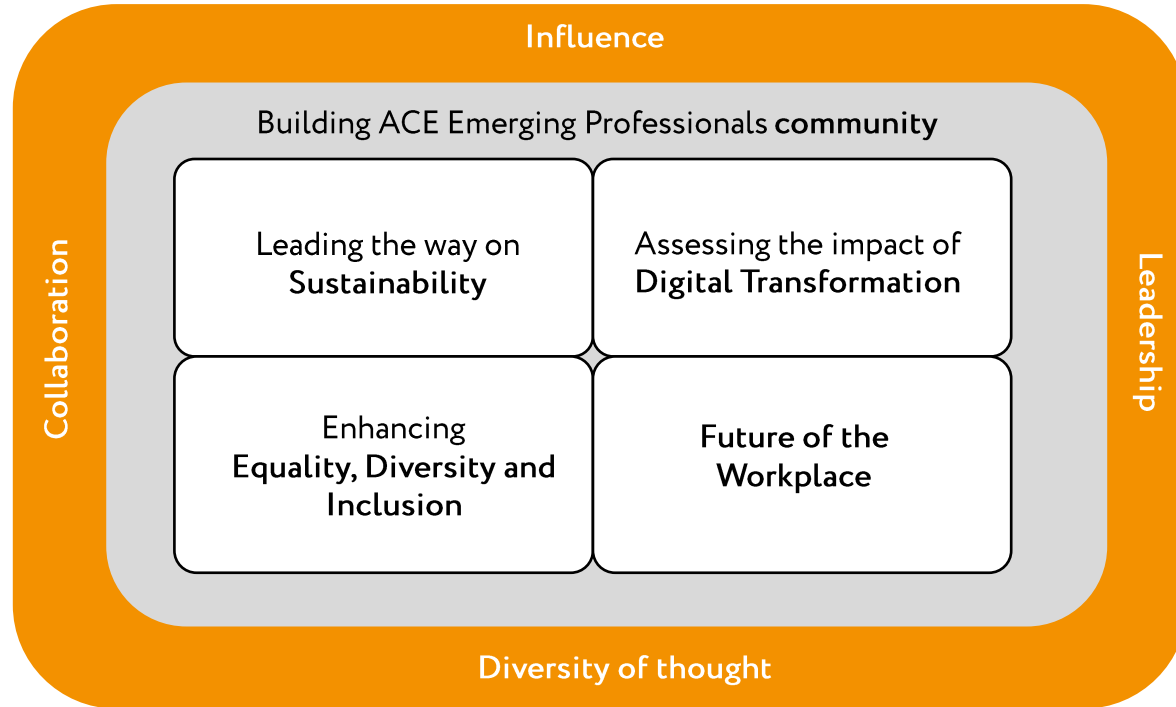




## Strategy Baseline – 2022-24

# Strategy Baseline for 2022-24



# Leading the way on Sustainability

## Key activities

- Identify what does sustainability mean for ACE Emerging Professionals today and how we can bring this into our workplace.
- Research other elements of Sustainability than decarbonisation (Net Zero) i.e. Social Value, Biodiversity, Climate Adaptation, etc..
- Prepare for the next UN Climate Change (COP27) event.
- Explore carbon modelling, modelling carbon sequestration potential within nature based solutions and using AI to identify UN Sustainable Development Goals within reports.

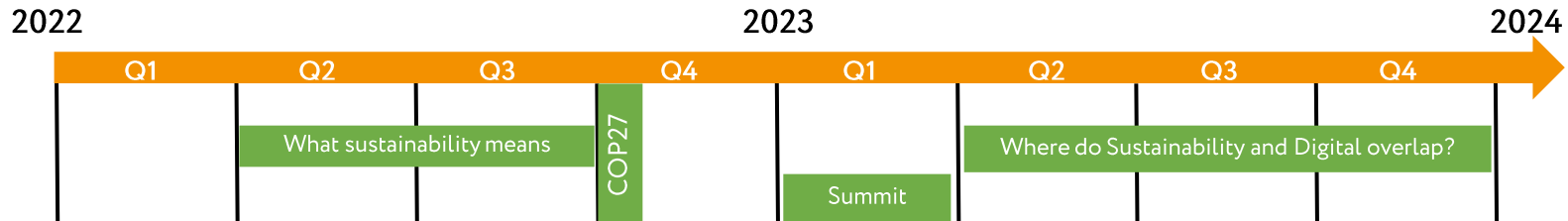
## Theme leads

Tom Worthington, Atkins  
Hiba Khan, Mott Macdonald

## ACE link

Net Zero. Sarah Prichard, Buro  
Happold

## Proposed timeline



# Assessing the impact of Digital Transformation

## Key activities

- Influence the membership organisation through education on digital transformation.
- Explore how digital transformation will change the way we work in the future, how computational design will reduce the need for traditional engineers and how can we change the culture of using digital tools in our organisations to achieve efficiency targets.
- Collaborate with the industry bodies to understand better the digital trends and share the knowledge with the emerging professional community.

## Theme leads

Iman Warsame, Ramboll  
James Moore, Ramboll

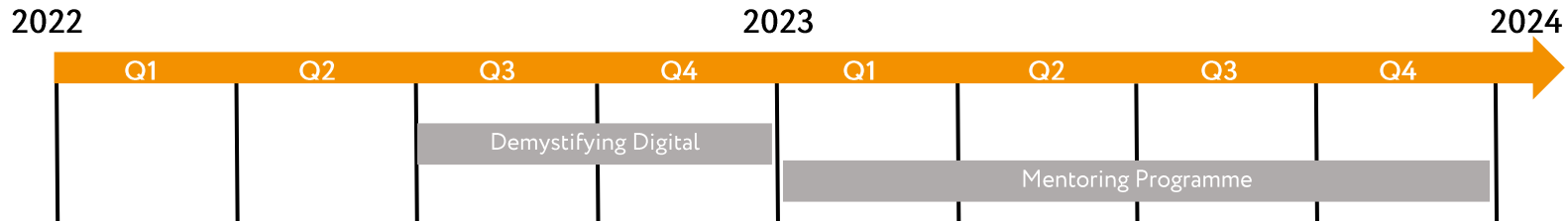
## Subject matter experts

Tom Channell, Ramboll  
Marzia Bolpagni, Mace

## ACE link

Digital Transformation. Richard Shennan, Mott MacDonald

## Proposed timeline



# Enhancing Equality, Diversity and Inclusion (EDI)

## Key activities

- Promote the EDI for Women, BAME individuals, people with a disability and LGBTQ+ in the construction sector.
- Enhance the diversity of backgrounds and experience in the ACE Emerging Professionals community via preferable communication channels.
- Continue to develop the Inclusivity Pledge – What inclusivity means for ACE Emerging Professionals.

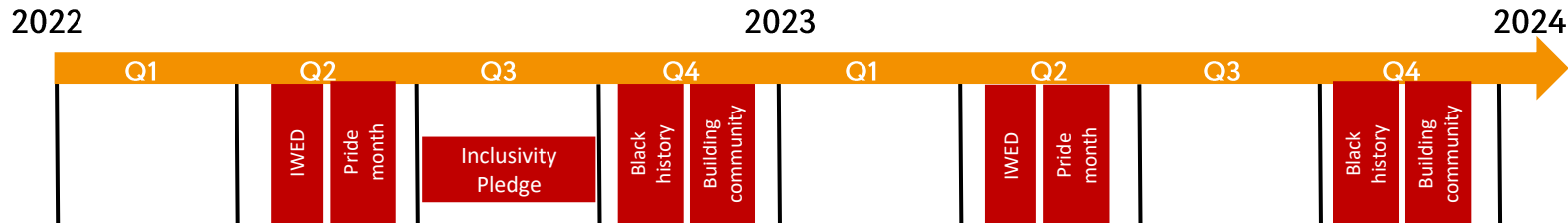
## Theme lead

Katherine Theobald, Ramboll

## ACE link

HR Forum. Claire Clifford, ACE

## Proposed timeline



# Future of the Workplace

## Key activities

- Demonstrate the breadth and depth of opportunities and career trajectories already available in our industry – Career Pathways research.
- Engage with the STEM activities by growing diversity from the ground up
- Collaboration with Construction Leadership Council (CLC) to create a shared ethos on the culture and ways of working – Workplace Promise.
- Identify what skills will be relevant in the next 5-10 years in our industry and share knowledge with the ACE Emerging Professionals community to close these gaps.

## Theme lead

Charlotte Jones, AECOM

## ACE link

ACE Future Skills. Lara Potter, Arcadis

## Proposed timeline

