

Friday, 22 September 2023**1st European Engineering Skills Council Meeting**

09:30 - 14:30: Split-up in Breakout Sessions

Skills Council members were divided into 2 separate Breakout Sessions to address specific issues and answer guiding questions in their respective groups. The three groups were composed as follows:

WG 1: Introduction and Analysis of the demand side:

- Cedric D'Mello (AECEF)
- Francisco Arcega (ANECA)
- Heracles Sioulis (IVEPE) - Proposed as Chair
- Lidia Santiago (Ordem)
- Michal Poliak (Newport Group)
- Aloizia Moschovakou (IVEPE)
- Martin Barrett (TU Dublin)
- Paul Vidal (FEUP)
- Thomas Kiefer (VDI) - Proposed as Secretary
- Mihai Filimon (BEST)

WG 2: Current Skills Challenges for Employers and Assessment of current supply:

- Klaus Thürriedl (ECEC)
- Majella Henchion (Engineers Ireland)
- Petros Bozoglou (IVEPE)
- Bert Lauwers (KU Leuven)
- Antonio André (Ordem)
- Keith Sunderland (TU Dublin) - Proposed as Secretary
- Ana Freitas (FEUP)
- Astrid Petersen (VDI) - Proposed as Chair
- Sofia Bazzano (REHVA)
- Nikolaos Moraitis (IVEPE)

WG 3: Scenario Analysis and Action Plan for Strategy Implementation:

- Alfredo Soeiro (AECEF) - Proposed as Secretary
- Juan Blanco Lino (ECEC)
- Aidan O'Flaherty (Engineers Ireland)
- Greet Langie (KU Leuven)
- Claudia Carvalho (Ordem)
- Dusan Petras (Newport Group)
- Laura Seco (EYE)
- Hensen Centnerova (REHVA)
- Mike Murphy (TU Dublin) - Proposed as Chair
- Joao Pego (FEUP)

Discussion Topics:

- **WG 1:** Introduction of the skills strategy
- **WG 2:** Current Skills Challenges for Employers of the skills strategy
- **WG 3:** Scenario Analysis of the skills strategy

First Round of Discussion:**WG 1 Presentation:**

The group emphasized that the introduction of the skills strategy should:

- Outline the objectives of the E4E project.
- Connect this document with the project.
- Define the objectives of this document.
- Specify requirements for the future.
- Identify the target groups & create an order of importance in stakeholders.
- Mention the methodology and country reports.
- Provide a definition of an engineer.
- Report on the work done so far.

WG 2 Presentation:

The group discussed the current skills challenges for employers of the skills strategy. They:

- Reviewed the survey directory.
- Noted the accelerated pace of learning.
- Emphasized the importance of curiosity in the learning process.
- Stressed the need for both technical and soft skills and most importantly the balance between them.
- Highlighted the value of practical skills from internships and work experiences.
- Pointed out the importance of communication, most importantly with the industry and other associations to align the curriculum with industry needs.
- Discussed the challenges and opportunities of digitalization, especially navigating big data.

WG 3 Presentation:

The group presented their findings on the scenario analysis of the skills strategy:

- Discussed interregional mobility of engineers.
- Highlighted the role of professional bodies in promoting this mobility.
- Emphasized the importance of communication in society's understanding of engineers' roles.
- Noted that mobility is part of the solution but not the complete answer.
- Raised the possibility of introducing a "Bologna Process 2" for engineers.
- Discussed the possibilities for non-EU engineers (system of recognition, CPD).

Second Session: Breakout Group Discussions

Discussion Topics:

- **WG 1:** Analysis of the demand side of the skills strategy
- **WG 2:** Assessment of current supply of the skills strategy
- **WG 3:** Action Plan for Strategy Implementation of the skills strategy

WG 1 Presentation:

The group discussed the analysis of the demand side of the skills strategy. Key points included:

- Data analysis: The data available from the reports are comprehensive, but there's potential to include more data.
- Skills gaps: The group raised questions about identifying skills gaps in different sectors for engineers.
- Data interpretation: A question was raised about whether the group should only provide data or also analyze it.
- Developing recommendations for the Skills Council.

WG 2 Presentation:

The group discussed the assessment of the current supply of the skills strategy. They noted:

- Overall, there's a good quality of engineering graduates.
- Areas for improvement include:
 - Market-led programs
 - Emphasizing the importance of internships

- Embedding internships in programs.
- Cooperation with Universities about interdisciplinarity.
- Bringing the definition of an engineer closer to the requirements for a graduating engineer.
- Expectation management: messaging to policy makers about reasonable requirements.
- The role of VET in providing what Universities can't in their time frame.

WG 3 Presentation:

The group discussed the Action Plan for Strategy Implementation of the skills strategy. Key points included:

- The need to identify objectives before developing the action plan.
- The importance of referencing the scenario from chapter 5.
- The necessity of all relevant documents.
- A communication plan to enhance visibility.
- The need for desk research and engagement with professional bodies about the status quo.
- The possibility of describing and smoothening the path for non-EU engineers.
- The necessity to prioritise actions.

Third Session: Timeline and Calendar Discussion

The third session focused on the timeline and calendar proposed by ENGINEERS EUROPE for the upcoming year. Dirk BOCHAR presented and described the calendar to the members of the Skills Council. The calendar is attached to this set of minutes.

During the final discussion, several questions were raised:

- Mike MURPHY (TU Dublin) sought clarification on the roles of the chairperson and rapporteur of each working group.
- Sofia BAZZANO (REHVA) inquired if another round of surveys and partner reports for primary and secondary research was necessary. ENGINEERS EUROPE confirmed its necessity as outlined in the project proposal.
- Majella HENCHION (Engineers Ireland) emphasized the importance of considering the Skills Council's future to ensure its continued operation after the project's conclusion.

The meeting was concluded by Dirk BOCHAR and Hannes TREIER, who expressed their gratitude and asked all partners to fill out the evaluation forms. They then closed the meeting expressing their appreciation to all.

September 2023	• Launch the Council and first Skills Strategy • Establish 3 or 4 Working Groups (and assign each Working Group a set of “working questions” / topics / issues to discuss and process)
October and November 2023	▪ The Working Groups “work” remotely and via email, each facilitated / moderated by a Working Group Chairperson who will also be the Rapporteur. ▪ Formulate 3 to 5 questions to be retained from the first survey, or – 3 to 5 new questions for a new survey and to whom they should be addressed (stakeholder group).
Early December 2023	▪ Virtual meeting of each Working Group to identify topics / issues for further analysis in the next round of primary research, as well as identify areas of intervention + develop recommendations.
February 2024	▪ Second virtual meeting of the WGs ▪ WP2 leader consolidates, aggregates the questions to avoid duplication of questions raised. ▪ <u>Skills Council</u> reviews the work done and review of the new questionnaire (digitally).
March 2024	▪ Launch the primary and secondary research: under the guide and supervision of ENGINEERS EUROPE, all partners launch a second round of questionnaire-based survey + desk research. ▪ March 25/26: E4E-Project meeting in Madrid (to be confirmed)
End of April 2024	▪ Each partner delivers in same format the results of their primary + secondary research. ▪ WP2 leader consolidates, aggregates the results. ▪ WP2 leader develops a first draft of the skills strategy
Early May 2024	▪ <u>May 16/17: Skills Council</u> (only) physical meeting to discuss the findings of the E4E second round of research and provide inputs the first draft of the skills strategy (identify challenges, opportunities and develop recommendations) ▪ May 30: ENGINEERS EUROPE National Members Forum: Presentation and discussion of the findings of the E4E second round of research and the first draft of the skills strategy
End June 2024	• <u>Skills Council</u>: Final version of the Skills Strategy for approval (this one needs to be uploaded in SyGMA by end of August).



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