

Skills Council Meeting: 11:00 – 13:00

Present: Antonio ANDRÉ (Ordem dos Engenheiros), Martin BARRETT (TU Dublin), Sofia BAZZANO (REHVA), Dirk BOCHAR (ENGINEERS EUROPE), Claudia CARVALHO (Ordem dos Engenheiros), Kristinka CHULAK (ECEC), Lorenzo COSTANTINO (ENGINEERS EUROPE), Inès CRAUWELS (ENGINEERS EUROPE), Cedric D’MELLO (AECEF), Fernando DE ALMEIDA SANTOS (Ordem dos Engenheiros), Mario DE MARTINO (ENGINEERS EUROPE) Antonio DE SOUSA (FEUP), Nina DRAZIN LOVREC (ECEC), Majella HENCHION (ESB), Marta KOSIOR-KAZBERUK (External Assessor), Greet LANGIE (KU Leuven), Juan Blanco LINO (ECEC), Nikos MORAITIS (IVEPE), Aloizia MOSCHOVAKOU (IVEPE), Daryna MULCHENKO (Newport Group), Mike MURPHY (TU Dublin), Aidan O’FLAHERTY (Engineers Ireland), Michal POLIAK (Newport Group), João Pedro PÊGO (FEUP), Dusan PETRAS (Newport Group), Ingo RAUHUT (VDI) Lúcia SANTIAGO (Ordem dos Engenheiros), Laura SECO (EYE), David SEDANO (ANECA), Heracles SIOULIS (IVEPE), Keith SUNDERLAND (TU Dublin), Klaus THÜRRIEDL (ECEC), Hannes TREIER (ENGINEERS EUROPE), Katrijn VANDENBORNE (BEST), Ivica ZAVRSKI (AECEF)

11:15 – 11:30: Opening of the final Skills Council meeting

The Skills Council meeting was opened by Mr. D. BOCHAR who thanked the attendees for coming and equally reminded them of the E4E Closing Event in the afternoon in the same meeting room.

11:30 – 12:00: Skills Strategy 2025: summary of results and comparison with previous strategies

Mr. D. BOCHAR and the Skills Council Chair, Mr. H. TREIER, presented an overview of the latest Skills Strategy which will be handed out in hard copy during the Closing Event. The most important outcome of the Skills Strategy are the proposed actions per stakeholder family: professional organizations, policymakers (national & European), HEI + VET Providers, industry + employer associations.

12:00 – 12:45: Skills council reflections: achievements over 3 years and future outlook

Mr. H. TREIER shared his thoughts on the project and future activities. He stated that the tasks of the Skills Council don’t end with the finalization of the project and that we now have excellent material to continue. At the start of the project the Skills Council mostly discussed about the shortage of engineers and skills gap and the project will be closed with excellent content in the Strategy and the courses. He continued that this is also good material to start dialogue with f.e. deans of universities, representatives of employers associations etc., and enhance who can do what to reduce the shortage and address the missing competences. He also launched a call to use the Skills Strategy within the organizations and work of the participants and make it visible. He urged to use the fruits of the project and also keep these up to date, while thanking the partners who developed the courses.

Mr. D. BOCHAR looked back at the work of the Skills Council by going back to 2017, when ENGINEERS EUROPE met with business associations and established the Advisory Group. With the internal ENGINEERS EUROPE network we need to interact with stakeholders and establish a ‘second network’ of experts. To avoid duplication of effort, a unified voice and development of

expertise in more specific issues is needed, looking also at different ways to get the message across.

He explained the extension of membership. The exact frequency of meetings will be looked into, but this would be at least 2/year, with working groups or task forces who can meet digitally. The Skills Council can then bring these results together, by for instance organizing a podcast with experts to disseminate the results. When speaking about mid-term and long-term goals, Mr. D. BOCHAR stressed to not overformalize but to create clear decision making methods. A new Skills council chair will also be needed after Mr. H. TREIER will end his mandate next year. A methodology should be developed for collecting and elivering work.

Mr. J. P. PÊGO opened the discussion by stating that one of the ideas discussed early in the project was to use available trends on the job market. He suggested a possible development of a tool that matches competences and vacancies.

Mr. M. MURPHY added that the intrinsic value and commitment to continue is worthwhile. The discussion and feedback begins with “what problem are we trying to solve?” This should be the first thing that should be made clear. The Skills Council can be used as a forum for evidence-based thought leadership on engineering skills. We need to look at common issues that are upstream, not competitive issues for people around the table. What the project has been very good at from the start is that a lot of the value is linked to stakeholders. He suggested to get new people on board and to pitch it at dean’s level (for academia) to leverage connections.

Mr. A. DE SOUSA added that deans are busy people but perhaps they can recommend someone.

Mr. H. TREIER stated that subsequently, when looking at industry and professional organizations, they should be put at eye level too.

Mr. K. THURRIEDL said that ECECC is happy to be on board and delighted with the outcomes, they will certainly use the Strategy and recommended actions. One thing however is that ECEC represents about 300.000 chartered engineers who have trust in public law and don’t want this status to be under any umbrella. ECEC would be willing to sign a cooperation but not to work under an umbrella on certain topics.

Mr. H. TREIER explained that everyone would be free, it would be the Secretariat of ENGINEERS EUROPE who manages it.

Mr. K. THURRIEDL stressed that “associate membership” would implicate an umbrella organization, to which Mr. H. TREIER replied that we can look at the wording. Mr. D. BOCHAR proposed to call it “partnership” or sign a memorandum, we have no intention to be the “boss”, just to keep the organization of the Skills Council.

Mr. L. COSTANTINO stressed that the value of the Council was tangible already in Berlin, with the presence of DG EAC and DG DEFIS.

Mrs. L. SANTIAGO stated that the Ordem dos Engenheiros is able to participate but it needs to know the condition: the composition, stakeholders, economic situation. She added that it is not easy to influence policy but with the Council engineers can have a voice and direction.

Mr. K. SUNDERLAND stressed that employers need to be present in the Council too, which Mr. H. TREIER confirmed and he added that next to EU policymakers, also national policymakers should be involved or informed.

Mr. D. BOCHAR asked separately to each partner about their willingness to stay involved in the Skills Council.

AECEF: Not just European wide great concept but also necessary, we have indicated that we will join but need to look at idea of achievement, achievement would be that recommendations are really used. If that is the case then very successful.

ANECA: don't know political position, will word these thoughts and try to push.

KUL: Don't see a reason why not but need to speak to the dean.

ECEC: Can decide early November 2025 after the next GA.

Newport Group: Based on our experience strong feeling we will continue after consulting internally. ZSVTS would maybe like to contribute as well.

TU Dublin: Supportive but need to speak to the new dean.

Engineers Ireland: Can't confirm without knowing the financial model.

REHVA: Will need to consult with the board and can hopefully answer before the GA in November.

FEUP: have not been speaking with dean so don't have his opinion exactly but to be part of this we are willing, but budget needs to be known, if faculty needs to pay there must be some revenue. Would like to have small document with strategic goals and costs.

Mr. D. BOCHAR confirmed that a pitch will be made and sponsorship addressed. Mr. H. TREIER added that the idea is to find companies who are interested in for example the collected data.

IVEPE: On board together with SEV, of course need the exact procedures as well but it is not about the money.

BEST: Carries on to have a big interest and would be interested to stay.

VDI: Thinks the Council is a good instrument for dialogue but needs to know the financial situation.

Mr. D. BOCHAR added that this is not a profit seeking project or attempt, it is not meant to be kept alive artificially but can certainly create added value. Mr. H. TREIER confirmed that a proposal would be made in Autumn.

12:45 – 13:00: Official closing of the Skills Council



The Skills Council meeting was officially closed by Mr. D. BOCHAR and Mr. H. TREIER, thanking the Council members for their efforts during the project and urging them to make use of the projects results and consider continued support and membership within their organizations.

Everyone was then invited for lunch and the E4E Closing Event in the afternoon.