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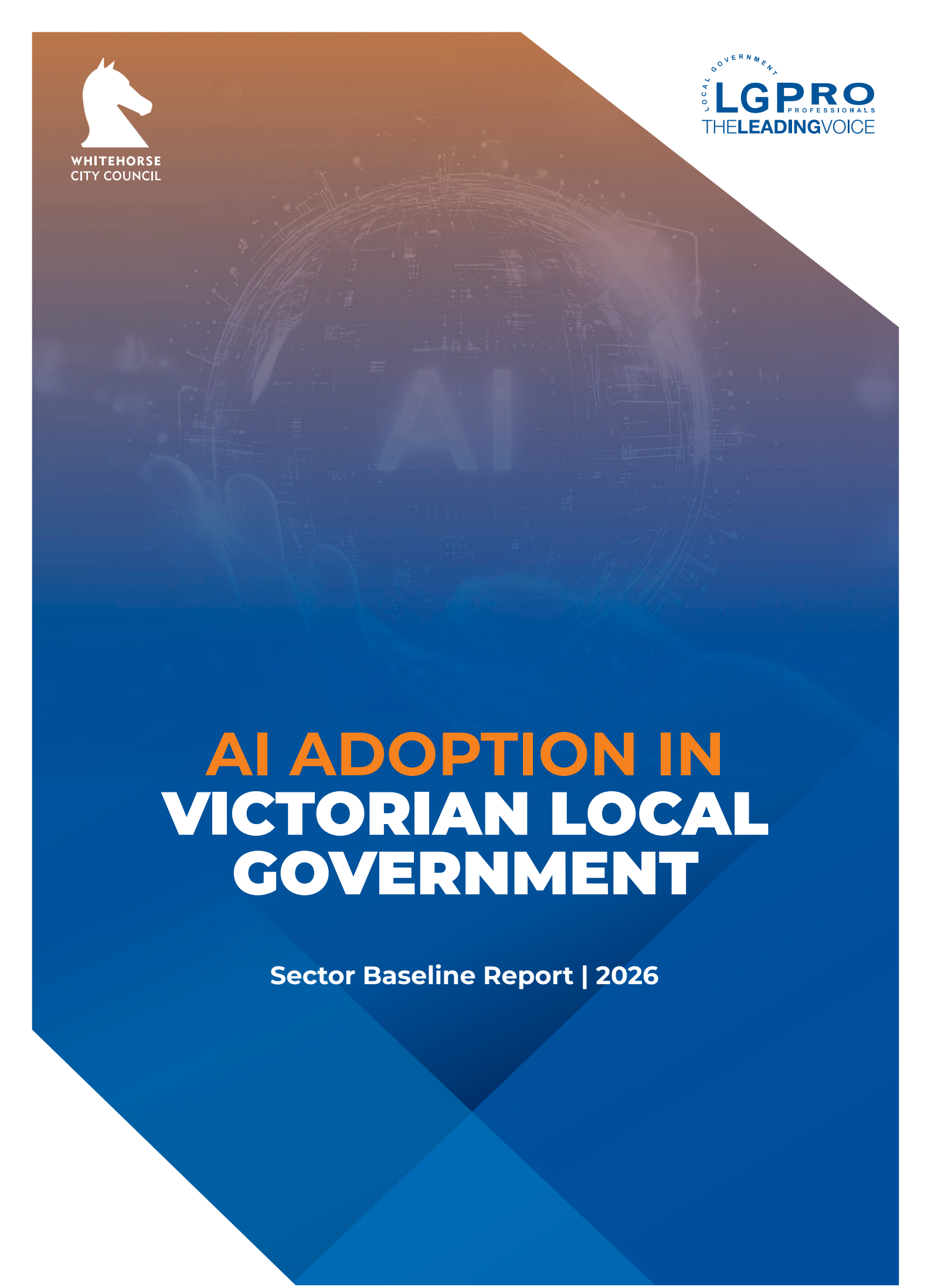

AI ADOPTION IN VICTORIAN LOCAL GOVERNMENT

Sector Baseline Report | 2026

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This report was prepared by Whitehorse City Council on behalf of LGPro.

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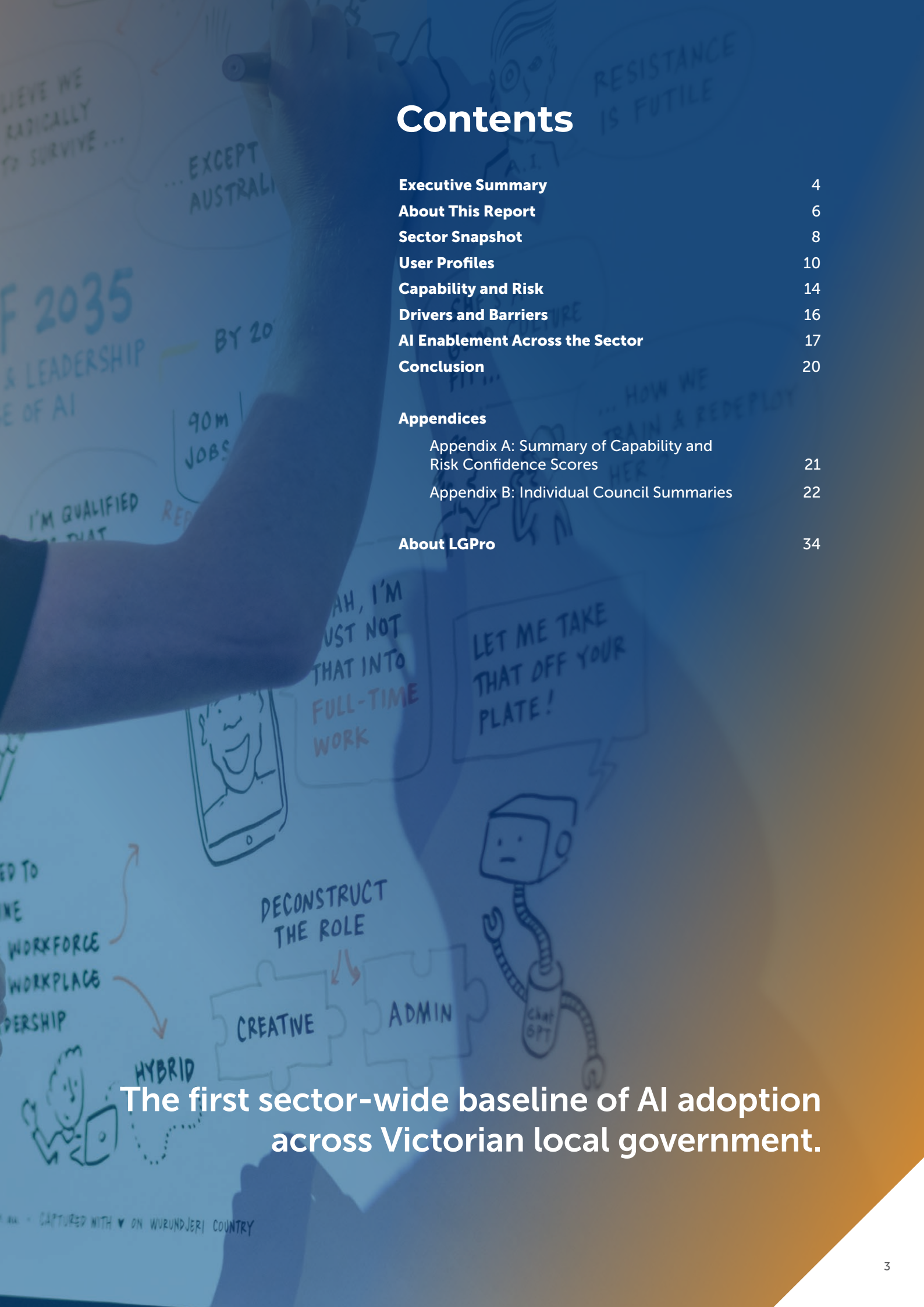


The first sector-wide baseline of AI adoption across Victorian local government.

Executive Summary

This report presents the first sector-wide baseline of artificial intelligence (AI) adoption across Victorian local government. Findings draw on an end-user AI adoption survey completed by 2,500 respondents across 22 councils, and a council-level enablement survey completed by 20 of those councils to help understand user profiles, what is driving uptake, what is holding it back, and where gaps between adoption and governance are emerging. All results are de-identified.

Key insights

Drivers of AI adoption are consistent across the sector

Across every council type and every user profile, staff are moving toward AI because they want to – not because they have been told to. Personal curiosity and the practical value of time savings are by far the strongest drivers, consistent across the whole sector. Leadership support matters too: visible backing from leaders legitimises AI use, sets a clear direction and creates the conditions for staff to adopt it safely and confidently. But it plays a supporting role – the momentum is already coming from the ground up. The task for organisations is to channel it effectively.

Barriers are not consistent – they shift as capability grows

Staff at different points on the adoption spectrum face fundamentally different obstacles. Those just starting out are held back by limited confidence and a lack of time to experiment. Experienced users run into a different wall: restrictive settings and policy ambiguity that prevent experimentation. A single capability-building approach will not serve all groups equally.

On average, Power Users save a full day each week

Time savings associated with AI usage grow with experience. On the days they use AI, those that are starting out estimate saving around 38 minutes per session, while Power Users – who use AI every working day – estimate approximately 90 minutes per session. For these users, that compounds to approximately 7.5 hours per week: roughly one full working day refocussed. In an environment shaped by financial constraints and rising service expectations, this is a significant potential contribution helping councils do more with the same resources.

Staff can spot errors – but may not know how to report them

Across the sector, staff are more confident sharing data safely with AI tools and spotting errors than they are in knowing how to formally report an AI-related incident. This gap is present at every level of capability and in every council type, and it widens as staff develop skill – among Non-Adopters it is just 5 points, but by the Explorer stage it has grown to 16 points. Individual risk awareness appears to be developing faster than the organisational systems that surround it. Formal policy appears to be one of the clearer mechanisms for closing this gap – not because it improves technical skill, but because it provides the structures that make reporting a normal expectation.

Dedicated AI ownership makes a difference

Councils that have established a dedicated AI role or team tend to score higher on capability than those with no formal AI responsibility embedded in the council. Having a named, accountable owner for AI appears to provide an organisational anchor around which broader capability develops. But dedicated ownership rarely appears in isolation – it tends to coincide with formal AI policy, higher budget allocation and more structured training. Whether ownership drives those other elements, or whether all reflect a broader organisational commitment to AI, is not yet clear from a single survey. What the data consistently shows is that councils with none of these elements in place tend to score lower across the board, regardless of size or council type. Future benchmarking will help untangle how these factors interact over time.

For some Non-Adopters, not using AI is a principled choice

Around a quarter of the sector's workforce does not currently use AI tools at work. For some in this cohort, this is a deliberate professional position – grounded in concerns about data accuracy, output reliability and the human quality of local government service delivery. Conventional capability-building approaches are unlikely to shift this group. What tends to matter more is demonstrating clear relevance to specific roles and providing ethical frameworks that align with the standards this group already applies.

Why this matters

Victorian local government is navigating a rapid but uneven technological transition. Individual adoption of AI is outpacing organisational response in many councils. The sector has genuine capability emerging at one end of the spectrum – and real gaps at the other. Three things stand out.

The productivity gains are real – and growing

Power Users are already saving the equivalent of a full working day each week. The sector has not yet found a way to realise that at scale – and whether it can depends on whether more staff can move from occasional to regular use, and whether organisational conditions support that transition.

The incident reporting gap is the clearest near-term governance opportunity

A workforce that can identify problems but lacks the structures to escalate them is one where risk management depends on individual judgement rather than organisational systems. This gap is closeable – formal policy and education are the clearest mechanisms for doing so.

Shared approaches may deliver more than individual efforts alone

Victorian local governments deliver similar services, employ similar workforces and are navigating the same AI adoption challenges. In a sector operating under financial pressures with constrained capacity, common frameworks for AI governance, policy development and capability building are likely to be more efficient than every council starting from scratch.

This report provides a starting point for that conversation. Continued benchmarking will help track where the sector is moving and where collective action can deliver the most.

About This Report

LGPro's *Victoria's Future Local Government Workforce Insights Report* (September 2025) found that AI and digital literacy are rapidly emerging as some of the most sought-after skills across the sector. This report builds on that finding – drawing on staff survey data from 22 Victorian councils to provide the first evidence-based, sector-wide picture of where the local government workforce currently sits on the AI adoption journey.

AI presents real opportunities for local government – productivity gains, improved consistency and the potential to redirect capacity toward higher-value community work. It also carries real risks, including data privacy, the accuracy of outputs and maintaining community trust. This report examines both, with the aim of giving councils and sector bodies a shared evidence-base from which to make their own decisions.

Partnership

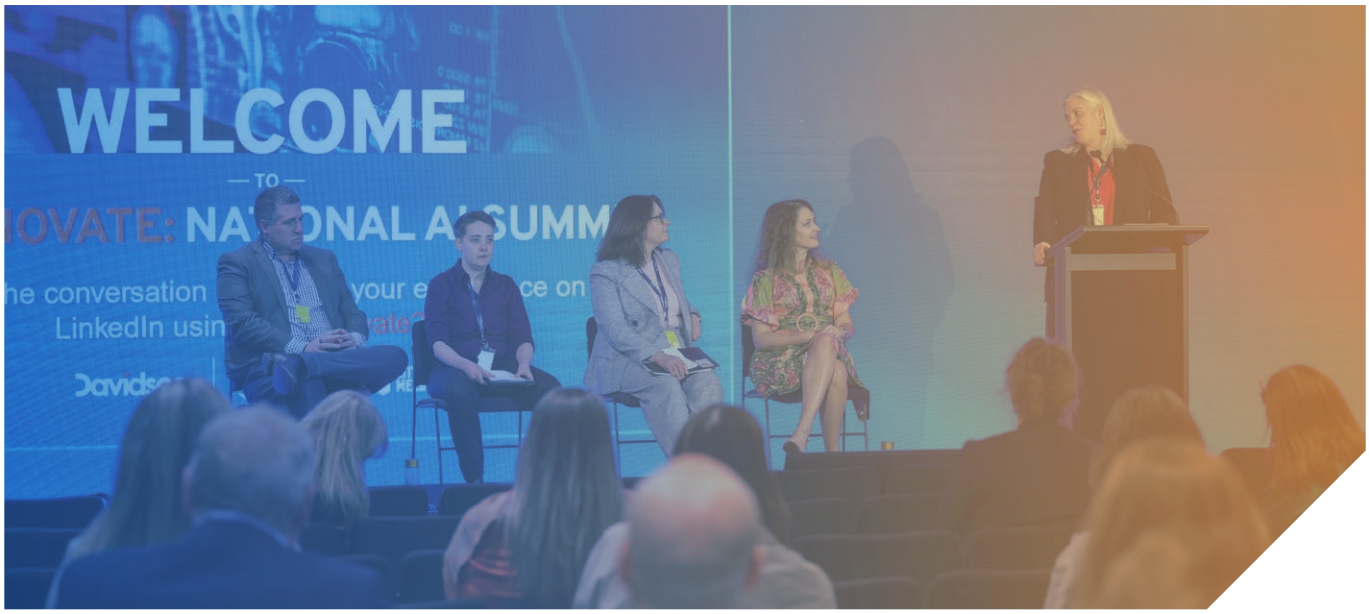
LGPro is proud to have partnered with Whitehorse City Council to design and deliver this inaugural report. Whitehorse City Council led the survey development, stakeholder engagement, data consolidation and analysis, and report preparation on LGPro's behalf. We thank Whitehorse City Council for their leadership on this project, and all participating council project leads for their time and commitment to making this baseline a reality.

Participating councils

LGPro gratefully acknowledges the 22 councils who participated in this project and generously shared their data. Sector-wide findings appear in the body of this report; individual council summaries are in the appendices.

Notes:

- Response rates are expressed as a percentage of FTE to enable meaningful comparison across councils of different sizes.
- Response rates vary considerably across councils – from 2% to 40% of FTE. Results from councils with lower response rates should be treated with additional caution, as the sample may not be representative of the full workforce.



Methodology

Two data sources inform the findings:

End-user AI Adoption Survey

2,500
respondents across
22
councils

covering frequency of AI usage, estimated time savings, risk confidence scores, preferred tools, and key drivers and barriers

Council-level Enablement Survey

20
councils

covering AI policy, endorsed tools, governance structures, dedicated roles, training coverage and budget allocation

How scores are calculated

User profiles

User profiles are assigned based on self-reported frequency of AI use in the End-user AI Adoption Survey (rarely or never = Non-Adopter; 1-3 times per month = Novice; 1-3 times per week = Explorer; daily = Power User).

Risk confidence scores

Risk confidence scores reflect staff confidence in three areas – **data input, error spotting** and **incident reporting.** Participants rated their confidence on a five-point scale from Strongly Disagree to Strongly Agree. Each response was converted to a numerical score (1-5), averaged across respondents, and expressed as a percentage out of 100.

The Capability Score

The Capability Score is a weighted composite: 40% from a usage frequency score and 60% from the average of the three risk confidence scores. A council with many Power Users but low risk confidence will not score highly – the measure rewards both frequency of use and safe practice.

Time savings

Time savings are self-reported estimates mapped to band midpoints: under 30 minutes = 15 minutes; 30-60 minutes = 45 minutes; 1-3 hours = 120 minutes; over 3 hours = 240 minutes. Averages reflect the mean of individual midpoint values within each group.

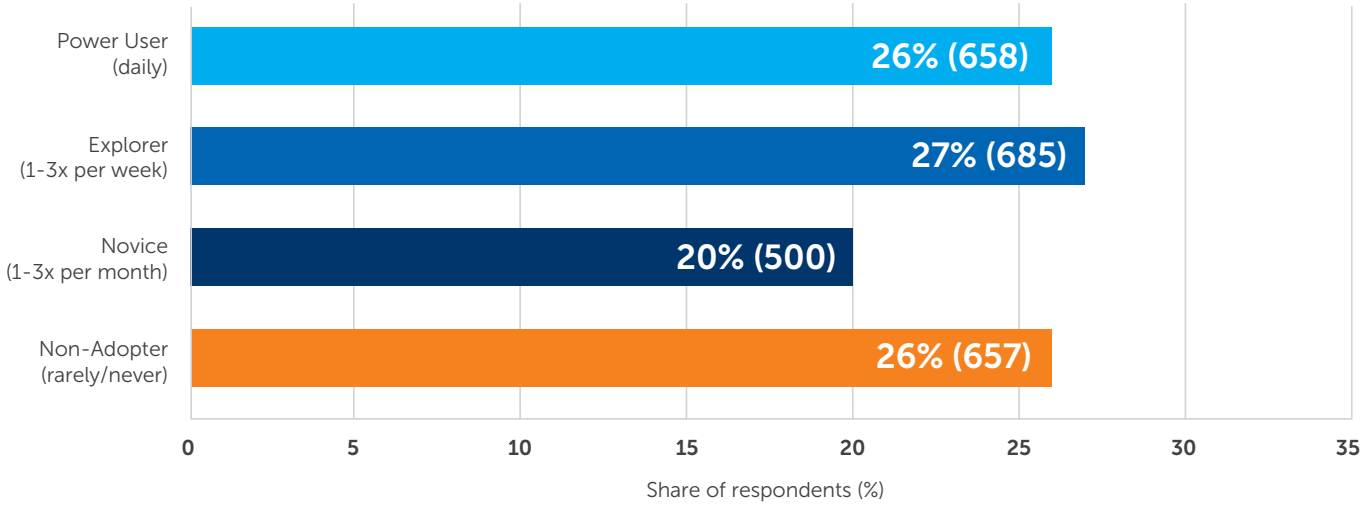
Sector Snapshot

The following two data groups result in an overall capability score of 67.

AI Adoption profile

Adoption is broadly even across the four profiles

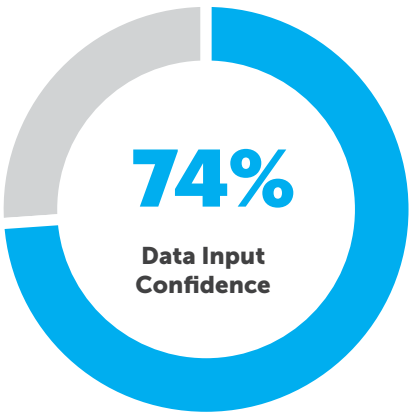
Figure 1 – AI adoption spectrum.



Risk scores

Staff are more confident handling data and spotting errors than reporting incidents – a 14-point gap that widens as capability grows.

Figure 2 – Sector-wide risk confidence scores.



Confidence in sharing data safely with AI tools

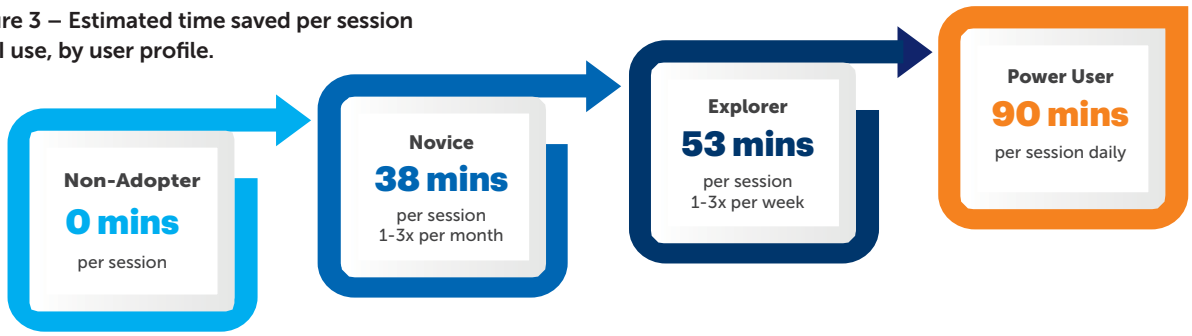
Confidence in detecting errors in AI outputs

Confidence in formally reporting AI-related issues

Time savings

Time saved per session grows with proficiency. For Power Users – who use AI every day – that compounds to roughly one full working day refocussed each week.

Figure 3 – Estimated time saved per session of AI use, by user profile.

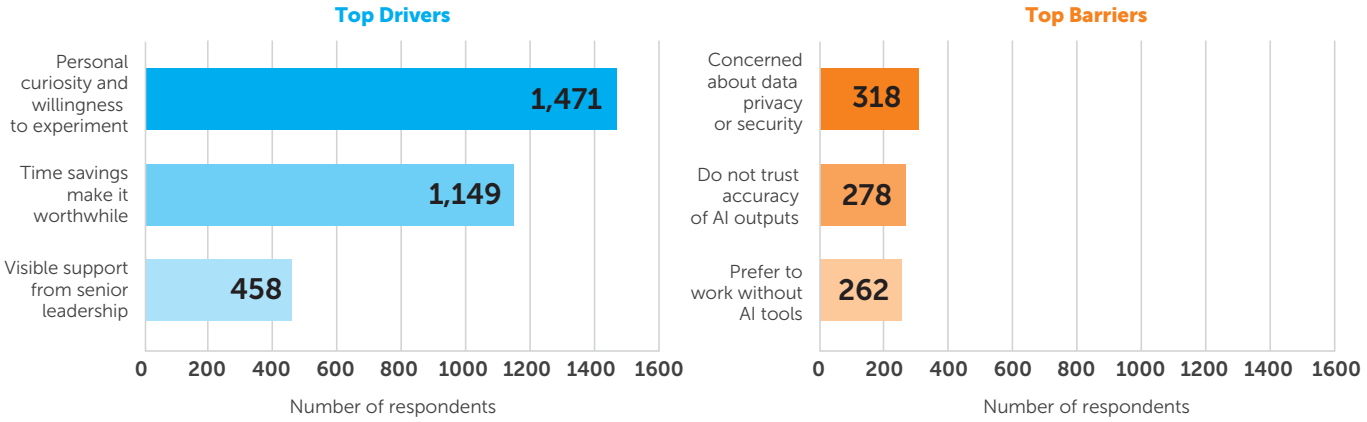


*For Power Users who use AI daily, 90 minutes per session compounds to approximately 7.5 hours per week.

Drivers and barriers

The drivers of AI use are consistent across the sector. The barriers are not – they shift depending on where staff sit on the adoption spectrum.

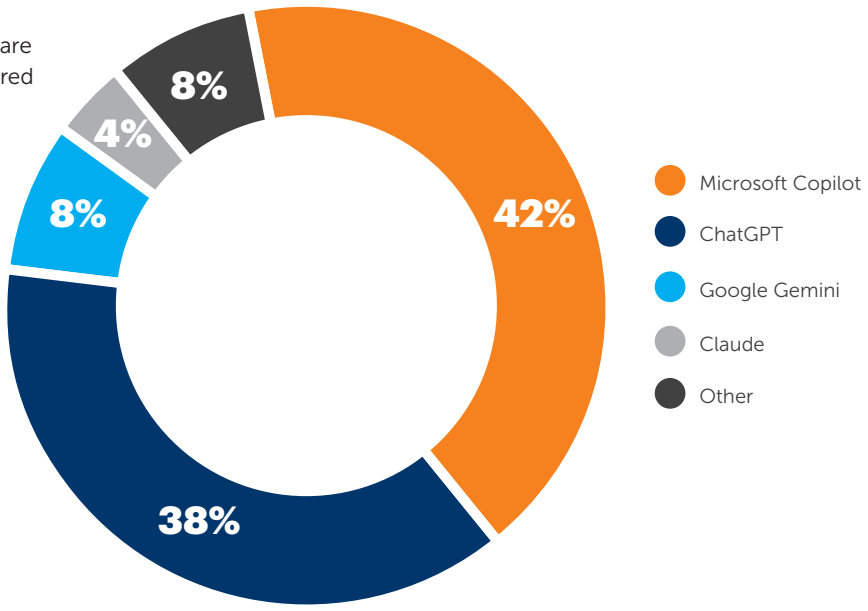
Figure 4 – Top drivers and barriers.



Preferred tools

Microsoft Copilot and ChatGPT are overwhelmingly the most preferred AI tools in local government.

Figure 5 – Preferred AI tools.



User Profiles

The AI adoption spectrum groups staff into four profiles based on self-reported frequency of AI use. The table below summarises key metrics.

Table 1 – Capability and risk confidence scores by user profile. Sector averages in the final row.

Profile	Frequency of usage	% of respondents	Data Input Confidence Score	Error Spotting Confidence Score	Incident Reporting Confidence Score	Capability Score
Non-Adopter	Rarely / never	26% (657)	56%	63%	51%	**48**
Novice	1-3x / month	20% (500)	74%	76%	62%	**64**
Explorer	1-3x / week	27% (685)	82%	80%	66%	**73**
Power User	Daily	26% (658)	85%	84%	70%	**81**
Sector	**–**	**100% (2,500)**	**74%**	**76%**	**62%**	**67**

The 33-point overall capability gap between Non-Adopters and Power Users reflects fundamentally different working relationships with AI – not simply different points on a single learning curve. Each profile requires a different organisational response.

Non-Adopters

Non-Adopters are staff who rarely or never use AI tools at work. For some in this cohort, this reflects limited access or opportunity. For others, it is a deliberate professional position – grounded in genuine concerns about data accuracy, output reliability and the importance of the human dimension of local government service. Their risk confidence scores are lower than those of active users, reflecting limited exposure rather than an absence of care.

Estimated time saved: 0 minutes
Non-Adopters use AI infrequently or not at all.

Key insight

Conventional capability-building approaches are unlikely to shift this group. Demonstrating role-specific relevance and providing ethical frameworks that align with the values they already hold are more likely to support engagement over time.

> "I avoid the use of AI because I do not trust the outputs, and because I have ethical concerns about the rampant theft of IP from artists and writers."

Novices

Novices use AI between one and three times a month. They are motivated primarily by curiosity. The jump from Non-Adopter to Novice is associated with the largest single improvement in risk confidence of any transition in the adoption spectrum – suggesting that even infrequent, exploratory use builds meaningful risk awareness. The primary barrier for this group is readiness, not resistance.

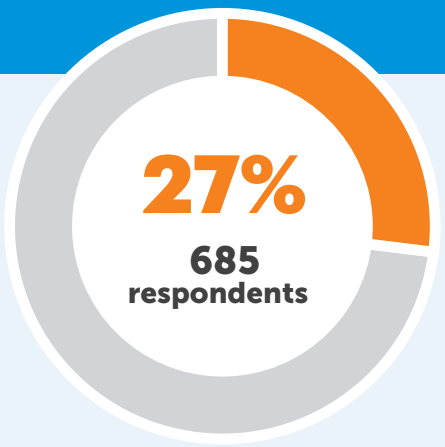
Estimated time saved:
approximately 38 minutes per session of AI use.

Key insight

The transition from Non-Adopter to Novice is where risk awareness grows fastest. The constraint for this group appears to be protected time and a clear starting point – not motivation.

> "Personally I underutilise AI because I'm not confident I can use it efficiently or effectively, and I haven't had time to learn more."

Explorers



Explorers use AI between one and three times a week. They have found tools that work and are using them consistently. They show the widest gap between data input confidence and incident reporting confidence – 16 percentage points – pointing to a gap in escalation pathway knowledge rather than technical skill. Explorers are also the group most likely to be using tools outside their organisation's officially deployed platforms.

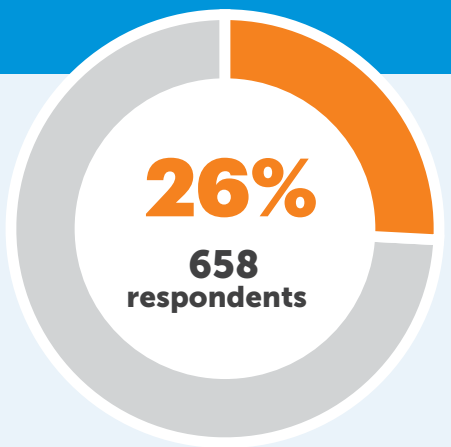
Estimated time saved:
approximately 53 minutes per session of AI use.

Key insight

The widening incident reporting gap at this stage suggests the priority for Explorers is clarity about escalation pathways – not further skills development.

> "It saves so much time – but it must be used with caution. Strictly nothing confidential and fact-checked at all times."

Power Users



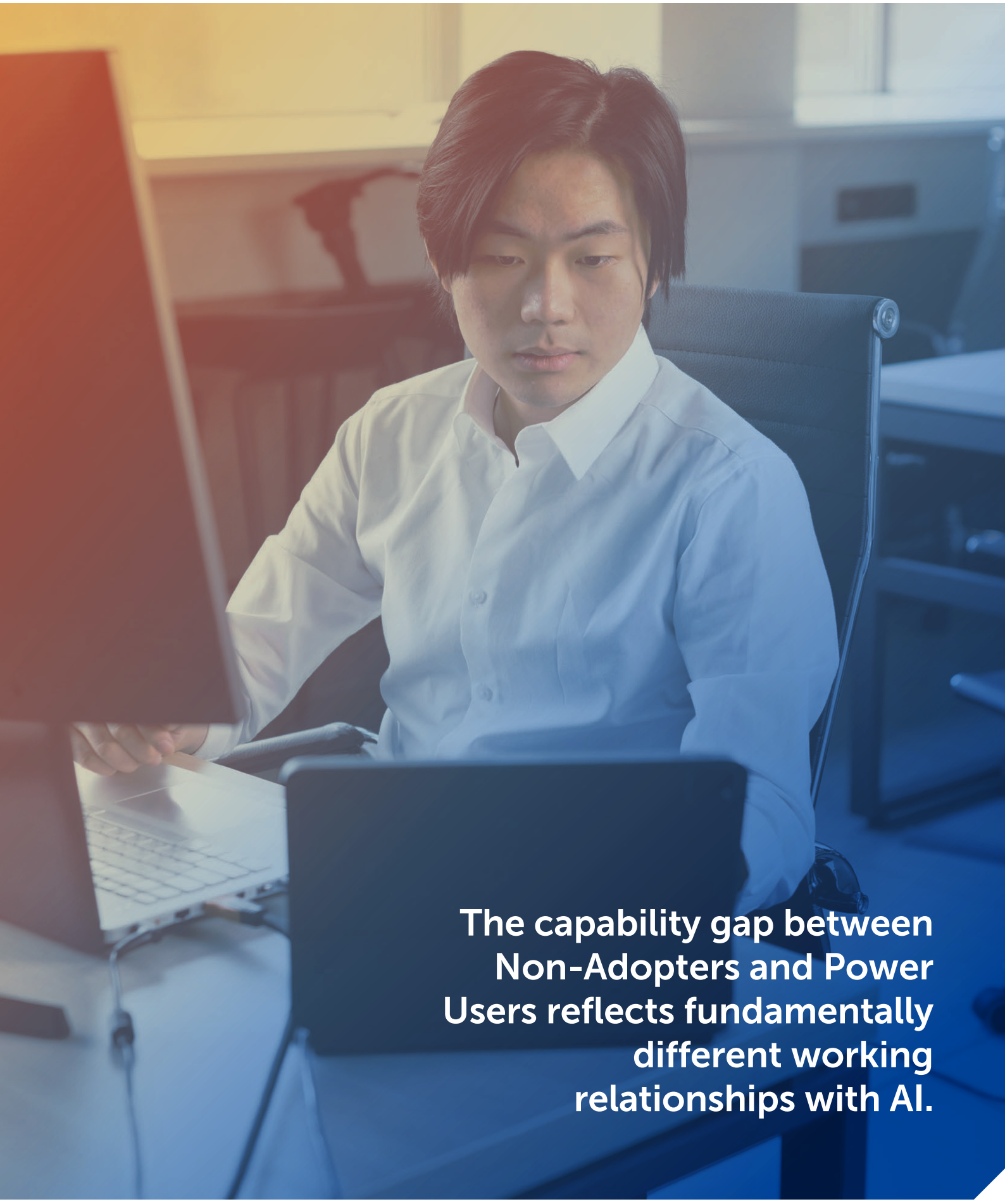
Power Users use AI every working day. For this group, AI is embedded in how work gets done – not a productivity add-on. They report the highest scores across every metric. They also save the most time per session – and because they use AI daily, those savings compound significantly. Power Users are also the group most constrained by what surrounds them. Restrictive IT settings and policies are the primary frustrations at this level – not skill gaps. These staff are not looking for training. They are looking for clarity and, where appropriate, less friction.

Estimated time saved:
approximately 90 minutes per session of AI use.

Key insight

The governance frameworks that support Novices may actively constrain Power Users. These two groups may need fundamentally different organisational responses.

> "Using AI tools is a game changer, it jump-starts most of the things I need to do... but our organisation is very restrictive in its use... this severely limits my ability."


The capability gap between Non-Adopters and Power Users reflects fundamentally different working relationships with AI.

Capability and Risk

Capability across the sector

The sector capability score is 67 out of 100 – a weighted composite of how frequently staff use AI and how confident they are in managing risk. A score of 67 suggests a workforce that has moved past awareness into active, developing use. The range across individual councils – from 61 to 77 – shows the sector's experience is far from uniform.

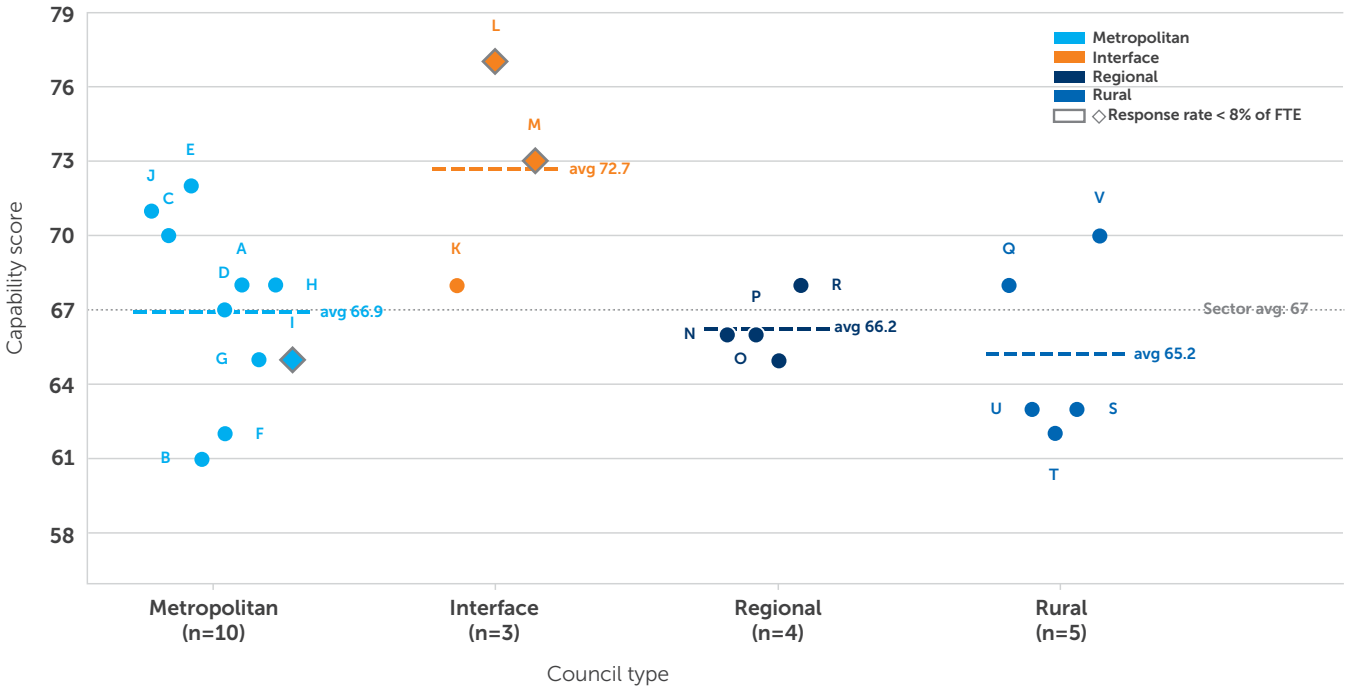
Capability by council type

Capability scores vary across council types, though differences are modest and should be read with care given the small number of councils in some categories.

Capability by user profile

Capability rises steadily: Non-Adopter 48, Novice 64, Explorer 73, Power User 81. The largest single jump occurs at the very first transition – from Non-Adopter to Novice – suggesting that even occasional use builds meaningful skill. Time savings tell a different story: the gap between Explorer and Power User (53 versus 90 minutes per session) is considerably larger than between Novice and Explorer, reflecting the compound effect of daily use.

Figure 6 – Capability scores by council and council type. Each point = one council (de-identified). Dashed = group average; dotted = sector average (67). ◇ = response rate below 8% of FTE.



Interface councils appear to show the highest average capability scores. However, two of the three Interface councils had response rates of 7% and 5% of FTE – among the lowest from participating councils. Consequently these results may reflect a self-selecting sample of staff who are already more engaged with AI, rather than the broader workforce. These results should therefore be treated as indicative only.

Metropolitan and Rural councils tend to cluster around the sector average, though Rural councils as a group average slightly below it. Three of four Regional councils sit at or below the sector average – a pattern discussed further in the chapter *AI Enablement Across the Sector.* Interface councils appear to show the highest average capability of any group – but with two of three councils recording response rates of 7% and 5% of FTE, these results should be treated as indicative only.

Capability by council size

Council size is not a strong predictor of capability. Large councils average 67.8, Medium 67.0, Small 64.3. What appears to matter more is whether a council has made deliberate, connected investments in governance, ownership and resourcing – patterns that emerge in the chapter *AI Enablement Across the Sector.*

Risk confidence by user profile

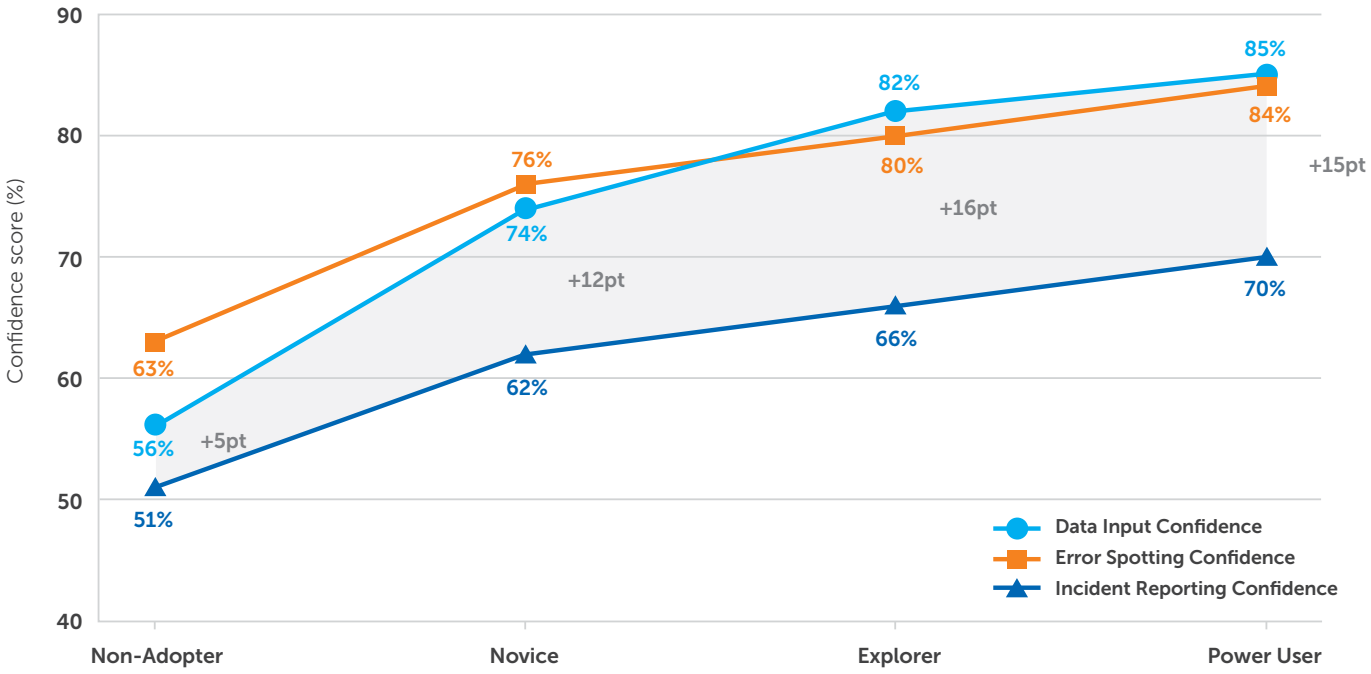
All three risk dimensions improve as capability grows – but not at the same rate. Data input confidence rises 29 points from Non-Adopter to Power User. Error spotting rises 21 points. Incident reporting rises only 19 points. The result is a widening gap between what staff can identify and what they feel equipped to escalate.

The most striking divergence occurs at the first transition – from Non-Adopter to Novice – where data input confidence jumps 18 points compared with 11 for incident reporting. This early gap holds largely stable through the Explorer and Power User stages. Two different kinds of knowledge appear to be developing at different speeds: hands-on risk awareness through practice, and knowledge of escalation pathways through organisational systems. Formal AI policy is the clearest factor associated with higher incident reporting confidence – its relationship with overall capability is much weaker.

Risk confidence by council type and size

Incident reporting confidence is consistently the lowest of the three risk scores across all council types and sizes. Data input confidence shows the most variation between groups – suggesting it is more sensitive to local governance and policy conditions. For all other measures, council type and size differences are modest. Individual council results are in the appendices.

Figure 7 – Risk confidence scores by user profile. Shaded area = gap between data input confidence and incident reporting confidence.



Drivers and Barriers

Drivers are concentrated and consistent

The factors driving AI use are the same across every council type, size and user profile. Personal curiosity and willingness to experiment (1,471 respondents) and the practical value of time savings (1,149 respondents) are universally the top two drivers. Leadership support matters (458 respondents) – visible backing from leaders legitimises AI use, sets a clear direction and creates the conditions for staff to adopt it safely and confidently. The appetite for adoption is already present. The opportunity for organisations is to provide the conditions that allow it to be used safely and effectively.

Barriers are fragmented and move with capability

The barriers for using AI shift significantly depending on where staff sit on the adoption spectrum.

For Non-Adopters, barriers are principled – data privacy concerns, distrust of AI accuracy, and a professional preference for established ways of working.

These reflect values and standards, not a lack of access. Capability-building approaches alone are unlikely to shift this group.

For Novices, the barrier is readiness. These staff are curious but lack the time and confidence to get started. They are the group most likely to respond to a clear entry point and protected time to experiment.

For Explorers, the tension is between growing personal confidence and limited organisational clarity – saving real time, but often without a clear understanding of what is sanctioned or what to do when something goes wrong.

For Power Users, barriers are structural: restrictive IT settings and policy ambiguity that prevent more sophisticated use. These staff have outgrown the guardrails designed for earlier stages.

Key insight

The sector faces distinct barrier problems at opposite ends of the adoption spectrum. Non-Adopters need ethical clarity and role-specific relevance. Power Users need governance that enables rather than restricts. A single approach will not serve both groups.

AI Enablement Across the Sector

The following findings draw on the council-level Enablement Survey completed by 20 of the 22 participating councils. Councils L and S participated in the end-user survey but did not complete the enablement survey. All findings in this section reflect the 20 submitting councils only.

AI policies and guidelines

65% of submitting councils have a formal AI policy or formally endorsed guidelines in place. A further 30% have informal or principles-based guidance. One council reported no guidance at all.

Formal policy does not appear to be strongly associated with higher overall capability. Its clearest relationship is with incident reporting confidence: councils with formal policies tend to show higher incident reporting scores. Policy appears to function less as a capability driver and more as a permission structure – creating the conditions in which staff feel confident escalating concerns when something goes wrong.

Governance and ownership structures

40% of submitting councils have established a dedicated AI role or team. Most manage AI accountability through distributed models – champions networks, responsibilities assigned to existing roles, or a combination of both.

Councils with a dedicated AI role or team show a modest but consistent capability advantage – an average difference of around 4 points. The specific model matters less than the fact of ownership: councils with any formal structure tend to show higher capability, more developed governance and greater training coverage. These elements appear to converge rather than developing independently.

Endorsed AI tools and actual usage

The Microsoft Copilot suite – Copilot Chat, Microsoft 365 Copilot and Copilot Studio – has been officially deployed in some form by all 20 submitting councils. Copilot Chat is the most widely deployed (95%), followed by Microsoft 365 Copilot (90%) and Copilot Studio (70%). This concentration likely reflects the sector's existing Microsoft infrastructure – Copilot represents a natural enterprise extension of tools already in use.

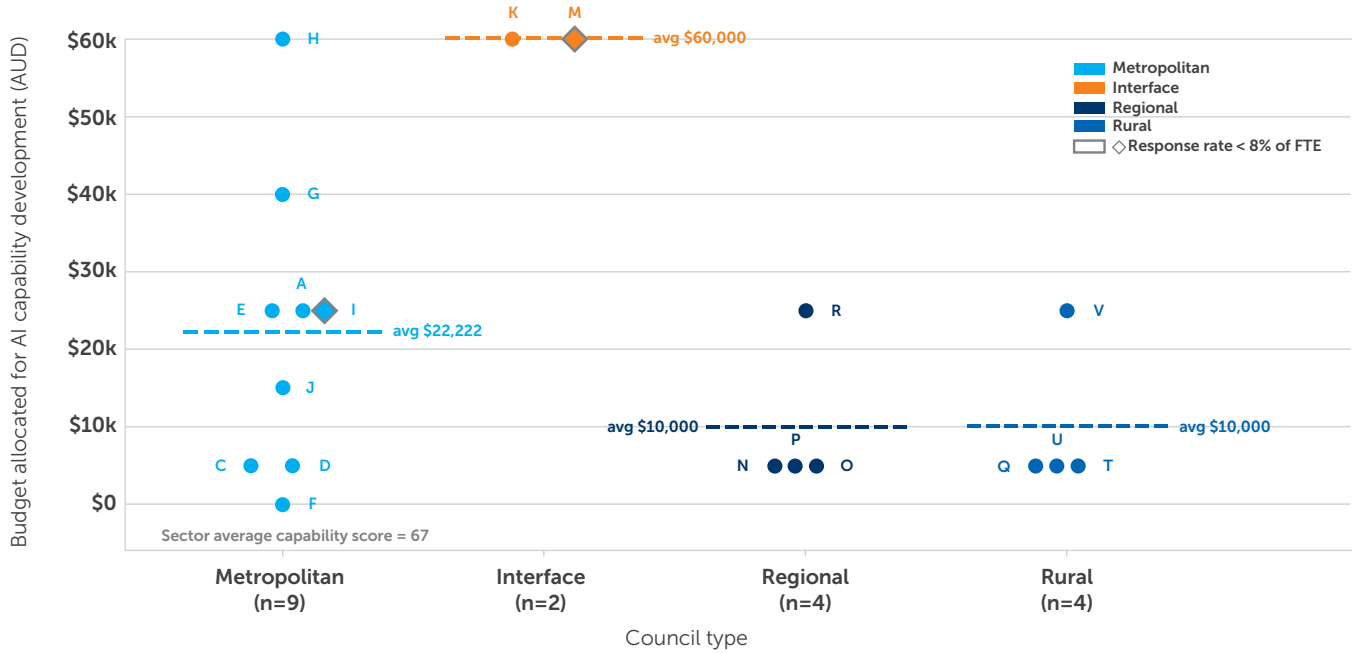
ChatGPT presents a different picture. It is the second most selected tool in the end-user survey – but 70% of councils indicate that staff may use it without it being an organisationally deployed tool. This suggests that most respondents are using personal consumer accounts. Whether staff are genuinely using different tools for different purposes, or simply following habit, is not yet clear from a single survey.

Almost all councils show a similar range of tools in active use regardless of capability score. The number of platforms available does not appear to predict stronger outcomes – capability appears to be shaped by governance, ownership and resourcing rather than tool breadth.

Funding and resourcing

AI capability funding varies significantly across council types – from no allocated budget to $50,000 or more.

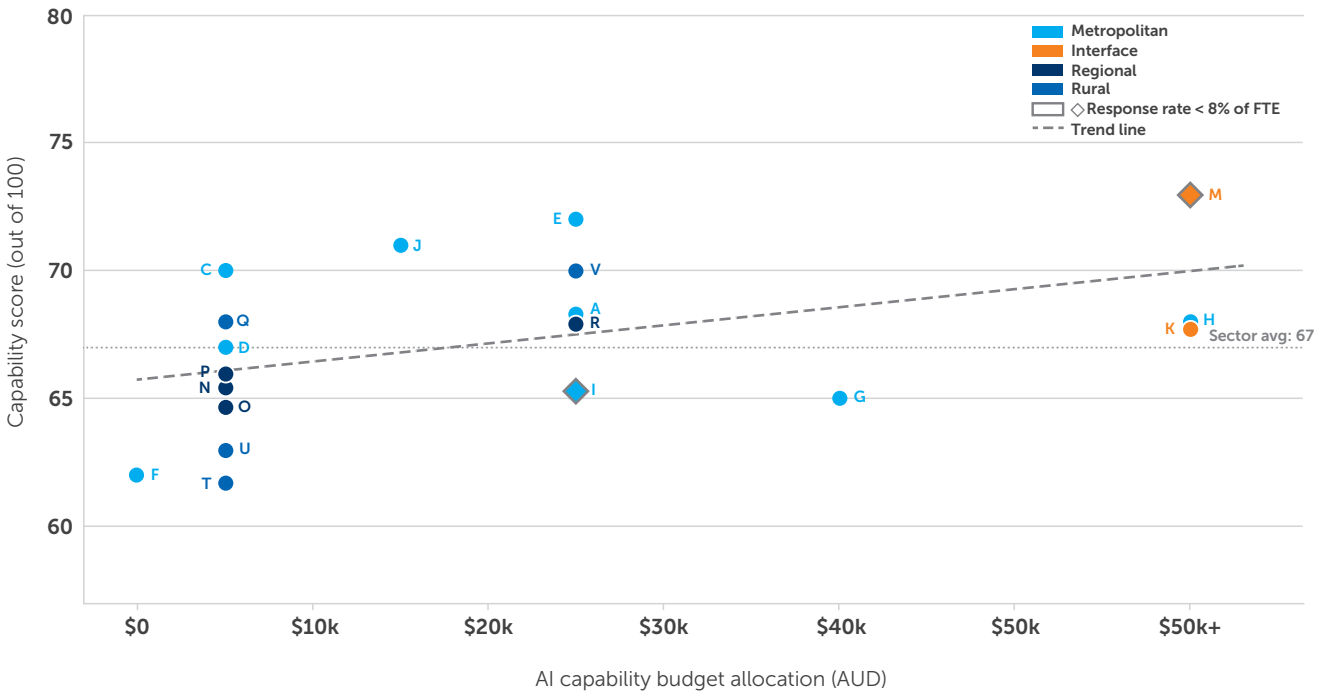
Figure 8 – Budget allocation by council type. Dashed = group average. Interface councils are the highest allocators; Regional councils the lowest. The $50,000+ band has been assigned a midpoint of $60,000 for averaging purposes. Councils B, L and S excluded. B: budget not reported. L and S: did not complete enablement survey. ◇ = response rate below 8% of FTE.



Both Interface councils that submitted enablement data fall in the $50,000+ band – the highest average investment of any group. Metropolitan councils show the widest spread, ranging from no allocated funding to $50,000+.

Regional and Rural councils average around $10,000 – though in both groups one council sits considerably higher than the rest. Three of four Regional councils and three of four Rural councils report less than $10,000.

Figure 9 – Budget allocation vs capability score (n=19; Councils B, L and S excluded – see chart footnote). ◇ = response rate below 8% of FTE. Trend line shows direction of association only.



Higher budget tends to be associated with higher capability – but this relationship appears to operate through a cluster of connected investments: dedicated roles, formal governance and structured training. The strongest capability outcomes appear in councils that have invested across all three – not those that have focused on any single element.

Having a dedicated AI role or team appears to provide a particularly important anchor, with named ownership tending to coincide with stronger outcomes across multiple dimensions.

It is worth noting that the two Interface councils with the highest capability scores also had the lowest response rates in the cohort. Their results should be treated with appropriate caution.

The association between Interface council investment and capability scores should be interpreted carefully. Low response rates at Councils L and M may mean their results reflect a self-selecting group of engaged staff rather than the broader workforce picture.

Training coverage

Formal AI training coverage remains limited – 59% of surveyed councils have reached less than a quarter of their workforce, and no council has trained more than three quarters of staff. Higher training volume alone does not appear to produce stronger capability outcomes. At this stage, staff curiosity and hands-on experimentation appear to be driving much of the skill development across the sector.

Where formal training is likely to make the most difference is in incident reporting – helping staff understand what to do when something goes wrong. For councils looking for a practical starting point, this may be the quickest win available.

Conclusion

A starting point

This report captures the sector at a moment of genuine transition. Staff across Victorian local government are already using AI – driven by curiosity, motivated by real and growing time savings, and navigating risks that their organisations are still catching up with. The capability is growing. The momentum is there. What the data shows clearly is that the organisational conditions to support it safely and at scale are still developing.

The patterns identified here – the incident reporting gap, the uneven distribution of governance and resourcing, the shared challenges that cross every council type and size – are not unique to any single organisation. They are sector-wide. And sector-wide patterns tend to respond best to sector-wide approaches.

Future benchmarking rounds will track how these patterns evolve – whether the incident reporting gap is closing, whether dedicated ownership is becoming more common, and whether the productivity gains Power Users are already experiencing are being captured more broadly.

Appendix A – Summary of Capability and Risk Confidence Scores

The table below provides a summary of capability and risk confidence scores for all 22 participating councils. Individual council summaries follow, showing adoption profile distributions, core metrics against sector averages, and – where available – enablement data.

Table 2 – Capability and risk confidence scores by council. % FTE = response rate as proportion of full-time equivalent staff.† Response rate below 8% of FTE – interpret with caution.

Council	Type	Size	Capability Score	Data Input Confidence Score	Error Spotting Confidence Score	Incident Reporting Confidence Score	% FTE
A	Metropolitan	Large	68	78%	77%	60%	22%
B	Metropolitan	Large	61	71%	71%	54%	23%
C	Metropolitan	Large	70	78%	78%	61%	9%
D	Metropolitan	Large	67	74%	74%	62%	13%
E	Metropolitan	Large	72	80%	81%	64%	15%
F	Metropolitan	Large	62	67%	72%	59%	24%
G	Metropolitan	Large	65	71%	74%	63%	34%
H	Metropolitan	Large	68	77%	79%	60%	9%
I	Metropolitan	Large	65	71%	77%	54%	2%†
J	Metropolitan	Large	71	78%	79%	71%	14%
K	Interface	Large	68	79%	75%	64%	22%
L	Interface	Large	77	81%	81%	69%	7%†
M	Interface	Large	73	83%	78%	68%	5%†
N	Regional	Large	66	71%	75%	62%	18%
O	Regional	Large	65	72%	77%	60%	13%
P	Regional	Large	66	76%	76%	64%	32%
Q	Rural	Small	68	76%	81%	57%	10%
R	Regional	Medium	68	74%	77%	62%	34%
S	Rural	Medium	63	69%	75%	57%	35%
T	Rural	Small	62	69%	72%	63%	40%
U	Rural	Small	63	68%	74%	60%	17%
V	Rural	Medium	70	78%	74%	74%	22%

†Councils I, L and M had response rates of 2%, 7% and 5% of FTE respectively. Results should be interpreted with additional caution.

Appendix B – Individual Council Summaries

Council A

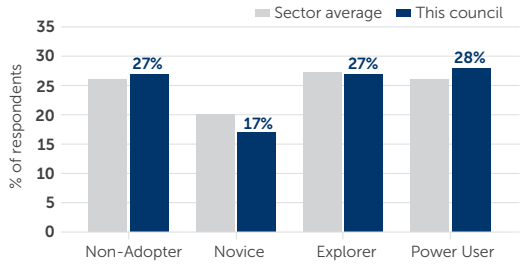
Metropolitan | LGPro size: Large | Response rate: 22% of FTE

68 Capability score
↑ sector average (67)

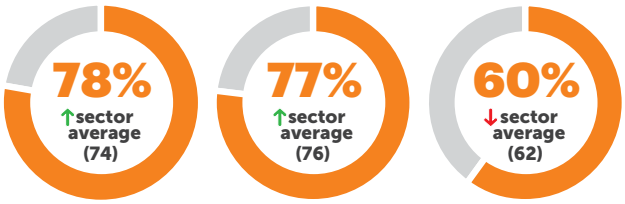
vs sector average

Adoption profile vs sector average

(grey bars = sector average)



Risk confidence scores



Enablement data

Governance approach
Informal / principles-based guidance

AI ownership structure
No formal ownership structure

AI capability budget 2026-27
$20,000-$29,999

Council B

Metropolitan | LGPro size: Large | Response rate: 23% of FTE

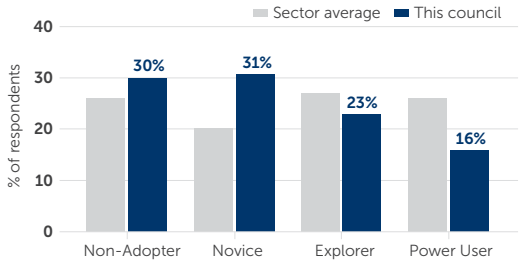
61

Capability score
↓ sector average (67)

vs sector average

Adoption profile vs sector average

(grey bars = sector average)



Risk confidence scores

Enablement data

Governance approach
Formal policy in place

AI ownership structure
Dedicated AI role or team; AI champions network

AI capability budget 2026-27
Not reported

Council C

Metropolitan | LGPro size: Large | Response rate: 9% of FTE

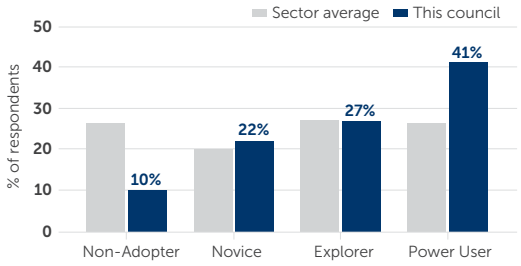
70

Capability score
↑ sector average (67)

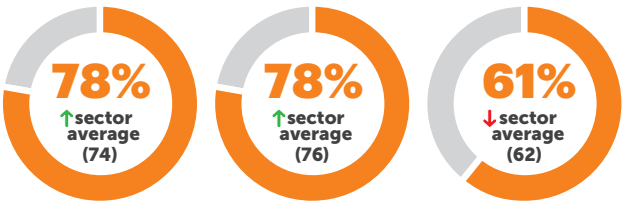
vs sector average

Adoption profile vs sector average

(grey bars = sector average)



Risk confidence scores



Enablement data

Governance approach
Formal policy in place

AI ownership structure
Dedicated AI role or team; AI champions network

AI capability budget 2026-27
$0-$9,999

Council D

Metropolitan | LGPro size: Large | Response rate: 13% of FTE

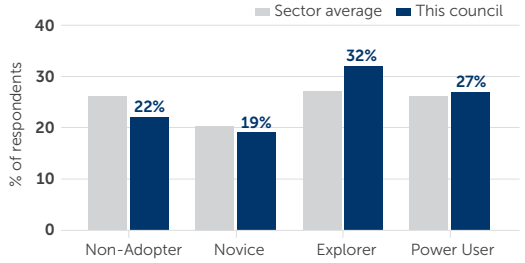
67

Capability score
= sector average (67)

vs sector average

Adoption profile vs sector average

(grey bars = sector average)



Risk confidence scores

Enablement data

Governance approach
Formal policy in place

AI ownership structure
Responsibility assigned to existing role(s)

AI capability budget 2026-27
$0-$9,999

Council E

Metropolitan | LGPro size: Large | Response rate: 15% of FTE

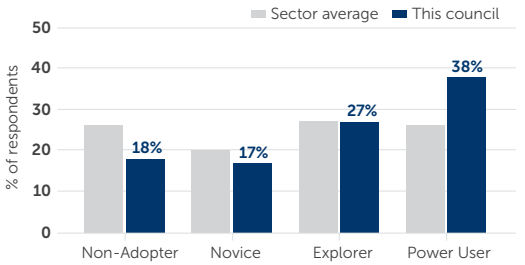
72

Capability score
↑ sector average (67)

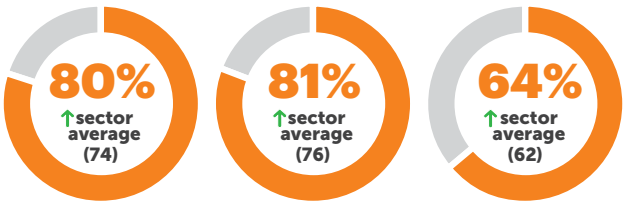
vs sector average

Adoption profile vs sector average

(grey bars = sector average)



Risk confidence scores



Enablement data

Governance approach
Formal policy in place

AI ownership structure
Dedicated AI role or team; AI champions network

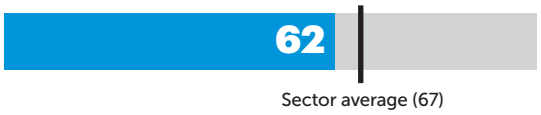
AI capability budget 2026-27
$20,000-$29,999

Council F

Metropolitan | LGPro size: Large | Response rate: 23% of FTE

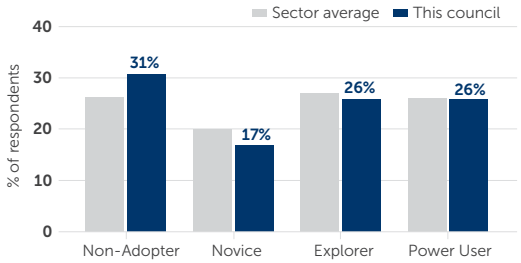
62 Capability score
↓ sector average (67)

vs sector average



Adoption profile vs sector average

(grey bars = sector average)



Risk confidence scores

Enablement data

Governance approach
No formal or informal guidance

AI ownership structure
No formal ownership structure

AI capability budget 2026-27
No funding allocated

Council G

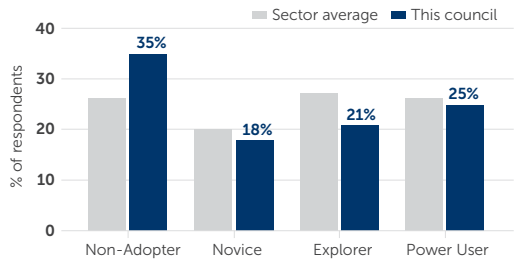
Metropolitan | LGPro size: Large | Response rate: 34% of FTE

65 Capability score
↓ sector average (67)

vs sector average

Adoption profile vs sector average

(grey bars = sector average)



Risk confidence scores

Enablement data

Governance approach
Formal policy in place

AI ownership structure
Dedicated AI role or team; Responsibility assigned to existing role(s); AI champions network

AI capability budget 2026-27
$30,000-$49,999

Council H

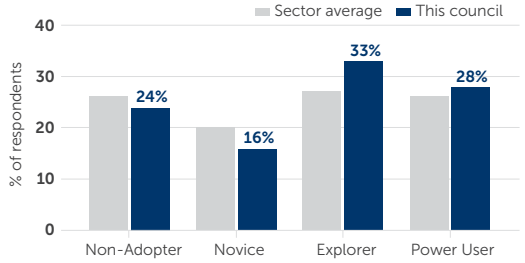
Metropolitan | LGPro size: Large | Response rate: 9% of FTE

68 Capability score
↑ sector average (67)

vs sector average

Adoption profile vs sector average

(grey bars = sector average)



Risk confidence scores

Enablement data

Governance approach
Formal policy in place

AI ownership structure
Dedicated AI role or team; Responsibility assigned to existing role(s); AI champions network

AI capability budget 2026-27
$50,000+

Council I

Metropolitan | LGPro size: Large | Response rate: 2% of FTE

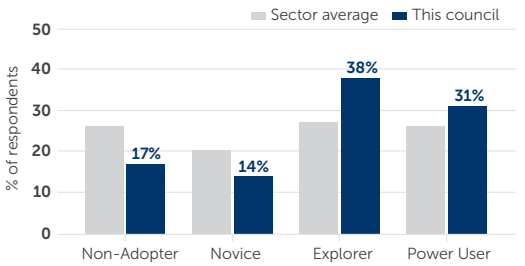
†Response rate of 2.3% of FTE. Results should be interpreted with caution – the sample may not be representative of the full workforce.

65 Capability score
↓ sector average (67)

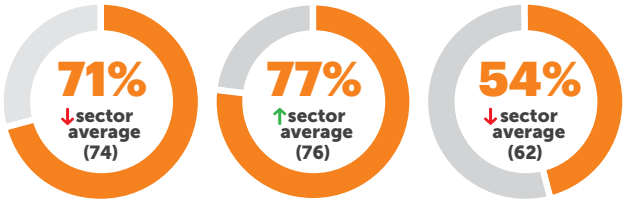
vs sector average

Adoption profile vs sector average

(grey bars = sector average)



Risk confidence scores



Enablement data

Governance approach
Informal / principles-based guidance

AI ownership structure
Responsibility assigned to existing role(s); AI champions network

AI capability budget 2026-27
$20,000-$29,999

Council J

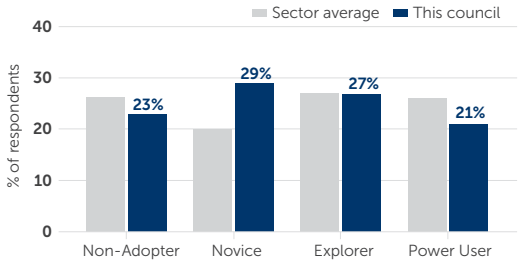
Metropolitan | LGPro size: Large | Response rate: 14% of FTE

71 Capability score
↑ sector average (67)

vs sector average

Adoption profile vs sector average

(grey bars = sector average)



Risk confidence scores

Enablement data

Governance approach
Formal policy in place

AI ownership structure
Dedicated AI role or team; Responsibility assigned to existing role(s); AI champions network

AI capability budget 2026-27
$10,000-$19,999

Council K

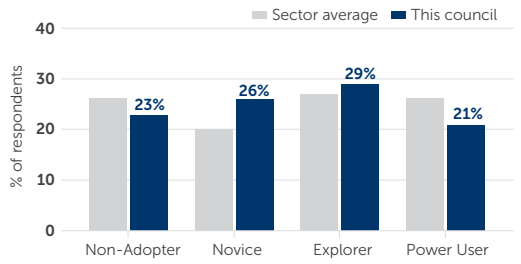
Interface | LGPro size: Large | Response rate: 22% of FTE

68 Capability score
↑ sector average (67)

vs sector average

Adoption profile vs sector average

(grey bars = sector average)



Risk confidence scores

Enablement data

Governance approach
Formal policy in place

AI ownership structure
Dedicated AI role or team; responsibility assigned to existing role(s); AI champions network

AI capability budget 2026-27
$50,000+

Council L

Interface | LGPro size: Large | Response rate: 7% of FTE

†Response rate of 7.0% of FTE. Results should be interpreted with caution – the sample may not be representative of the full workforce.

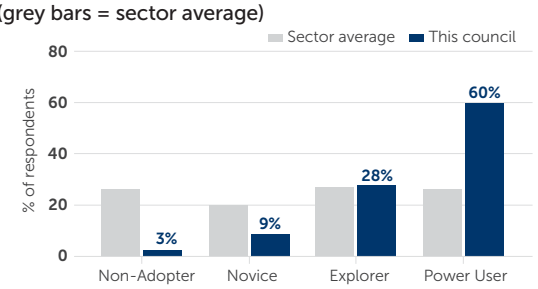
77

Capability score
↑ sector average (67)

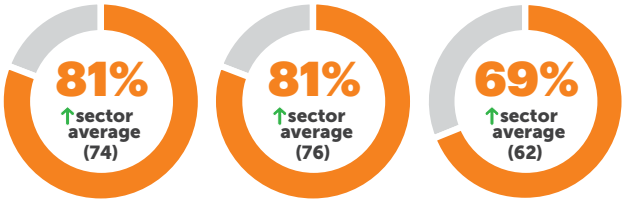
vs sector average

Adoption profile vs sector average

(grey bars = sector average)



Risk confidence scores



Enablement data

This council did not complete the enablement survey. Governance, ownership and budget data are not available.

Council M

Interface | LGPro size: Large | Response rate: 5% of FTE

†Response rate of 4.8% of FTE. Results should be interpreted with caution – the sample may not be representative of the full workforce.

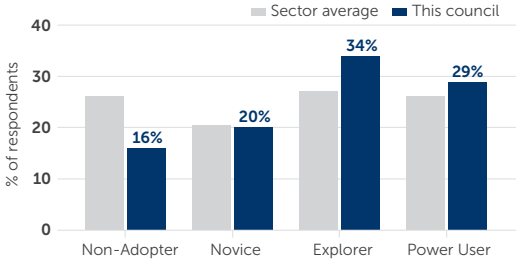
73

Capability score
↑ sector average (67)

vs sector average

Adoption profile vs sector average

(grey bars = sector average)



Risk confidence scores

Enablement data

Governance approach
Formal policy in place

AI ownership structure
Dedicated AI role or team

AI capability budget 2026-27
$50,000+

Council N

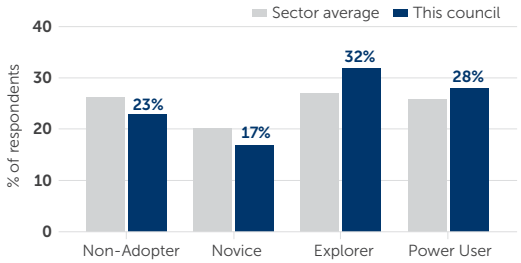
Regional | LGPro size: Large | Response rate: 18% of FTE

66 Capability score
↓ sector average (67)

vs sector average

Adoption profile vs sector average

(grey bars = sector average)



Risk confidence scores

Enablement data

Governance approach
Informal / principles-based guidance

AI ownership structure
No formal ownership structure

AI capability budget 2026-27
$0-$9,999

Council O

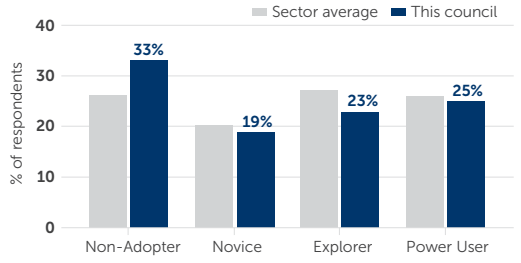
Regional | LGPro size: Large | Response rate: 13% of FTE

65 Capability score
↓ sector average (67)

vs sector average

Adoption profile vs sector average

(grey bars = sector average)



Risk confidence scores

Enablement data

Governance approach
Informal / principles-based guidance

AI ownership structure
Responsibility assigned to existing role(s)

AI capability budget 2026-27
$0-$9,999

Council P

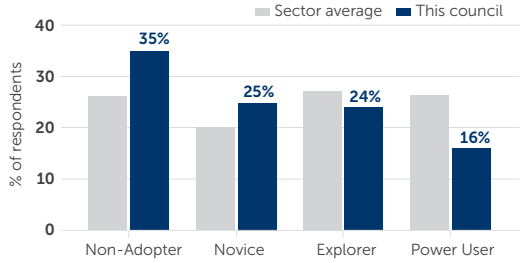
Regional | LGPro size: Large | Response rate: 32% of FTE

66 Capability score
↓ sector average (67)

vs sector average

Adoption profile vs sector average

(grey bars = sector average)



Risk confidence scores

Enablement data

Governance approach
Formal policy in place

AI ownership structure
AI champions network

AI capability budget 2026-27
$0-$9,999

Council Q

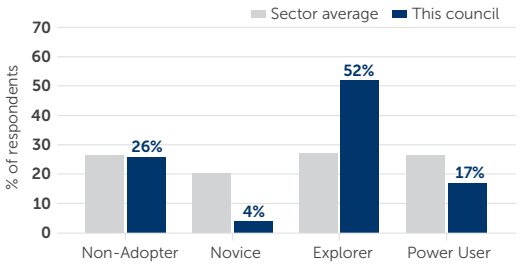
Rural | LGPro size: Small | Response rate: 10% of FTE

68 Capability score
↑ sector average (67)

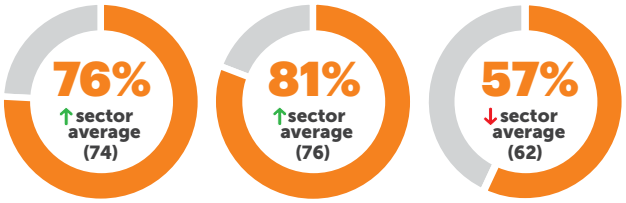
vs sector average

Adoption profile vs sector average

(grey bars = sector average)



Risk confidence scores



Enablement data

Governance approach
Informal / principles-based guidance

AI ownership structure
No formal ownership structure

AI capability budget 2026-27
$0-$9,999

Council R

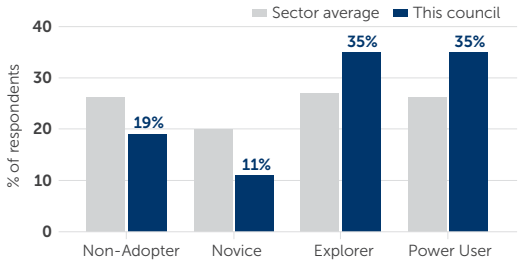
Regional | LGPro size: Medium | Response rate: 34% of FTE

68 Capability score
↑ sector average (67)

vs sector average

Adoption profile vs sector average

(grey bars = sector average)



Risk confidence scores

Enablement data

Governance approach
Formal policy in place

AI ownership structure
Responsibility assigned to existing role(s); AI champions network

AI capability budget 2026-27
$20,000-$29,999

Council S

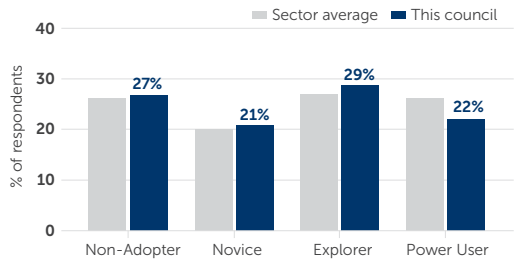
Rural | LGPro size: Medium | Response rate: 35% of FTE

63 Capability score
↓ sector average (67)

vs sector average

Adoption profile vs sector average

(grey bars = sector average)



Risk confidence scores

Enablement data

This council did not complete the enablement survey. Governance, ownership and budget data are not available.

Council T

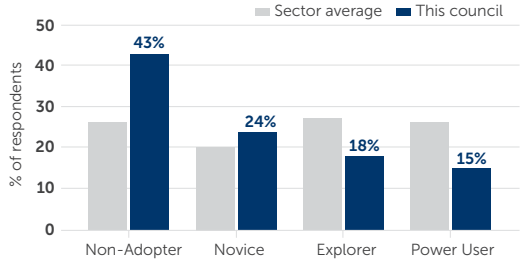
Rural | LGPro size: Small | Response rate: 40% of FTE

62 Capability score
↓ sector average (67)

vs sector average

Adoption profile vs sector average

(grey bars = sector average)



Risk confidence scores

Enablement data

Governance approach
Formal policy in place

AI ownership structure
No formal ownership structure

AI capability budget 2026-27
$0-$9,999

Council U

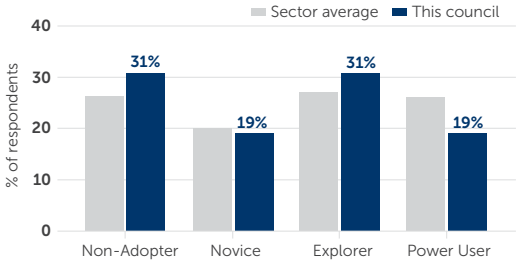
Rural | LGPro size: Small | Response rate: 17% of FTE

63 Capability score
↓ sector average (67)

vs sector average

Adoption profile vs sector average

(grey bars = sector average)



Risk confidence scores

Enablement data

Governance approach
Informal / principles-based guidance

AI ownership structure
Responsibility assigned to existing role(s)

AI capability budget 2026-27
$0-$9,999

Council V

Rural | LGPro size: Medium | Response rate: 22% of FTE

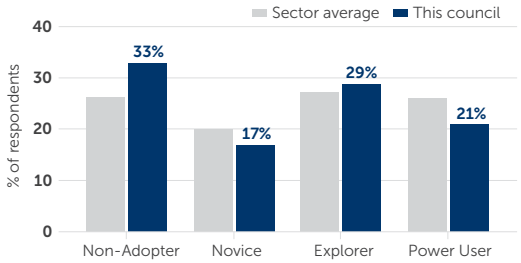
70 Capability score

↑ sector average (67)

vs sector average

Adoption profile vs sector average

(grey bars = sector average)



Risk confidence scores

Enablement data

Governance approach
Formal policy in place

AI ownership structure
AI champions network

AI capability budget 2026-27
$20,000-$29,999

About LGPro

LGPro is the member association and leading voice for people working in local government in Victoria, providing leadership, professional development and representation in the pursuit of excellence.

Join the member association for Victoria's local government workforce at LGPro.com

Notes

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LGPRO
PROFESSIONALS
THE LEADING VOICE

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