

Draft Minutes of the 6th European Engineering Skills Council Meeting, Brussels 25 June 2026

European Economic and Social Committee, room VMA 22

Participants : TREIER, H. (Chairman, Switzerland, ENGINEERS EUROPE)
ANDERBERG, P. (HEATNET, Sweden)
APPEL, R. (VDI, Germany)
BLANCO LINO, J. (ECEC, Spain)
BOCHAR, D. (Secretary General, ENGINEERS EUROPE)
COHNEN, A. (VDI, Germany)
COSTANTINO, L. (IDP, Italy)
D'MELLO, C. (AECEF, UK)
DAJSUREN, Y. (TU/e, Netherlands)
HARRISON, N. (ESB, Ireland)
HERMES, S. (ASIIN, Germany)
KOC SIS, A. (MMK, Hungary)
KOSONEN, R. (REHVA, Finland)
KOUNITZKY, A. (SIA, Switzerland, Executive Board ENGINEERS EUROPE)
LIÇA, J. (Ordem dos Engenheiros, Portugal, Executive Board ENGINEERS EUROPE)
MARKUSSEN, T. (NITO, Norway, Executive Board ENGINEERS EUROPE)
MIGUÉIS, V. (University of Porto, Portugal)
MILTOVICA, B. (EESC, Latvia)
NOTERDAEME, J. (CSR, Netherlands)
OWENS, D. (Engineers Ireland, Ireland)
PÊGO, J (University of Porto, Portugal)
SARMA, E. (EUt)
SCHREUDER, R. (EU STEM Coalition, Netherlands)
SIOULIS, H. (SEV Technical Academy, Greece)
SEDANO, D. (CNE, Spain)
SMITH, C. (SEFI, United Kingdom)
THÜRRIEDL, K. (Secretary General ECEC, Austria)
TILLEY, E. (SEFI, United Kingdom)
TOURY, T. (EUt)
VAN DER MOLEN, P. (KIVI, Netherlands)
VERCAMMEN, N. (ie-NET, Belgium, Executive Board ENGINEERS EUROPE)
ZHYLA, Y. (Secretary, ENGINEERS EUROPE)

Outcome of the Working Groups

In accordance with the agenda, four Working Groups were established and asked to provide an answer to nine (9) questions in three different parts and split-up meetings. The below reproduces the answers received from each of the WGs to these questions.

I. Working Group on DEI

Participants: KOUNITZKY, A. (SIA, Switzerland, Executive Board ENGINEERS EUROPE)
LIÇA, J. (Ordem dos Engenheiros, Portugal, Executive Board ENGINEERS EUROPE)
NOTERDAEME, J. (CSR, Netherlands)
PÊGO, J (University of Porto, Portugal)
TILLEY, E. (University of London, SEFI)
VAN DER MOLEN, P. (KIVI, Netherlands)
VERCAMMEN, N. (ie-NET, Belgium, Executive Board ENGINEERS EUROPE)

A Working Group on DEI could focus on how to promote a diverse, equitable, and inclusive environment by identifying barriers, proposing actions, and monitoring progress across the organization.

1) Strategy & Policy Development :

- Develop a DEI strategy aligned with organizational goals
- Review and update policies to prevent discrimination and promote inclusion

2) Objectives :

- Collect and analyse diversity data (gender, ethnicity, neurodiversity, disability, etc. where appropriate)
- Improve representation and participation of underrepresented groups
- Ensure fair and transparent processes (recruitment, promotion, access)
- Strengthen accountability and data-driven decision-making

3) Responsibilities :

- Develop and update a DEI strategy and action plan
- Define recommendations and advise for leadership on DEI risks and opportunities
- Collect baseline data (representation, pay gaps, recruitment outcomes)
- Identify priority areas (e.g. gender imbalance in leadership)
- Develop inclusive recruitment guidelines

Q1. Consideration and determination of the Scope: what should the WG achieve and focus on as a priority?

- Lowering barriers and increasing trust to integrate other nationalities in the industry and academia.
- How to attract more women to engineering.
- What are the ways we can work together (Academia-Industry) to enable all these things.

Q2. Can the WG already formulate one bold statement (1 sentence) which captures what the WG sees as a priority to pursue, or work on ?

“Diverse engineers for innovation. Recognize the barriers and build trust”.

Q3. Preparation of the first two or three initial actions which all WG-members will focus on and contribute to: draft a first initial working plan.

- Collect data on minority groups, how they cope with difficulties and how we can adapt to their needs.
- Promote fora to discuss these matters.
- Develop mechanisms to track engineering careers.
- Push companies/universities to self-assess their DEI strategy.
- Push companies/universities to assess HR service quality.

Q4. Determine Actions/Decisions for the first initial working plan – Assignment of tasks to WG-members.

- Map DEI stakeholders: who are the key people? What is the status in our own institution? Are there government bodies responsible for DEI strategy? What are the efforts in DEI?
- Start with the Skills Council members and the EUROPE ENGINEERS National Members.
- Themes: gender, foreign/nationals competences recognition, neurodiversity, disability, upskilling/reskilling plans.

Q5. Determine a timeline for work to be accomplished.

- Meeting in September 2026 to consolidate findings, using google drive/one drive to work collaboratively.

- October: request feedback from the Council and ENGINEERS EUROPE members.

Q6. Determine when the first initial draft report of the WG can be expected.

November 2026

Q7. Consideration and determination of the WG Chair.

Mr. João Pedro PÊGO - University of Porto (PT)

Mrs. Nancy VERCAMMEN - ie-NET (BE) backup

Q8. Consideration and determination of two WG members for the Steering Committee.

Mr. João Pedro PÊGO - University of Porto (PT)

Mrs. Nancy VERCAMMEN - ie-NET (BE)

Q9. Formulate any further queries or concerns.

- We should invite non-present members to join the WG that has been formed.
- We are in the E4E Skills Council. Is the WG focusing on skills?

II. Working Group on Digitalisation and AI

Participants: KOCSIS, A. (MMK, Hungary)
MARKUSSEN, T. (NITO, Norway, Executive Board ENGINEERS EUROPE)
OWENS, D. (Engineers Ireland, Ireland)
SEDANO, D. (CNE, Spain)
In future also : SUNDERLAND, K. (Engineers Ireland)
In future also : PEDRO, Célia (Ordem, Portugal)

Q1. Consideration and determination of the Scope: what should the WG achieve and focus on as a priority?

The Digitalisation & AI WG should provide ENGINEERS EUROPE with strategic guidance on the responsible adoption of digital technologies and AI across the engineering profession.

Priority Areas :

1) Understanding the Current Situation

Before developing recommendations, the WG should understand the current state of digitalisation across Europe by identifying:

- Current use of AI and digitalisation
- BIM adoption
- Digital Twins
- Cloud Collaboration
- Automation
- Digital Signatures
- Digital skill gaps
- Existing national initiatives and surveys

2) Defining Digitalisation in Engineering

The WG should establish a common understanding of:

- Digitalisation in engineering
- AI in engineering
- Engineering Digital Workflows
- BIM
- Digital Twins
- Data Management
- Cloud Collaboration
- Automation
- Digital Engineering
- Digital Engineering Signatures

including determining what should and should not fall within the scope of the WG.

3) Professional Responsibility in the Digital Era

The WG should address how digital technologies influence professional engineering practice, including:

- Digital Trust
- Engineering accountability
- Professional responsibility in AI-assisted workflows
- Digital verification of engineering competence
- Digital Engineering Signatures
- Human oversight of AI-generated engineering outputs

Fundamental principle: Regardless of the technologies used, the final responsibility always rests with a professionally qualified engineer.

4) AI and Engineering Judgement

The WG should examine:

- AI Governance
- Ethics
- Opportunities and risks
- AI-assisted engineering versus engineering judgement
- Human verification
- Preventing over-reliance on AI
- Preserving critical thinking for future engineers

Q2. Can the WG already formulate one bold statement (1 sentence) which captures what the WG sees as a priority to pursue, or work on ?

“Technology may assist engineering decisions, but responsibility always remains with the engineer”.

Q3. Preparation of the first two or three initial actions which all WG-members will focus on and contribute to draft a first initial working plan.

- **Action 1 :**

Conduct a **European Engineering Digitalisation Survey** to understand the current level of digital maturity across the profession.

- **Action 2 :**

Develop an **ENGINEERS EUROPE Position Paper on AI and Digitalisation in Engineering**.

- **Action 3 :**

Develop a European Framework for Digital Trust and AI Competence for Engineering competence, establishing common principles for professional responsibility, digital engineering practices and AI skills across Europe.

Q4. Determine Actions/Decisions for the first initial working plan – Assignment of tasks to WG-members.

Initial technical actions : the WG proposes to organise its activities into four initial Work Packages:

- **WP1 – Digital Maturity of the Engineering Profession**

Assess the current level of digitalisation across the European engineering profession and identify existing initiatives, strengths and gaps.

- **WP2 – Digital Trust and Professional Responsibility**

Develop common European principles for professional responsibility, Digital Trust, Digital Engineering Signatures and trustworthy digital engineering workflows.

- **WP3 – AI in Engineering**

Develop common guidance on AI governance, ethics, opportunities, risks, verification and human oversight in engineering practice.

- **WP4 – Engineering Judgement**

Identify how engineering judgement, critical thinking and professional responsibility can be preserved in an AI-driven engineering environment.

Q5. Determine a timeline for work to be accomplished.

-July 2026	Establish collaboration platform and hold the first online meeting.
July–September 2026	Develop each Work Package, collect existing European initiatives and assign responsibilities.
September–October 2026	Prepare the first draft outputs for discussion within the WG.
November 2026	Present the first draft report to the Skills Council.

Q6. Determine when a first initial draft report of the WG can be expected.

The WG aims to deliver its first draft report by November 2026.

The report should include:

- the agreed scope of the WG;
- a European overview of the current level of digitalisation within the engineering profession;
- initial recommendations on Digital Trust and professional responsibility;
- initial recommendations on Artificial Intelligence in engineering;
- proposed next steps and priorities for future work.

The report should serve as the basis for the 's subsequent activities and recommendations.

Q7. Consideration and determination of the WG Chair.

Eur Ing András Balázs KOCSIS – Hungarian Chamber of Engineers

Q8. Consideration and determination of two WG members for the Steering Committee.

As the WG currently consists of only a small number of members, no Steering Committee representatives were nominated during the meeting, pending clarification regarding the eligibility of the WG Chair to also serve on the Steering Committee.

Q9. Formulate any further queries or concerns.

We would appreciate clarification on one point: can the WG Chair also serve as a member of the Steering Committee, or should these roles be held by different individuals? Once this has been clarified, the WG will nominate its Steering Committee representatives.

III. Working Group on Education and Training

Present: COHNEN, A. (VDI, Germany)
D'MELLO, C. (AECEF, UK)
DAJSUREN, Y. (TU/e, Netherlands)
HERMES, S. (ASIIN, Germany)
KOSONEN, R. (REHVA, Finland)
MIGUÉIS, V. (University of Porto, Portugal)
SARMA, E. (EUt)
SCHREUDER, R. (EU STEM Coalition, Netherlands)
SIOULIS, H. (SEV Technical Academy, Greece)
SMITH, C. (SEFI, United Kingdom)
TILLEY, E. (SEFI, United Kingdom)
TOURY, T. (EUt)

Q1. Consideration and determination of the Scope: what should the WG achieve and focus on as priority?

The discussions did not specifically reviewed the proposed plan, rather there was more a free-flowing discussion. The only specific mention was around adding stakeholder engagement.

Draft Terms of Reference for the WG on Higher Education and Training

The WG could focus on improving how universities, colleges and vocational systems function, adapt and deliver value. Its tasks may fall into several broad areas:

1) Policy & Strategy Development

- Propose reforms to higher education systems (funding models, access, governance)
- Align education policies with labor market needs
- Support internationalization and cooperation between institutions

2) Research & Analysis

- Analyse trends in higher education (enrolment, graduation rates, skills gaps)
- Benchmark systems against other countries or regions
- Evaluate the effectiveness of existing programs and policies

3) Quality Assurance & Curriculum Development

- Recommend standards for teaching quality and accreditation
- Promote modern, flexible curricula (e.g., digital skills, interdisciplinary learning)
- Encourage lifelong learning and upskilling opportunities

4) Stakeholder Engagement

- Facilitate collaboration between universities, employers, governments, and students

- Gather input from industry to ensure graduates have relevant skills
- Promote partnerships (e.g., internships, dual learning systems)

5) Innovation & Digital Transformation

- Support the integration of technology in teaching (online learning, AI tools)
- Encourage open education resources and digital credentials
- Explore new learning models (micro-credentials, hybrid education)

6) Inclusion & Accessibility

- Improve access for underrepresented groups
- Address affordability and equity issues
- Promote mobility programs and international student exchange

7) Monitoring & Implementation

- Track progress of reforms and initiatives
- Develop indicators and reporting frameworks
- Provide recommendations for continuous improvement

8) Capacity Building

- Organize training for educators and administrators
- Share best practices across institutions and countries
- Support institutional leadership and governance development

Q2. Can the WG already formulate one bold statement (1 sentence) which captures what the WG sees as a priority to pursue, or work on ?

“Make Engineering Great Again! Inspire stakeholders to envisage potential collaborative models that create engineers of the future through addressing skills needs”.

Q3. Preparation of the first two or three initial actions which all WG-members will focus on and contribute to: draft a first initial working plan.

In one year – produce guidelines on framework with factors for collaborative models for a future-focused engineer:

1. Want to collate together case studies (how collaboration works and outcomes) across 1st, 2nd and 3rd cycles and in lifelong learning (including micro-credentials) – VET/universities.
2. Then analyse/synthesise these to determine influential factors for successful consideration.
3. Generate guidelines/framework (aspects for framework to be finalised by group) that would allow different stakeholders to know what to consider to better meet skills needs through collaboration through an engineer’s life (formation to ongoing practice).

Q4. Determine Actions/Decisions for the first initial working plan – Assignment of tasks to WG-members and

Q5. Determine a timeline for work to be accomplished.

Focus was on the first numbered bullet-point and below highlights tasks and timelines

- Determine key factors that influence collaboration (HE, industry and society) and support European success (desk-based research), e.g. European report/recommendation on/for Human Capital (March 2026); SEFI report – Future Engineering Skills (Key messages - Flexibility. Adaptability. Ready to learn).
- Share what we already have – end of July.
- Prioritise what we want from case studies (consider Europe-wide, and beyond), – September 2026.
- Generate case study template (Sept 2026) TBD
- Invite case studies through Skills Council and other networks – October – November 2026
- Collate and publish case studies - December 2026.
- Webinar to promote case studies and invite discussion/debate - Q1, 2027.

Q6. Determine when a first initial draft report of the WG can be expected.

First draft output in Q1 2027.

Q7. Consideration and determination of the WG Chair.

Chair – SEFI (Prof. E. TILLEY, Dr. C. SMITH, Prof. B. NAGY).

Q8. Consideration and determination of two WG members for the Steering Committee.

Mr. R. SCHREUDER - EU STEM Coalition (NL)
Mr. H. SIOULIS – SEV Technical Academy (GR)

Q9. Formulate any further queries or concerns.

None specifically noted.

IV. Working Group on Green

Present: ANDERBERG, P. (HEATNET, Sweden)
HARRISON, N. (ESB, Ireland)
KOSONEN, R. (REHVA, Finland)
THÜRRIEDL, K. (Secretary General ECEC, Austria)

Q1. Consideration and determination of the Scope: what should the WG achieve and focus on as a first priority?

Key areas to address to determine scope, objectives, and work plan:

1. Map Status – Understanding the demand :

- Focus – select prioritised green sectors.
- Status, trends and EU-objectives and plans market by market.
- Overall demand for skills – what, when, how many.
- Specific demands from employers – today and tomorrow.
- What’s currently in supply – staff, skills, potential workforce.
- Stakeholders to involve – Industry, Public bodies, Training institutions – capabilities, capacity, location, plans.

2. Analysis – Defining key issues to address :

- Prioritised skills gaps.
- Weaknesses/ Challenges to address.
- Strengths/ Opportunities to explore.
- Where to focus – Who to involve.
- Accreditations.
- How to fund - sources of funding.

3. Action – Bridging the gap :

- Fix priorities and objectives – create a story for why and how.
- Define strategy
- Mobilize early-stage partners.
- Peer-to-peer – exchange of best practice, replication.
- Develop initial training courses.
- Attract students – communicate, early age.

Q2. Can the WG already formulate one bold statement (1 sentence) which captures what the WG sees as a priority to pursue, or work on ?

TBD

Q3. Preparation of the first two or three initial actions which all WG-members will focus on and contribute to: draft a first initial working plan.

- Focus – select prioritised green sectors.
- Fix Priorities and Objectives.
- Mobilise early-stage partners.

Q4. Determine Actions/Decisions for the first initial working plan – Assignment of tasks to WG-members.

- Peter to develop a proposed structure and framework for the process – circulate to the other team members + feedback from team members.
- Online workshop mid-August.
- Aim to identify max 2-3 focus areas to make it possible to achieve concrete results before expanding scope and number of partners.

Q5. Determine a timeline for work to be accomplished.

TBD

Q6. Determine when the first initial draft report of the WG can be expected.

October 2026

Q7. Consideration and determination of the WG Chair.

Mr. P. ANDERBERG – HEATNET (SE)

Q8. Consideration and determination of two WG members for the Steering Committee.

Mr. P. ANDERBERG - HEATNET (SE)

Mrs. N. HARRISON – ESB (IE)

Q9. Formulate any further queries or concerns.

None specifically noted.