of \$336,000, with a \$270,000 improvement in our net asset position. This has been achieved by transforming the way AIPM does business, ready to operate in what is being called the 'fourth industrial revolution'. We were consequently able to respond quickly to the changed environment when the pandemic caused lockdowns to ensure safety of both our members and staff, moving temporarily to completely digital events and webinars.

In October 2019 we held our most successful conference ever in Melbourne, with nearly 600 delegates attending and appropriately themed, 'Evolution Revolution'. Our PMAA awards were also well attended. Perhaps we unconsciously knew what lay ahead in 2020, to come out in such numbers in 2019!

This year, Management, Congress, and the Board have worked together to revise and update AIPM's strategic plan. It augurs well for a strong future for the organisation.

In addition, the Board believed it was also appropriate to undertake a review AIPM's constitution and governance structure, to ensure that they are efficient and effective. The Board has been working with Addisons, a commercial legal firm, to review our constitution. This has led to the drafting of a new constitution which will be presented to members for consideration at the Annual General Meeting (AGM) on December 17, 2020. The proposed changes seek to ensure robust governance structures are in place to allow the organisation to continually pivot to stay relevant to its membership and the market. I hope that a refreshed constitution will be endorsed by the membership at the AGM.

As always, the successes achieved this year would not be possible without our extensive base of member volunteers who are passionate about project management. Thank you to all our members, supporters, and organisational partners for your contribution towards AIPM's important work.

Thank you also to AIPM's hard working staff who, under the leadership of Elizabeth Foley, CEO, help turn the Board's strategy into a reality. Thank you also to the staff who left the organisation over the year, as we restructured for the recent global challenges. The Board thanks them for a job well done and wishes them every success in the future.

After almost 8 years on the Board, and 3 years as Chair, I will be retiring from the Board at the AGM on December 17, 2020. I would like to thank my fellow Board Members for their untiring dedication. As I leave the Board, I am extremely proud of where AIPM is today and how it is positioned for growth in membership, influence and importance to the Australian economy and society.

### **MICHAEL KING OAM**

*FAIPM, CPPD, Chair of the Board  
Australian Institute of Project Management*



*The financial performance in 2020 is a result of the hard decisions that were taken, and resulting stability in membership, and the strength and growth of our RegPM certification business, with applications up 12% in the year and our membership retention rate increasing by 5%.*



## Building on strong foundations

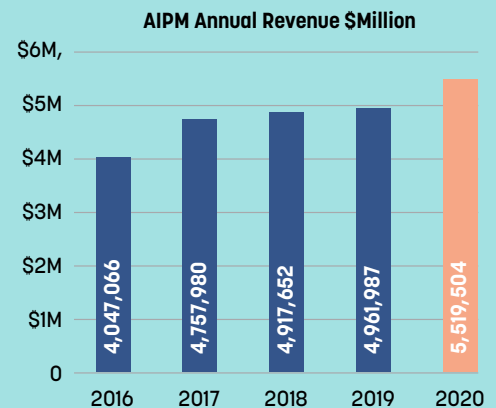
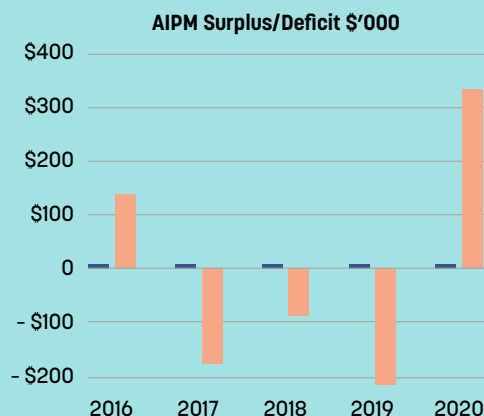
In my first year as CEO, we have been able to build on the foundations of investment and hard work of the previous 18 months to turn the business around! This was achieved despite an unforeseeable year in terms of social and economic disruption and hardship from a terrible bushfire season followed by a global pandemic.

In 2020 we took bold but necessary action to address legacy structural issues and position AIPM for the future. This was a critical first step in our transformational strategy to become a more dynamic, innovative, growth-oriented company and rebuild a business that members can be proud. There is still much to do but I am confident we are on the right course.

We are driven by our vision and motivated by our shared desire to recognise and promote competency and excellence in project management. AIPM's commitment to its members and the broader community remains as strong as it has ever been. This year we have had a big focus on increasing our advocacy voice, covering areas from education, disaster recovery, building regulations and infrastructure spending policy.

The financial performance in 2020 is a result of the hard decisions that were taken, and resulting stability in membership, and the strength and growth of our RegPM certification business, with applications up 12% in the year and our membership retention rate increasing by 5%.

With the COVID lockdown and consequent state boarder closure we have had to firstly delay the planned 2020 November Gold Coast conference to March 2021, and then convert it to a fully virtual format. We are however planning to have a face-to-face conference in March 2022 at the Gold Coast Convention Centre!



Our key achievements this year have been in the development of the AIPM Community and our upgraded Online event program and our recently launched On Demand capability, providing more digital content to a national audience to consume live or anytime, anywhere.

Submissions for our PMAA Awards this year have been the highest in over 3 years! Again, we will be trialling new and exciting digital platforms, allowing involvement and attendance by a far larger number of our members and supporters for the PMAA Awards event this year.

While our financial position is greatly improved, we are still in a negative member asset position of \$150,000 as at 30 June 2020. While I am confident that this position will change during the current financial year, we must remain vigilant and on strategy. The Board's new strategy for 2021-24 will be our focus in the immediate years to come.

I want to acknowledge the hard work and dedication of the Board over the past year. In particular I wish to acknowledge the Chair, Mike King, and the Deputy Chair, Michael Young, who are both completing their terms on the Board at this year's AGM. AIPM would not be in the positive position it is today without the input of these two individuals, who between them have given over 10 years to the AIPM Board.

This has been a challenging period for AIPM, and I want to pay tribute to the resilience and professionalism shown by our employees. We are all energised by our mission. It will take a concerted team effort to build on this year's success and I know our employees are ready for the challenge. With members' ongoing support, I am confident we can harness this opportunity to position AIPM as the preeminent organisation of Project Management Profession in Australia.

### ELIZABETH FOLEY

MAIPM, Chief Executive Officer  
Australian Institute of Project Management

**As the national peak body for project management, AIPM supports its members through their project management career, maximising their project knowledge, competency, and performance.**

Project management is rapidly growing in Australia and is radically transforming more and more the way we do business and deliver strategic initiatives across all industries. It is fast becoming an essential skill in all professions. At the forefront of corporate change, growth and innovation, the project management industry contributes close to 30% of Australia's GDP\*. Now, more than ever before, it is important to have knowledgeable and competent project managers driving this change.

AIPM membership benefits include:

- ◆ Developing project management skills with access to peers, PM industry connections and expertise through our events, online community and resources
- ◆ Gaining industry recognition through certification and post nominals
- ◆ Accessing the latest news and information on PM issues and the industries served
- ◆ Support for professional development and career progression through a range of

competency-based development, to actualise career ambitions in project leadership

- ◆ Be part of making important change to project management as a profession through our national advocacy and policy agenda

Members also benefit from having access to the latest project management industry information through 'Paradigm Shift' digital magazine, AIPM's mentoring program, Project Leadership Programs, Project Sponsor programs, and curated project management job opportunities.

AIPM engages with organisations to support the development of project leaders in:

- ◆ Successfully executing projects; and
- ◆ Delivering to strategic objectives.

AIPM works with both state and federal governments and Industry bodies to continually advocate for project leadership excellence across industries.

## Highlights and achievements in FY20



**7843**  
Members



**3226**  
RegPM certifications



**52**  
Organisational members  
and partners



**93**  
Endorsed courses



**5**  
Academic partners



**160000+**  
Website visitors



**112**  
Chapter events



**26000+**  
Social media followers



**5695**  
Registered attendees



**25000+**  
member and non-member  
subscribers



**2433**  
Webinar registrations



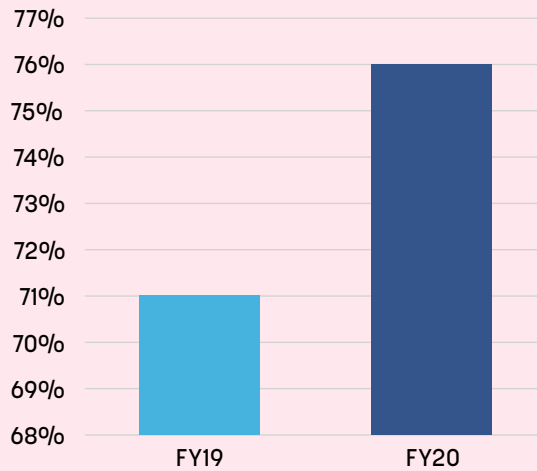
## Member retention and growth

**In FY20 we increased the retention of members from the previous year by 5%.**

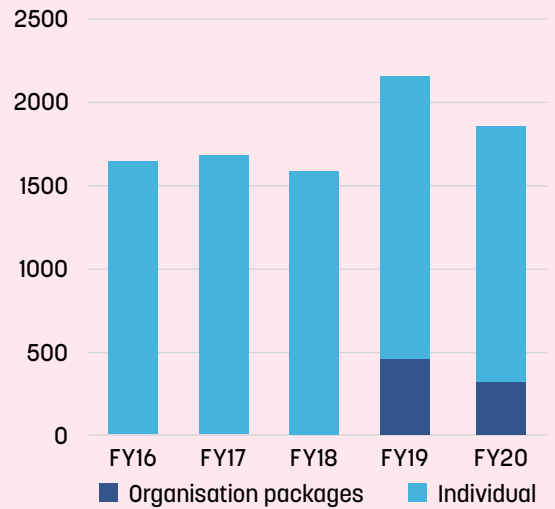
Overall, Individual membership has stabilised along with the growth in organisational partners and the renewals of existing packages.

While membership numbers remain effectively unchanged, member retention improved by 5%, however this was offset by a decline in the number of new members. This is unsurprising in the circumstances of disruption, uncertainty and recession experienced.

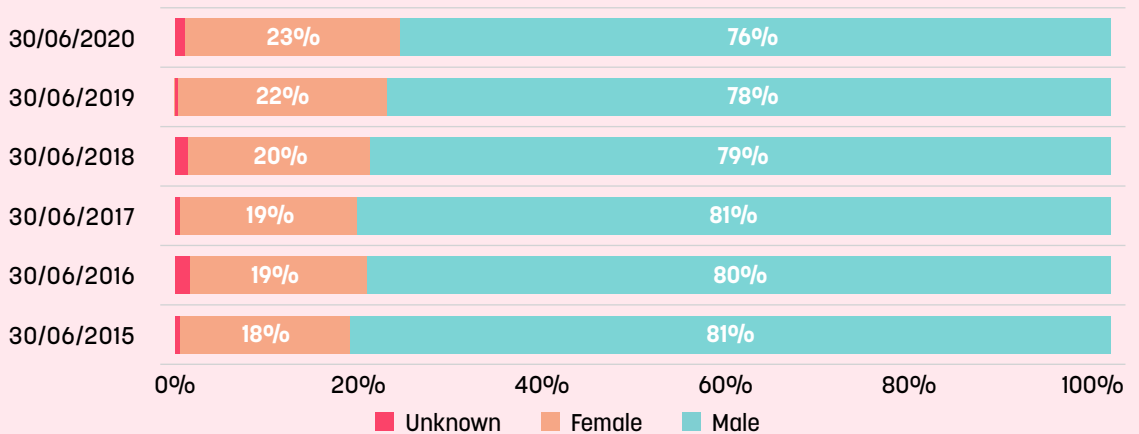
### AIPM MEMBER RETENTION



### AIPM NEW MEMBERSHIP GROWTH



### GENDER DISTRIBUTION



The percentage of female members increased from 19% to 23% since 2015.

### Delivering on our Objectives

AIPM has continued to invest in new ways to support both existing members and provide access to new audiences, with the introduction of new web site design and navigation to online content, an online magazine, an online members forum, a monthly newsletter and more digital events.

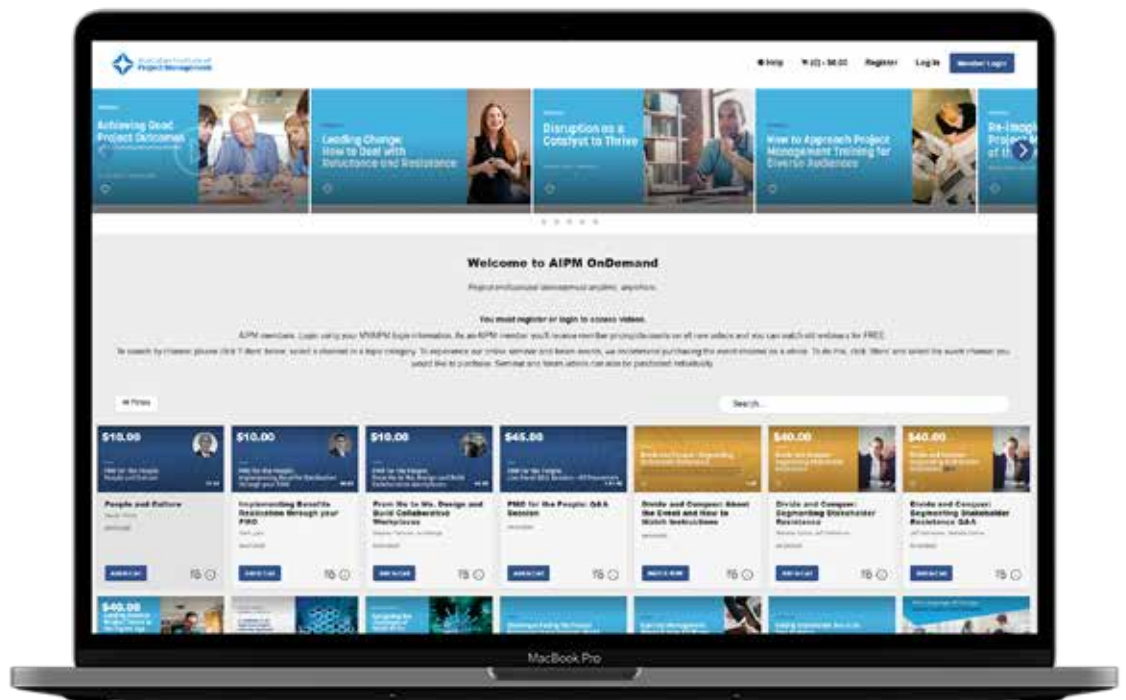
AIPM reaches over 25,000 members and non-members that subscribe to our monthly marketing activities and follow our organisation through social platforms. We have over 16,000+ new site visitors per month and growing, through our investment in digital marketing programs. We have produced a significant amount of digital content to provide our audiences with knowledge and insight through our quarterly digital magazine 'Paradigm Shift', our AIPM blog, our member Community platform and monthly eNewsletter.



## On Demand Continuous Development

AIPM develops and maintains an extensive event program across the calendar year that is designed to be informative, thought provoking and provide an opportunity to connect with industry peers. Each event aims to provide project professionals of all levels with a deeper knowledge and insights on hot topics to increase their professional and personal development.

AIPM's newly created Online event program provides digital content available to a national audience to consume live or On Demand - providing more online choice for content, and providing our members with project professional development anytime, anywhere. Members can login to receive discounts on recent releases of webinars and recorded events and to watch older webinars for free.



## AIPM Community

The AIPM Community is our online member platform providing connection to an extensive online resource for members to share successes, challenges and insights with thousands of AIPM colleagues in real time. This 'member only' community offers a place to:

- ❖ Build connections
- ❖ Participate in vibrant discussions in real time
- ❖ Share best practices and learn from others
- ❖ Upload and share documents via the library
- ❖ Access the AIPM Resource Centre which includes a body of knowledge, tools and templates



## Member milestones

We owe an enormous "thank you" to AIPM Fellows, Life Fellows and Honorary Fellows in 2020 in recognition of project excellence. Our Fellows continue to make an extraordinary contribution to AIPM and the project leadership profession at large.

One such Fellow of immeasurable contribution was Nick Massie, a member of the Victorian Chapter Council from early in its beginning, who passed away this year. Nick has left a legacy of decades of contribution to the project management profession. Though Nick officially retired from the Victorian Council at the end of 2018, he remained connected through relationships with his many friends and colleagues in the Institute.

AIPM are deeply grateful to Nick and his wife for the passion and contribution they both made to the

development over several decades to AIPM and the project management profession more broadly.

We also pay tribute to AIPM Member Jai Taylor, whose life was tragically lost in a motorcycle accident in early August 2019. He was an active member and contributor to the WA Chapter.

His legacy is not only in the management of some very complex projects that have and will continue to shape Western Australia, but also in the impact he had on so many careers through recruitment, mentoring and leadership.



## Chartered Status

This year we also recognise our AIPM members who have achieved Chartered status through the Association of Project Management (APM) UK. The Chartered Project Professional (ChPP) standard is a professional benchmark that demonstrates attainment of a defined level of technical knowledge, professional practice, and ethical behaviour. It forms the basis of the assessment that applicants must pass to gain ChPP status and inclusion on the Register of Chartered Project Professionals.

The recognition of the value and rigor in achieving acceptable AIPM levels of RegPM as a pathway to becoming a Chartered Project Professional (ChPP) is an ideal opportunity as a member to further be recognised by one's peers as meeting the highest standard of practice, competence and ethical standards to increase the professional status of project management.

We had our first co-hort of members being awarded Chartered Status by APM in the UK. Nicole Nader was the first female in Australia to become ChPP.

<https://www.apm.org.uk/chartered-standard/>

"Just as doctors, accountants, and architects require certification to practise their professions, there is no reason why project management should be any different. ChPP status makes me a preferred choice of both current and future employers, by confirming my capabilities and my commitment to developing myself as a professional."

**Nicole Nader**, Project Management Specialist at Boeing Defence Australia.



## AIPM Volunteer Spotlight

### Daniela Semmens

Daniela joined the Victorian Chapter Council in December 2019. She has contributed with enormous energy and passion to the project profession, taking over the mantle of the PMO Community of Practice lead from Gary York, who had established and successfully run the CoP since inception.

Daniela has since led a calendar of PMO events for 2020 including a 'Centre's of Excellence' event, and the 'PMO Forum' with 10 speakers in May, which she pivoted to present virtually with support from the national team. Both the PMO Forum and Live Q&A was a great success. The target was 140 registrations and achieved 190 attendees. At the Live Q&A session, an average of 135 viewers

was maintained for the whole 2 hours. Survey results were incredible and testament to Daniela's passion and organisation: 97% rated overall quality as very good/excellent, 99% said the format worked for them.



Daniela now leads a National PMO CoP, bringing together chapter-based groups to help drive engagement through the AIPM Community platform, PMO content for various channels as well as larger national events.

## Professional Advancement Committee

The Professional Advancement Committee has been re-formed as an advisory committee to the CEO, with an updated charter. The Committee meets quarterly to discuss Professional Advancement activity and new initiatives, and industry trends within the project management profession. The Committee members are:

❖ **Leh Simonelli**, Chair, IPM Group Pty Ltd

❖ **Ian Sharpe**, Western Sydney University

❖ **Ben Hardy**, AECOM Pty Ltd

❖ **Nadia Rudder**, Gilbert & Tobin

❖ **Prof. Srinath Perera**, Western Sydney University

❖ **Daniela Semmens**, Semmens & Co

❖ **Terence Blythman**, GHD Pty Ltd

## Industry Leaders Group (ILG)

A refreshed ILG met virtually in March 2020, and a Community group has been established to share insights, critical industry information and best practices with each other and facilitate continued conversations on key topics. The ILG members are:

❖ **Mr Peter Moutsatsos**, Telstra

❖ **Mr Richard Fechner**, GHD

❖ **Ms Linda-Rose Daya**, Gilbert & Tobin

❖ **Professor Zoe Dales**, Power & Water Corporation (NT)

❖ **Mr Sam Wilson-Haffenden**, TasPorts

❖ **Mr Stephen McDonald**, Dept of Defence - CASG

❖ **Mr Peter Leahy**, BAE Systems Australia

❖ **Mr Sascha Chandler**, PWC

❖ **Mr Peter Sexton**, KPMG

❖ **Mr Stuart Cassie**, SEQ Water

❖ **Mr Mark Britton**, Transgrid

❖ **Mr Jonathan Walters**, MOQ Digital

❖ **Mr Roy Sargent**, Department of Housing & Public Works

❖ **Ms Chrys Carlsidimas**, NAB

❖ **Mr Colin Taylor**, V/Line

❖ **Mr Sam Colverson**, Victorian Agency for Health Information

❖ **Mr Peter Hooi**, Powercor Network Services

❖ **Mr Jun Wong**, Transurban

❖ **Dr Greg Usher**, RPS Australia Asia Pacific

❖ **Mr Nathan Agnew**, Aurecon

❖ **Julian Kerwood**, Turner & Townsend



We wish to thank all our volunteers for their time and ongoing support of AIPM.

## Chapter Activities in 2019/2020

### Chapter Councils

Chapter Councillors continue to support AIPM programs, attending quarterly working group meetings such as the Editorial Committee which contributes to upcoming Magazine, Article, Blog and Webinar topics and content. Volunteers for the Campaign Committee have commenced to review and provide input to new member lead generation campaigns. Coordination of National Communities of Practice (CoP) and Special Interest Groups (SIGs) has progressed well with the following activities being established among Chapter Councils:

- ✦ PMO National Committee
- ✦ Defence National Committee
- ✦ Project Control National Committee
- ✦ Resilience & Recovery National Committee

### Chapter Congress

	President	Vice President
NSW	Mark Adams	Selina Wang
VIC	Chris Latcham	Dylan Hesselberg
QLD	Lachlan Waite	Elaine Roberts
SA	Brad Hajek	Margaret Hilliard
WA	Peter Tilley	Phil Harlow
TAS	Vaidhei Hardikar	
NT	Bill Kmon	Lyle Hebb
ACT	Sylvia Boyle	David Vrancic



Congress met face-to-face in Sydney in February 2020 to input to the Strategic Review. It has been meeting quarterly since then.



## Chapter Event Highlights

- ◆ 112 Chapter Events
- ◆ 5695 registered attendees
- ◆ 2433 Webinar registrations

AIPM delivered over 110 events to members in 2019/2020. In response to both organisational changes and the COVID 19 crisis the events program was changed, replacing face to face chapter events to a nationally coordinated digital format, enabling both live and pre-recorded content presented and shared to our members nationally.

The AIPM Events team is now focused on delivering events on key topics for members in knowledge areas including Cyber Security, Risk Management, Resourcing, Governance, PMOs, Sustainability, Digital Transformation, Leadership/ Personal development.

Event topics such as *'The Current State of the Project Management Job Market'*, *'Achieving good*



*project outcomes by understanding complexity and risk'* and *'What project management skills do you need in the digital age'* have provided our members with excellent insight.

The launch of our OnDemand platform now compliments our live event schedule and increasing member engagement with our content.

Some highlights this year include Keynote, Lecture Networking and online events.



## National Events in 2019/2020

### 2019 National Conference

The 2019 National Conference was held from 20-22 October at the Melbourne Convention and Exhibition Centre. The conference was an outstanding success based on delegate feedback, attendance numbers and the preliminary financial results.

The conference achieved an overall satisfaction rating of 85.4% (very good/excellent), attracted 586 registrations well above expectations.

*"I always enjoy the quality, ambiance and comradery of the AIPM conferences"*

*"Well done to the AIPM team, the event has matured over time, improving every year"*

### 2019 IPM Day

International Project Management Day was held on Thursday 7 November as a free, member only event. The events featured coordinated content across all Chapters being the launch of the full results from the joint research study conducted by AIPM and KPMG.

The IPM Day events were once again hosted in-kind at KPMG offices (except in TAS and NT). In addition to these in person events, we introduced the first ever livestream of the event which attracted an additional 84 registrations, bringing the total registrations to 775 and representing precisely 10% of the membership.

*"Loved the panel format"*

*"Great event, panel Q&A was really interactive"*

*"It was good to be able to network with so many other PM's and the content was very interesting"*

### 2019 Project Management Achievement Awards

Showcase the evolution of exceptional talent and diversity of Project Management leadership across industry and government. Our 2018 winners showcased new ways of leading, and how this impacts the traditional project manager roles.

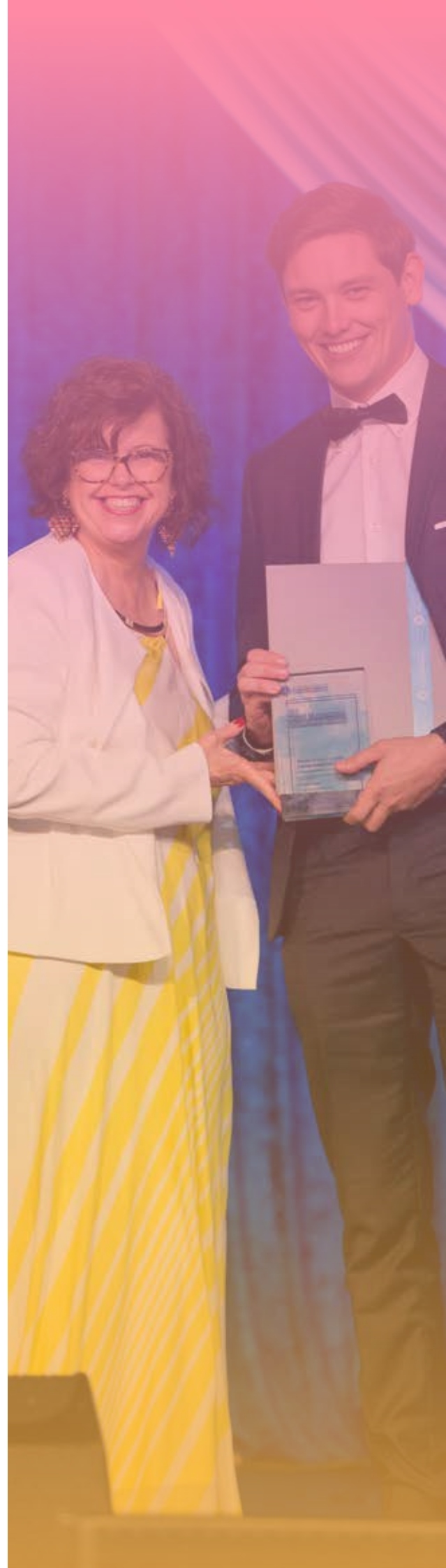


## National Awards

Category	Project	Organisation
<b>Construction/ Engineering</b>	North East Link - Service Proving Investigation Program	GHD
<b>Defence/ Aerospace</b>	Battlefield Airlifter Main Operating Base Facilities Project	RPS
<b>IT/ Telecommu- nications</b>	Sir John Monash Centre	Global Project Solutions Pty Ltd
<b>Organisation/ Change Management</b>	Enable and Optimise	Sydney Water Corporation, Lendlease and John Holland
<b>Small Projects</b>	Adamstown Station Footbridge Renewal	Sydney Trains
<b>Regional Projects</b>	Great Northern Highway Muecha to Wubin Upgrade Program: New Norcia, Miling Straight and Miling Bypass Packages	Main Roads, Jacobs and Arup
<b>Community Service and/or Development</b>	Longreach Hospital Upgrade	Aurecon Australasia
<b>Sustainable Projects</b>	BAC 6MW Solar Farm	Brisbane Airport Corporation Pty Ltd
<b>Professional Services</b>	Motorcycle Traffic Response Unit	Gateway Motorway Services
<b>Project of the Year</b>	Sir John Monash Centre	Global Project Solutions Pty Ltd

Individual	Name
<b>Program / Project Director</b>	Andrew Thiele
<b>Project Manager</b>	Simon Kirkpatrick
<b>Future Project Leader</b>	Tom Hoban
<b>Project Team Member</b>	Jamie Jin

Photo: CEO Elizabeth Foley presenting the Future Project Leader Award.



## Membership in FY20

During the pandemic, we have seen members reassess their own professional development journey, and these unprecedented times have also highlighted the importance of having strong project management skills.

AIPM has been committed to improving member value and our member experience. We have invested in digital platforms that provide ease of access to professional development services, PM knowledge, research, and insight.

Our 'new look' web site design and content structure were launched in May 2020, improving the member user experience on the site.

Our digital platforms continue to improve and drives engagement and conversion of new members. Our web traffic has increased by 50% Year on Year and the new content structure launched in May continues to improve the user's experience.

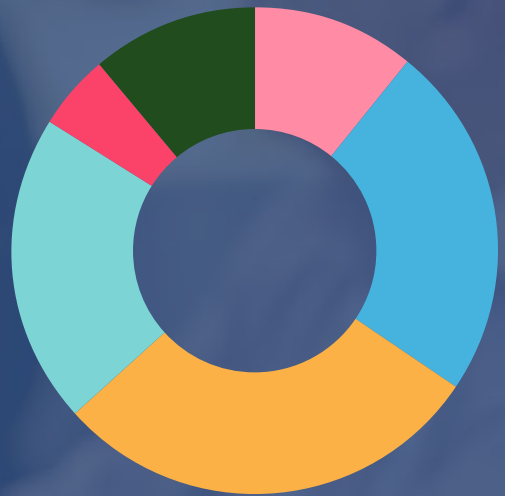
Membership, Certification and Organisation Partner Package enquiries are now received through our website.

The AIPM Community engagement continues to increase, with 2,400+ group discussions, including COVID 19 Q&A, Digital Transformation and PMO Community Q&A discussions.

We have implemented programs to improve the currency and relevance to the Project Management industry through our work and advocacy and development work in research, certification and standards, career development support and member engagement.

Our investment into digital communication and online community platforms will provide innovative approaches to engage with members and the upskilling of members on critical skills and supporting the collaboration of Communities of Practice (CoP's).

## AGE DISTRIBUTION OF MEMBERSHIP



- Under 35 **11%**
- 55 to 64 **21%**
- 35 to 44 **24%**
- 65 and above **5%**
- 45 to 54 **29%**
- Age Unknown **11%**

## Organisational and Academic Partners

AIPM offers three levels of Organisational Packages that offer a wide range of inclusions for raising capability in project leadership at both individual and organisational levels. These packages consist of a set combination of benefits varying by package level (member, partner, premium partner).

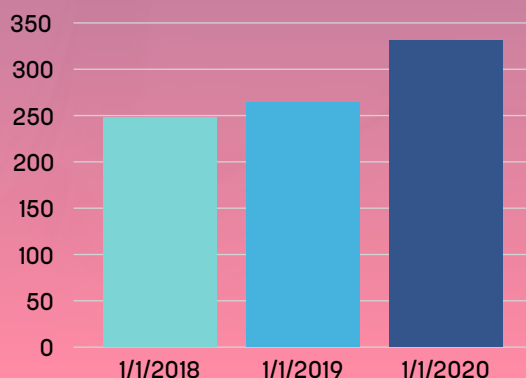
AIPM has also launched the **Academic Packages** for Universities and professional development providers to partner with AIPM. These packages include a tailored combination of Conference tickets, sponsorship, endorsement and annual fees, research partnerships and much more.

## Mentoring

The AIPM Mentoring Program engages, support and develops the project leaders of tomorrow. The program helps to advance their professional certification, progress in their careers and grow into senior management and technical leadership roles. Mentees seeking guidance and support are matched by Art of Mentoring with more experienced practitioners. We are also accepting nominations for Mentors who would like to support the growth and professional development of tomorrow's project leaders.

56 pairs of Mentors and Mentees signed up for the 2020 program. Thank you to the very generous mentors for their time.

## STUDENT MEMBER NUMBERS



[www.aipm.com.au/membership/individual-membership](http://www.aipm.com.au/membership/individual-membership)

[www.aipm.com.au/membership/organisational-partnerships](http://www.aipm.com.au/membership/organisational-partnerships)

[www.aipm.com.au/resources/mentoring](http://www.aipm.com.au/resources/mentoring)

# DIVERSITY

**The Australian Institute of Project Management has a strong commitment to diversity and seeks to promote an inclusive culture where people are encouraged to succeed to the best of their ability.**

We recognise that diversity contributes to business success and encompasses acceptance and respect. It is an understanding that each individual is unique, including recognition of our individual differences in our journey to becoming a diverse and inclusive Institute.

Differences can include gender, age, ethnicity, sexual orientation, physical abilities, family status, religious beliefs, perspective, experience, or other ideologies.

It is pleasing to note that our female membership rose to 1,805 in FY20, up from 1,754 the previous year.

This year, AIPM reinforced its commitment to diversity with the launch of its Gender Equity report.

The launch of the report coincided with International Women's Day and identified eight imperatives for improving gender equity in senior industry levels. The report emphasises eight key imperatives that need to be implemented for female participation rates to match international levels, which include the financial incentives for professional, university educated women to return to work. To improve the overall level of women returning to the workforce, either part time or

full time, both parents need flexible work, and all Australians need a workplace free from bullying and sexual harassment.

The report was well received within the community, obtaining several media articles about the report, and a response from Education Minister, Dan Tehan's Chief of Staff as a result of writing to relevant Federal government ministers about the issue of gender equity in a number of industries.

*One such initiative in 2020 was AIPM's gender diversity report- a timely reminder of Australia's lagging position on gender equity*



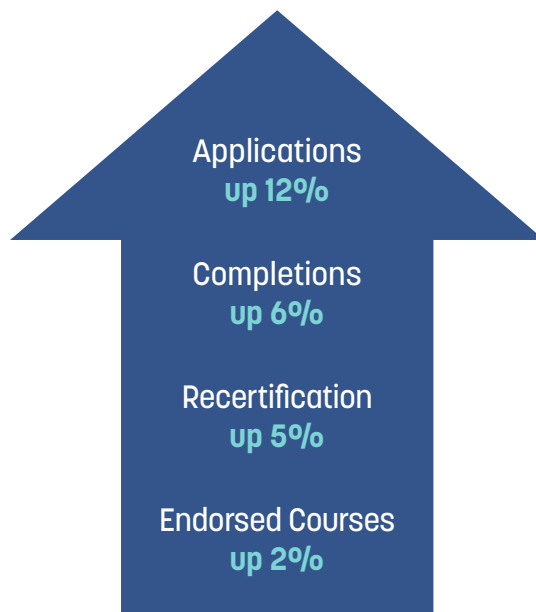
FREE EBOOK

**8 Imperatives  
for Gender  
Equity in the  
Workplace**



## Certification

Through AIPM, members can demonstrate their capability and competency in project management via the national RegPM Certification Program.



Certification grew significantly in FY20m showing that project management is increasingly being seen as a certifiable profession in Australia.

Interest in certification applications grew by 12% in FY20, showing fortitude in a COVID market, and the value of certification to differentiate and elevate project managers, particularly in a depressed hiring market.

Applications for Certification conversion grew by 21% in FY20.

Anecdotally, more and more members are applying for certification as they have noticed that employment advertisements regularly request project management certification.

Work continues in the certification area to improve both the certification content and the assessment process for RegPM Certification, focusing on streamlining the assessment process for candidates and assessors alike.

A new level of certification, Certified Practising Project Sponsor, will be launched in FY21 in response to demand from the market.

## Growing our Endorsed Courses

The Endorsed Course Program has expanded by 2% in FY20 indicating a growth in Project Management education by Australian and international providers, and a continued recognition of project management as a profession in Australia.

There are 93 AIPM Endorsed Courses, with the following breakdown:

- ✦ Higher Education - 37
- ✦ VET - 36
- ✦ Short Course - 20

Traffic to the Endorsed Course webpage regularly exceeds 10,000 hits per month, indicating a maintained interest in the development and upgrade of project management skillsets.

## Leadership Development

To meet our key objective to equip future project leaders with the critical skills for successful project delivery, the Australian Institute of Project Management successfully launched Foundations of Project Leadership workshop in late FY19.

Demand continues to grow for Project Leadership training, with all Foundations of Project Leadership workshops in Q1-Q2 FY20 selling out.

Plans for FY20-21 will see the launch of a second and third level of Project Leadership workshops, building on the capability built in Foundations of Project Leadership.

A Project Sponsor Masterclass, designed for executives and senior management seeking to fulfil the role of Project Sponsor, has been developed and will be expanded in FY20-21. The Masterclass covers the role and responsibilities of the Project Sponsor and is aligned with the new certification level, Certified Practising Project Sponsor (CPPS).

## Chartered Status

AIPM has successfully applied to the APM in the UK for the RegPM Assessment at CPPD and CPPE level to be a Recognised Assessment for Chartered Project Professional certification through APM. This will provide CPPD & CPPE certified members with a streamlined application process. Certified members can contact the APM in the UK to enquire about this member offer.

*The launch of our 'Foundations of Leadership' program will help equip future project leaders with the critical skills for successful project delivery.*

*"AIPM's assessment-based certification process gives confidence that you are indeed performing at the required level. This has given me confidence in my work and my professional value. The competency standards for each level also provides me with a clear road map for what I need to achieve as I work towards my next career stage."*

**JAMIE JIN** MAIPM CPPM  
RPS AAP Consulting Pty Ltd



## Advocating for our members

### Advocacy Topics in 2019/ 2020

- ❖ **Bushfire Disaster Recovery**
- ❖ **Gender Equality**
- ❖ **Child Care reform**
- ❖ **ABS measurement and categorisation for PM**
- ❖ **'Shovel Ready' Projects**
- ❖ **NSW Building Commissioner/ Design Build Legislation**
- ❖ **'Job Ready Packages'**

## AIPM and Government

In response to the devastating bushfires faced by many Australian communities, AIPM commenced work with PMI in Victoria in early 2020 to assist with recovery efforts. We also wrote to the Office of the Prime Minister The Hon Scott Morrison offering assistance.

The Resilience and Recovery initiative for communities impacted by bushfires continues as the team at PSA Project Management, in conjunction with volunteers from the AIPM and elsewhere, are working to provide project and program management advice to the leaders, administrators, project managers and policy makers of organisations associated with the impacted communities.

AIPM commenced dialogue this year with several Federal and State Government Ministers supporting the acceleration of 'shovel ready' projects, as part of the planning initiatives to pull the economy out of the impact of the COVID-19 crisis. We received several replies acknowledging the correspondence for consideration in the recovery planning process. This included the office of the Premier of WA, The Hon Mark McGowan; Sandra Ryan, Department of Industry, Science, Energy & Resources; The Hon Rita Saffioti Minister of Transport WA; and The Hon Rob Stokes Minister for Planning & Public Spaces NSW.

A Media Release 'AIPM endorses Government push for 'shovel ready' projects' was also distributed.

In partnership with Western Sydney University, we coordinated the involvement of 15 AIPM representatives to contribute to the first NSW Building Commissioner CoP Roundtable on the theme, 'Current and future landscape of construction industry's professional services'. Further roundtables are being coordinated for AIPM representatives to contribute to the ongoing shaping and rollout of the new 2019 Design and Building Practitioners Bill, and the 2020 Residential Apartment Buildings (Compliance and Enforcement Powers) Bill.

The CEO continues to work with the NSW Building Commissioner's Community of Practice in reforming the construction industry.

Ensuring graduates are "job-ready" to deliver future projects, AIPM has advocated that the higher education courses related to project management that are available today have high-quality content and delivery, to ensure that graduates complete their studies with the skillset needed for Australia's future projects. AIPM wrote to several prospective Academic partners outlining AIPM's support to leverage 'Job-ready Graduates Package' funding through the endorsement of Project Management tertiary and vocational courses.

A Media Release 'Ensuring graduates are "job-ready" to deliver future projects' was also distributed.

Advocating that technical qualifications are needed for Queensland Business Construction Commission (QBCC) Project Management Licences, AIPM requested to work with the QBCC to review our certification standards with the aim of having them recognised as an equivalent or approved qualification for the Project Management Class of Licence.

Responding to the National Registration Framework (NFR) for Building Practitioners Discussion Paper, AIPM offered to provide consultation to the Australian Building Codes Board (ABCB) on the 'National Registration Framework for Building Practitioners Discussion Paper' in relation to the Building Confidence Report (recommendations 1 and 2), which propose the registration of building practitioners involved in the design, construction and maintenance of buildings.

AIPM continues to campaign to encourage governments across Australia to recommence major infrastructure and capital works projects to 'kick-start' the economy.

## Project Management classification

The Australian Research Council has now included 'Project Management' as a research classification in Australia and New Zealand with the code 350712, listed under Strategy, Management and Organisational Behaviour. The AIPM worked with Dr Julien Pollack at the University of Sydney to ensure the prominence and legitimacy of this important area of interdisciplinary research.

## AIPM and Edith Cowan University

As a result of research from the School of Business and Law at Edith Cowan University, which was supported by the AIPM, on what projects contribute to the national economy. The report highlights 5 key insights that are essential to consider when planning projects and what will help improve project delivery.

The research provides insights on planning methods, business purpose for the project (via identified benefits) and what the project created in terms of jobs and what was spent to support the economy. The outcome of the research will determine the contribution of projects back to the community or wider Australian economy.



## AIPM and KPMG

The 2019 Australian Institute of Project Management (AIPM), KPMG and International Project Management Association (IPMA) survey findings provide perspectives on current trends and practices in project and program management globally, as well as insights into the challenges the project management community faces as we look to the future.

The demands of connected and digital organisations operating in disrupted and rapidly changing landscapes, dominated by challenges of speed of integration, are applying new levels of challenge to project and program management across the world. The 2019 survey reveals that the future of Project Management lies in how the profession responds to these challenges.

The survey results reflect the views of project practitioners from around the world who are at the coalface of delivery and provides insights into what is working, and what is not, in the project management market globally today.



The number of Organisational Packages grew to 51 in 2019/2020 with growth in both Organisational Member package and Organisational Partner package categories. The importance of project management as a skill is seen by a growing number of organisations committed to elevating the role of PMs and increasing their importance in a challenging labour market. The Federal Government's commitment to infrastructure spending has further cemented the need for PMs in industry, reflected in our packages growth.

In addition to the Organisational Packages, AIPM has grown the Academic Packages that include a range of benefits for Universities and Professional Development Providers. We have welcomed 1 new Academic Members this financial year and retained the 5 existing Academic Partners.

Companies are seeing the successes of current partners which is driving continued interest for new Organisational Packages. The demand for quality and experienced project managers in Australia has been high for a number of years. With the Australian Government gearing up to deliver major projects to restart the economy post-pandemic, the competition to attract talent is even higher. There will inevitably be a talent shortage in the PM space.

A growing number of organisations who employ large numbers of project professionals are partnering with AIPM to clearly position themselves as "employers of choice" for project managers. Partnering with AIPM provides you with the opportunity to leverage, engage and connect through our networks, and provide professional advancement and learning opportunities to each Organisation's project management team.

The packages are designed to suit a range of businesses, from government entities, to large multi-nationals right down to smaller private firms looking for the added values of branding by being linked to AIPM.

There was an increased uptake of PROMA3 Competence Self-Assessment Tool sessions over the period, with the tool exclusively offered to our Organisation Partners. The tool assists with mapping the skill gaps, strengths, and professional development requirements for their professional development staff and PMO teams. Once those skill gaps are identified, the tool can also be used to hire the right staff with the right skills, and even as part of the hiring process.





Organisational Members and Partners



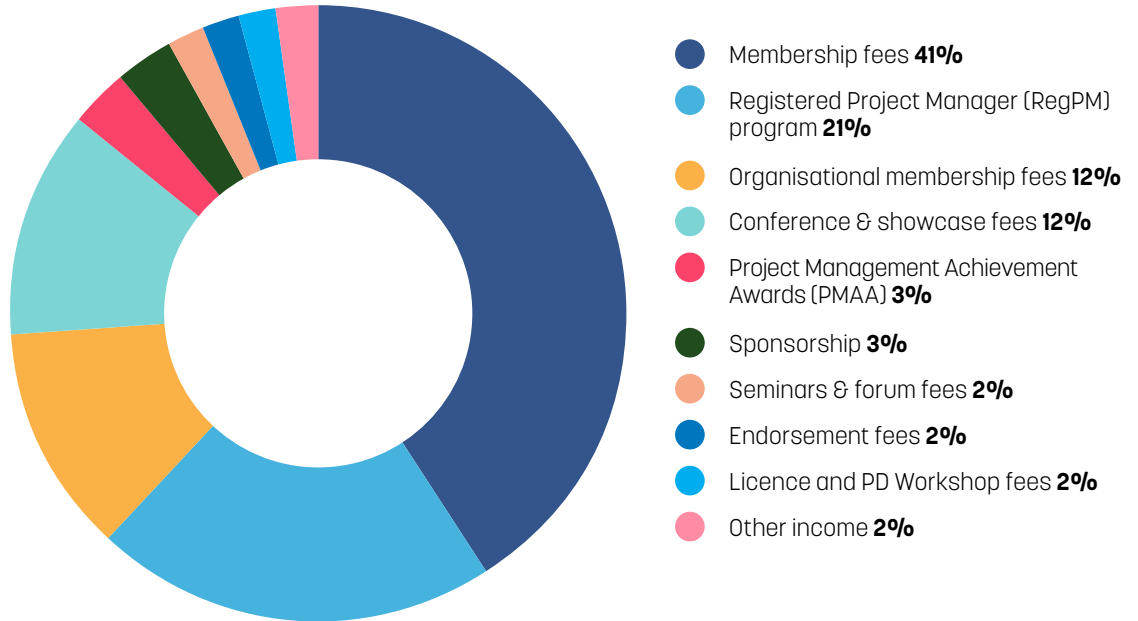
Academic Members and Partners



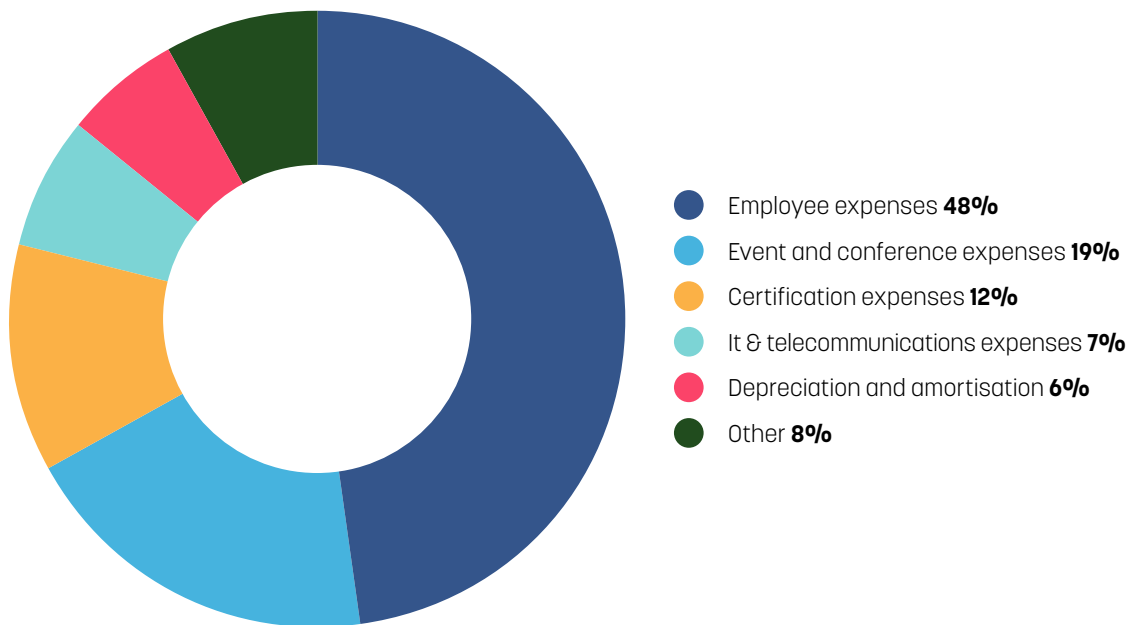
# FY20 FINANCIAL REVIEW

A surplus before income tax of \$335,963 was achieved for the 2020 financial year, compared to a deficit before income tax of \$217,251 in the 2019 financial year. Total Members' Funds at year end was a negative \$150,277 (2019: negative \$426,434). There is no income tax payable for the 2020 year (2019: \$nil).

## SOURCES OF OPERATING INCOME 2020



## EXPENSES 2020



- ◆ Professional
- ◆ Innovative
- ◆ Collaborative
- ◆ Collegial
- ◆ Inclusive and Diverse

#### Directors

Michael King (Chair)  
Michael Young (Deputy Chair)  
Nigel Hennessy  
Elena Zagorenko  
James Bawtree  
Connie Beck  
Rob Loader

#### Chief Executive Officer

Elizabeth Foley

#### Auditor

Kinh Luong  
HLB Mann Judd Assurance (NSW) Pty Ltd



