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Engineers Publication



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Editorial



Dear Reader,

Did you notice the difference? We hope so as we have put a big effort into preparing the new generation of the FEANI News.

Our objective has been to go beyond a magazine dedicated to reporting what happened inside the FEANI family by giving it a dimension worthy of the millions of Professional European Engineers and the hundreds of National Engineering Organisations which FEANI represents.

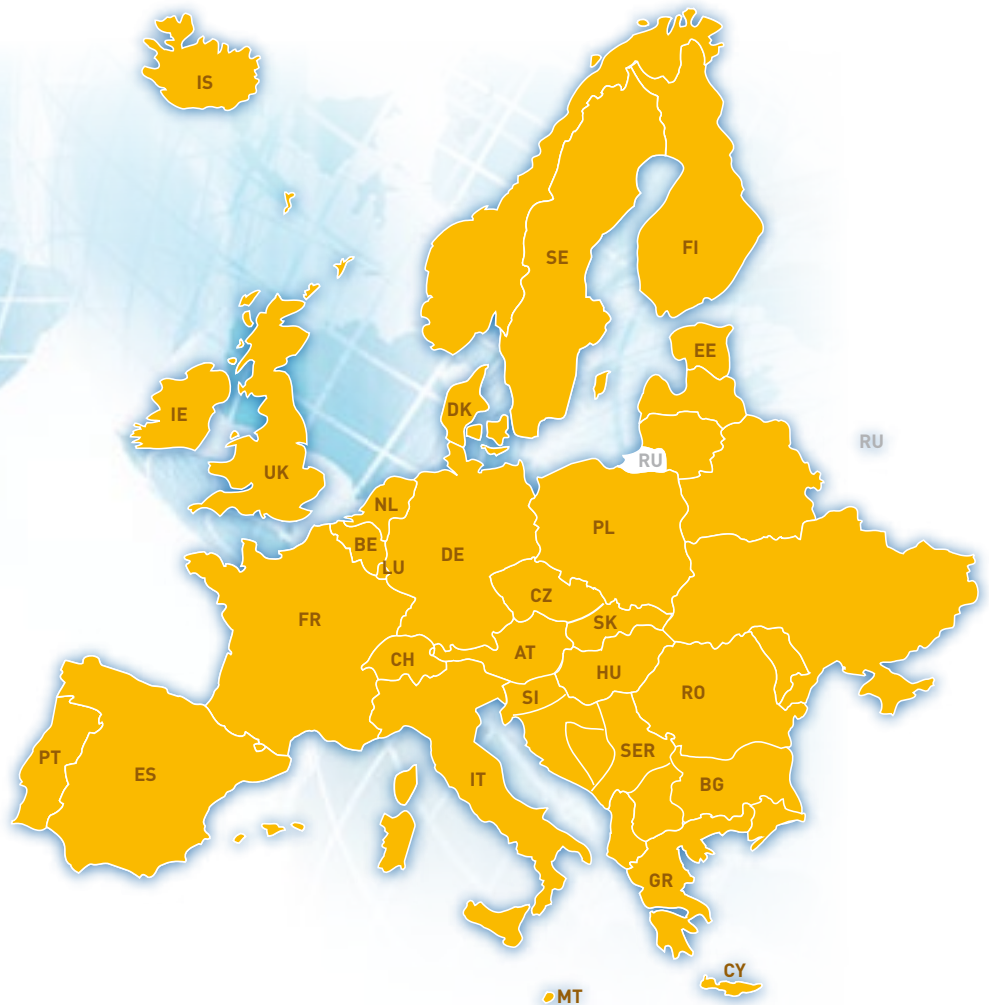
With this new framework, we expect to attract first class articles on engineering activities, projects and ideas of interest in Europe and worldwide.

This in turn will awake the interest of sponsors in the exceptionally large European distribution of the FEANI News and the advantage they will gain from this European-wide visibility.

The way is marked out - let's get a move on.

All of you, FEANI National Members, Professional Engineers, Engineering Companies, ... - send us the articles you consider worthwhile publishing. We commit to making them available to a large European and world-wide audience, especially through the magazine being integrated into our FEANI website.

Philippe Wauters
Secretary General of FEANI





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Business Meetings in **PRAGUE** 2006

From 27-29 September 2006, FEANI held its Annual Business meetings in CZ-Prague. This event traditionally includes, in addition to the General Assembly, a Workshop and an Academic Session as well as internal Committee and Board meetings.



FEANI Executive Board at the General Assembly



National Members at the General Assembly

Workshop on FEANI Key Strategic Projects and Academic Session on Innovation

The Workshop of 28 September concentrated on some of the activities in the framework of the FEANI Strategic Projects 2006-2009 set by the Board in a Strategic Workshop in November 2005, and specifically on: 'International Role'; 'Professional Card (ENGCARD)' (see also a separate article on the subject); and a draft Position Paper on Code of Conduct/Ethics. A draft Position Paper on 'Research and Development' was presented and discussed at the Academic Session organized by the hosting Czech National Member entitled 'The Importance of Innovation in the Future of Europe'. For the above meetings, FEANI welcomed also representatives of BEST (Board of European Students of Technology) and EYE (European Young Engineers) as well as from CLAIU (Council of Associations of long cycle Engineers of a University or Higher School of Engineering of the European Union).

Report on General Assembly

Dr. Willi Fuchs, the new President elected in 2005, welcomed at the General Assembly of 29 September all National Members (NMs) of FEANI, except the one from Luxembourg, as well as several guests: in addition to the Honorary President Mr. Alexopoulos, representatives from the membership candidate countries France (CNISF), Serbia (UETS) and Russia (USEA) were present.

The reports from the President, the Board Members and the Secretary General concentrated on the past and future activities in the framework of the Strategic Plan. In addition to the ones already treated in detail at the Workshop and Academic Session, emphasis



Prague, "the Golden City"

was made on the EU-funded project EUR-ACE (Accreditation of European Engineering Programs), with spin-off projects for accreditation standards in Russia and Lebanon; and some activities in view of increasing the international visibility of FEANI, such as the 'European Engineers' Forum' at the Hanover Fair in April of each year (see separate articles on the subjects).

A European Passport for Engineers

The General Assembly unanimously approved an extended feasibility study on ENGCARD, as proposed to the EU Commission in the project for funding, as well as the setting up of two Working Groups with National Member participation on 'ENGCARD Certification Process including EUR ING / ENGCARD Migration' and 'ENGCARD Data Model for Qualification Framework', in addition to the present Steering Committee under responsibility of the Board. As you will read in the separate article on ENGCARD, funding for this project has now been granted by the EU Commission, and extensive project work has started.

Position Papers

The General Assembly also unanimously approved the two draft Position Papers on 'Code of Conduct/Ethics for Professional Engineers' and 'Research and Development' that had been elaborated by separate Working Groups under the supervision of a Board Member (see section "Statements/Position Papers/Agreements" on the FEANI website).

Increasing Membership

In addition to the different reports on the past and future activities, the presentation of the work of the two Committees EMC (European Monitoring Committee) and CPDC (Continuing Professional Development Committee), the financial results 2005 and the budget for the next year, an important part of the Assembly was dedicated to the applications for FEANI membership from associations in France (re-submission from CNISF that left FEANI in 2002), from Serbia and from Russia (application as Provisional Member). Representatives from those countries presented the applications, and the General Assembly accepted the applications of all three countries. FEANI is also looking forward to

seeing in 2007 the return of the former Norwegian National Member (consisting of the two associations NITO and TEKNA). This will then bring the membership of FEANI to a new record of 30 member countries, including the Provisional Member from Russia.

FEANI thanks the Czech National Member for the very successful organization of the 2006 Annual Business Meetings in Prague. They will be followed by the ABMs on 3-5 October 2007 in Valencia, Spain. In 2008, FEANI has been invited by its National Member from Romania, and in 2009, the event will be hosted by our Dutch colleagues.

For more information: [FEANI website
www.feani.org](http://www.feani.org)

FEANI and EYE

have signed a

COOPERATION AGREEMENT



Dr. Willi Fuchs, the President of FEANI, and Roger McLaughlin, Head of EYE, have signed a cooperation agreement between the two organizations.



On 23 February 2007, the document was officially transmitted by Mr. McLaughlin to the Secretary General of FEANI at a meeting held at the premises of the FEANI Secretariat General and attended also by several other members of the EYE organization.



GROUP (from right to left): Philippe Wauters, Nico Deblauwe, Evert Vanlieshout, Roger McLaughlin, Tobias Weiler, Claudio Picentino and Vincent Rapa

EYE, founded in 1994, is a dynamic and rapidly growing organization with enthusiastic members, presently consisting of 18 associations in 13 countries and representing more than 150.000 young engineers in Europe.

EYE offers its member organizations and their active young engineers and student Members access to a European wide network by linking the national engineering associations. Every six months, an EYE conference is organized; each conference brings between 80 and 300 participants from all over Europe together. The next EYE conference will be held in Enschede, The Netherlands, on June 1-3, 2007. With their newsletter "EYE-Contact", EYE informs its members about national developments in member associations and European engineers related activities. (Further information on EYE can be found on its website www.e-y-e.org).

The project for a cooperation agreement between the two organizations was presented at the General Assembly of FEANI in Prague in September 2006. At this occasion, Mr. McLaughlin had been invited to present EYE. The FEANI delegates unanimously welcomed the cooperation agreement considering that it will allow FEANI to be better informed about the expectations, objectives, and needs of young engineers and ultimately better serve those who will tomorrow take over the responsibilities of our profession.

The agreement between FEANI and EYE includes:

- Regular exchanges of information on events and projects that each organization is planning,
- Permanent invitations to publish information about the organization, the objective, the projects, and any position papers, etc., on subjects dealing with engineering education and the engineering profession, in the official communication documents of the organizations (FEANI News, FEANI website),
- Invitation to send a representative to participate in a non-voting-right capacity in meetings and Working Groups set up by each organization to deal with subjects related to the education of engineers (as for instance for FEANI: accreditation issues) as well as the profession of engineering (as for instance for FEANI: the Professional Card),
- Invitations to send representatives at the meetings organized in the framework of the General Assembly (for FEANI: the Annual Business Meetings),
- Invitations to publish, whenever appropriate, common position papers on subjects dealing with the education and the profession of Engineer.

We thank the EYE organization to have concluded this agreement with FEANI.



HANDSHAKE: Philippe Wauters, FEANI Secretary General and Roger McLaughlin



La transformation des aciers revêtus



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ENAAEE - European Network for Accreditation of Engineering Education

The second ENAAEE General Assembly and the third ENAAEE Administrative Council (AC) were held in Rome on 17 November 2006.

During the meetings, the ENAAEE Administrative Council accepted to take over the management of the project. It authorised six accreditation agencies (Engineering Council UK, Engineers Ireland, CTI (Commission des Titres d'Ingénieurs), Ordem dos Engenheiros, RAEE (Russian Association for Engineering Education) and ASIIN (Fachakkreditierungsagentur für Studiengänge der Ingenieurwissenschaften, der Informatik, der Naturwissenschaften und der Mathematik) to award the EUR-ACE label. The labelling fee will be proposed by the EUR-ACE Label Committee (put in place by ENAAEE to start-up the EUR-ACE system) and approved by the Administrative Council.

The final version of the Terms of Reference drafted by the EUR-ACE Label Committee was approved; the final version of the General Policy Statement and the By-Laws were accepted at the General Assembly and are now available on the ENAAEE website (temporarily hosted by the FEANI website).

ENAAEE was pleased that two new organisations, MÜDEK (Turkish Engineering Evaluation Board) and CLAIU (Council of Associations of long-cycle Engineers of a University or Higher school of engineering of the European Union) applied for membership. The General Assembly approved their membership, subject to full agreement of the membership conditions, what has already been officially confirmed by MÜDEK.

For more information: FEANI website www.feani.org

EUR-ACE Implementation Project



The "EUR-ACE Implementation" Project is the follow-up of the first EUR-ACE Project which produced the definition of Standards and Procedures for the accreditation of engineering programmes.

The Project was officially accepted by the European Commission in October 2006. The total duration of the project will be 23 months, from 1 September 2006 to 31 July 2008. The grant holder of this new project is the University of Florence (UNIFI).

Aims and objectives

This project aims at implementing the results of the EUR-ACE project and establish on a permanent and self-supporting basis the proposed European accreditation system of engineering programmes. In the first place, existing accreditation bodies will take over the Standards and Procedures, and providing they commit to apply them, they will be allowed to deliver the 'EUR-ACE' label to each programme they accredit following the standardised procedure. They will mutually recognize the common quality label, namely "EUR-ACE Bachelor" (European Accredited Engineering Bachelor) and "EUR-ACE Master" (European Accredited Engineering Master), corresponding respectively to First-Cycle and Second-Cycle accredited degrees in Engineering.

In countries in which no national system of the kind is in place, the establishment of new national (or regional) engineering accreditation agencies will be promoted. In the meantime, accreditation in those countries and the delivery of the EUR-ACE label may be awarded by an agency participating in the system and authorised to do so. In addition, existing national "general" accreditation agencies will be contacted for the possibility of integrating the EUR-ACE criteria and procedures in their evaluation and accreditation of engineering programmes.

The kick-off meeting of the EUR-ACE Implementation Project was held on 17 November 2006 in Rome. Prof. Stella, Past-President of CoPI chaired the meeting, and presentations were made by different speakers involved in the project.

The main decisions taken are:

• International Advisory Board

An International Advisory Board was nominated with the following experts: Guy Haug, consultant of the European Commission on the Bologna process; Günter Heitmann, TU Berlin, who gave contributions to EUR-ACE and other European projects; Francesco Maffioli, Politecnico di Milano, Coordinator of the Thematic Network TREE and Promoter of the Techno TN Archipelago, and Jean Marc Rapp, Rector of the University of Lausanne and President of EUA's Quality Working Group (suggested by EUA).

• Management of the project

The ENAEE Administrative Council (AC) was given the role of running the project activities and preparing the outputs. The Members of the AC are Messrs Augusti (CoPI - Conferenza dei Presidi delle Facoltà di Ingegneria Italiana), Wauters (FEANI - Fédération Européenne d'Associations Nationales d'Ingénieurs), Pugh (Engineering Council UK), Siwak (CTI - Commission des Titres d'Ingénieurs), Wasser (ASIIN - Fachakkreditierungsagentur für Studiengänge der Ingenieurwissenschaften, der Informatik, der Naturwissenschaften und der Mathematik), Chuchalin (RAEE - Association for Engineering Education in Russia) and Forslund (EUROCADRES – Council of European Professional and Managerial Staff).

• EUR-ACE Label Committee

A so-called EUR-ACE Label Committee (LC) put in place by ENAEE will support the EUR-ACE Implementation Project.

The Members of the LB are Messrs Wasser (ASIIN – Fachakkreditierungs-agentur für Studiengänge der Ingenieurwissenschaften, der Informatik, der Naturwissenschaften und der Mathematik), McGrath (Engineers Ireland), Martin (CTI - Commission des Titres d'Ingénieurs), Salgado de Barros (Ordem dos Engenheiros), Freeston (Engineering Council UK), and Boev (RAEE - Association for Engineering Education in Russia).

This Committee will work on the following project outputs:

- Call to European HEIs (Higher Education Institutions) to apply for the first EUR-ACE labels of their accredited programmes to be prepared by the accreditation agencies.
- Guidelines for the EUR-ACE labelling process to be prepared by the LC.
- List of Accreditation Agencies authorized to award the EUR-ACE label to be prepared by the LC and submitted to the AC.
- Policy for publication of results and marketing of EUR-ACE label to be prepared by the LC with involvement of other project partners.
- Financial plan of the project, including fees for use of the EUR-ACE label to be proposed by the LC.
- List of EUR-ACE accreditors ("peers"), indicating language competencies to be prepared by the LC with other existing accreditation agencies.
- Dedicated software application for the support and monitoring of the EUR-ACE system and website to be implemented probably by FEANI.

In the long run, the EUR-ACE Label Committee will be in charge of maintaining the Standards and Procedures.

PRO-EAST Project (Promotion and Implementation of EUR-ACE Standards)

This project was elaborated as a complementary measure to the EUR-ACE project that was developed and run by a Consortium of 14 partners including agencies and other bodies active in accreditation of engineering education in the European Higher Education Area (EHEA). The major outcome of the EUR-ACE project was the development of the Framework Standards for the accreditation of engineering programmes as well as procedures for their implementation.

The main objective of the PRO-EAST Project is the promotion and implementation of the EUR-ACE standards in the Russian Federation, i.e. dissemination of EUR-ACE Standards for accrediting engineering programmes to the broad engineering community of Russian HEIs (Higher Education Institutions); approbation in Russian HEIs of the EUR-ACE criteria and procedures and awarding of the 'EUR-ACE label' to accredited programmes.

The project intends to contribute to the integration of Russian Federation to the EHEA.

The partners of the project are:

- UNIFI (University of Florence, Faculty of Engineering) – Grant holder
- CoPI (Conferenza dei Presidi delle Facoltà di Ingegneria Italiana)
- FEANI (Fédération Européenne d'Associations Nationales d'Ingénieurs)
- RAEE (Association for Engineering Education in Russia)
- SEFI (Société Européenne pour la Formation d'Ingénieurs)
- TPU (Tomsk Polytechnic University)

The PRO-EAST Project was officially accepted by the European Commission on 13 November 2006 and the kick-off meeting was held in Rome on 17 November 2006. The project will last 12 months, from 15 October 2006 to 14 October 2007.

A report on the project will be given in the next issue of the FEANI News.

Official start of the LEPAC PROJECT

on 11 January 2007 in Lebanon

The project LEPAC, financed by the EU Commission (project TEMPUS), aims at putting in place an accreditation system for engineering education in Lebanon. This system should be based on the Standards and Procedures as defined in the project EUR-ACE (Accreditation of European Engineering Programs). FEANI is the 'Grant Holder' of the project LEPAC.

The project started officially on 11 January 2007 with an opening ceremony under the auspices of the Minister of Education and Higher Education, H.E. Khaled Qubbani. Ministry Officials, Presidents of the Order of Engineers, the EU TEMPUS representative in Lebanon, the Lebanese and European Project Partners, University Presidents, Vice-Presidents, Deans, and Professors were present.

The ceremony was held in the premises of the UNESCO Regional Office, section 'Education for Arab States' in Beirut (picture 1).

Dr. Helwani, a consultant to the Minister conducted the official opening ceremony introducing the panelists and moderating the session. The Minister's speech, addressed by Dr. Ahmad Jammal, General Director of the Ministry of Education and Higher Education in Lebanon, emphasized that the Strategic Plans of the Arab Countries to improve Higher Education is to foster Quality Assurance (QA). Lebanon is keen to creating the appropriate procedures to ensure QA. He presented the objectives and goals of the LEPAC project and stressed that LEPAC is a national project aiming at training Lebanese to be accreditation Experts.

Dr. Ramzi Salameh, the expert on Higher Education in the Regional Office of the UNESCO, added that QA was not only a National priority but also the key to improve Higher Education. He emphasized that UNESCO encourages and works on similar projects and thus strongly supports LEPAC project.

Mr. Philippe Wauters, Secretary General of FEANI closed the ceremony by presenting FEANI, its objectives and the reasons for its involvement in accreditation projects for engineering education (EUR-ACE) and the project LEPAC in particular.



From left to right: Dr. Amer Helwani, Dr. Ahmad Jammal, Dr. Ramzi Salameh, Mr. Philippe Wauters, and Prof. Giuliano Augusti.



During the meeting, Dr. Jammal explained to the Partners the existing legislation for Higher Education in Lebanon. From this perspective, the European Partners in the project understood that the project was very welcome in Lebanon, that the expectation was very high among all the Lebanese Partners and that there was a need for a robust and successful LEPAC project.

Indeed, Lebanon, with 4,000,000 inhabitants, has 40 Higher Education Institutes from which 12 deliver an Engineering degree. They are more or less coordinated and controlled by different committees which grew up in numbers over the years. The present system, with a lack of coordination and "Terms of Reference" not always clearly defined, seems to have difficulties to implement QA and in particular an accreditation system.

The objective of the LEPAC project is thus not only to teach our Lebanese colleagues how to proceed with the accreditation of engineering programs (according to EUR-ACE Standards and Procedures) but also to help them putting in place an organization which will support the implementation of a Lebanese accreditation system and ensure its serenity. The Partners of the project held their first Steering Committee (SC) dedicated to define the details of the implementation of the first phase of the project.

The project can also be considered as a pilot project for other countries in the Mediterranean region that may also benefit from TEMPUS-MEDA grants from the EU Commission to improve their education.



A qualifications passport to enhance trans-European mobility

ENGCARD

Author: Ir. Léon Jean Blaffart, ENGCARD Project Manager



Ir Léon Jean Blaffart

Update on ENGCARD

The ENGCARD project was started by FEANI who supported the first year development in 2006. The recent phase of the project, the validation activities on the feasibility and the added value of the concept to be developed in 2007, is now co-funded by the European Commission in the framework of the “European Year of Workers’ Mobility 2006” (http://ec.europa.eu/employment_social/workersmobility_2006), and the activities are shared in partnership with EUROCADRES.

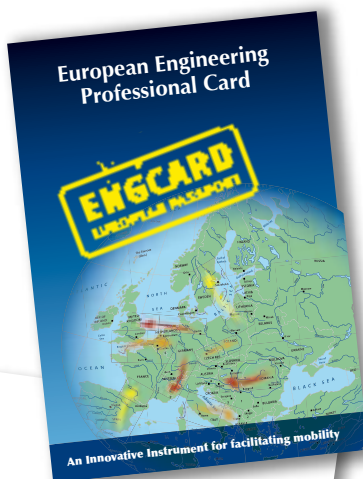
Background

One of the obstacles that are often encountered by migrant professionals is to have their professional qualifications clearly understood and recognized at their fair worth and merit in EU and all over the world. This is due to the lack of harmonization at European level regarding engineering education systems and regulations to access the profession that are varying from one EU Member State to another.

The goal assigned to ENGCARD is to offer a consensual solution that will contribute to solve or at least attenuate that major obstacle to mobility. The professional qualifications will be presented and certified on an unambiguous, transparent, condensed and standardized way on a Professional Card and it is proposed that they will be also integrated in the EUROPASS framework (<http://europass.cedefop.europa.eu/htm/index.htm>) as a new EUROPASS third party certified document.

ENGCARD will play the role of a QUALIFICATIONS PASSPORT for MOBILITY. The proposed new EUROPASS-ENGCARD document will thus serve the engineering professionals, their future employers or contractors as well as by the national administrations in charge of recognition of professional qualifications.

For the cardholder, ENGCARD will constitute an Universal Quality Label. The status and image of the profession will be reinforced in EU and worldwide. A successful and credible implementation of ENGCARD will act as a qualifications transparency enhancer & recruitment facilitator tool.





Finally, for national administrations in charge of recognition in the countries regulating the profession, ENGCARD will also be used as recognition facilitator by speeding up the evaluation procedure.

It is for those reasons that the project has been awarded by the European Commission, out of dozens of competitive proposals, because it is an innovative instrument to facilitate mobility of engineering professionals in EU and worldwide, and also because the concept itself has intrinsically the potential to initiate the development of a new EU mobility policy transferable to other professions.

ENGCARD next steps

FEANI and EUROCADRES are now validating the ENGCARD concept and several major activities are planned in that respect during 2007.

Those activities include in-depth awareness and validation campaigns to build a general consensus with different stakeholders. The stakeholders involved include the employers, the national administrations in charge of recognition of qualifications, the regulatory authorities of the profession, Europass, the European Commission

and European Federations of other professions or of Industrial sectors.

A workshop will be organized with all of them to clearly identify their concerns and needs and also to validate the ENGCARD concept and its portability to other professions.

Afterwards, and based on the gathered information, the different Working Groups in charge of the detailed design will start their work.

Two Working Groups under FEANI's responsibility will investigate the design of a new optimal workflow for the certification process of delivering an engineering professional card and conceive a meta model to present the qualifications in engineering in an unambiguous and standard way through EU.

Different organisational and economical scenarios for the ENGCARD rollout will also be investigated.

At the same time, an EUROCADRES Working Group will analyse the potential extension of such concept to other professions and its opportunity for the development of a new mobility policy.

Some valuable results have already been consolidated

To identify the needs of the engineering professionals regarding ENGCARD benefits as mobility enhancer, several surveys have been conducted. Their results are shortly summarized hereafter.

Concerning the added value of a Professional Card

77% of the repliers are very enthusiast with ENGCARD and they fully agree with the anticipated added value of its concept. They are convinced that, thanks to a European professional identity card, the role of engineering professionals will be reinforced in EU and worldwide, that the prestige of the profession will be increased, that recognition of qualifications will be facilitated and that ethic, quality, consumer and health protection will be reinforced and increasingly secured. They recommend however to offer additional mobility services associated with the card in order to make the most of it and make it more appealing.

Additional **11% of the repliers** consider that ENGCARD would generate value providing it allows a 'de jure' automatic recognition according to the same procedure as for architects, lawyers,

doctors, dentists,... (see. section/annex in the Directive 2005/36), if the card is politically and legally recognized and supported by EC and the MS, if the status of engineer is harmonized with its related responsibilities (level of signature powers), and if that it is mandatory for all engineers to be registered to be authorized to practice. In other words, they wish that the profession of engineer is harmonized and regulated at the EU level and that the European professional card represents the proof of registration. Such option needs a political commitment and heavy extra legislative works that have still to be initiated; so, at this stage, it is too early to consider such a role for the card, but it is an option that could be considered for the future.

Finally, a minority of **12% of the repliers** do not support and do not agree with the concept. They are probably disappointed after a negative mobility experience in countries regulating strongly the engineering professions. They are skeptic about the anticipated achievements of ENGCARD. According to some of them, ENGCARD will not generate value, it will generate more expenditure for little gains and more bureaucracy and it will not reach the necessary level of recognition to facilitate mobility. It is important to note that the two last groups have a divergent position regarding the same

issue. The group of 11% of repliers is in favor of ENGCARD under the condition that regulatory obstacles to mobility are politically and legally solved at EU level; while the group of 12% does not believe in a possible change to the existing regulatory framework and is therefore recommending to drop the entire ENGCARD concept.

Concerning the need for a European Engineering Professional Code of Conduct

A very large majority of the repliers are supporting the necessity to have a European Engineering Professional Code of Conduct including possibly disciplinary measures in case of non-respect. Such Code of Conduct is judged mandatory to increase the credibility, to reinforce the quality and to enhance the notoriety of the ENGCARD concept and of the profession.

Concerning the need to offer mobility services associated with the card

A very large majority of the repliers are strongly demanding mobility services associated with the card. They think that such services could be better negotiated at the EU level (with respect to the subsidiarity principle) thanks to a higher critical mass of potential users. However, the services must be proposed to the ENGCARD cardholder under the following conditions : the

services are functionally disconnected from the card for privacy reasons, the services are offered at no extra charge or the benefits for the cardholder coming from the offered services are at least break-even and immediate.

A minority estimates that the services are already available through their bodies, that they are not attractive, that the services will be better handled separately and independently, that they will detract the value of the card and that above all the ENGCARD concept should be kept as simple as possible.

Which are the expected services ?

The different services mentioned hereafter are ranked according to their relative importance and with their associated quotation based on the following scale:

Ranking of the associated Services

- 0 No interest**
- 1 Nice to Have**
- 2 Medium interest**
- 3 Important**
- 4 Very important/Mandatory**

Conclusions

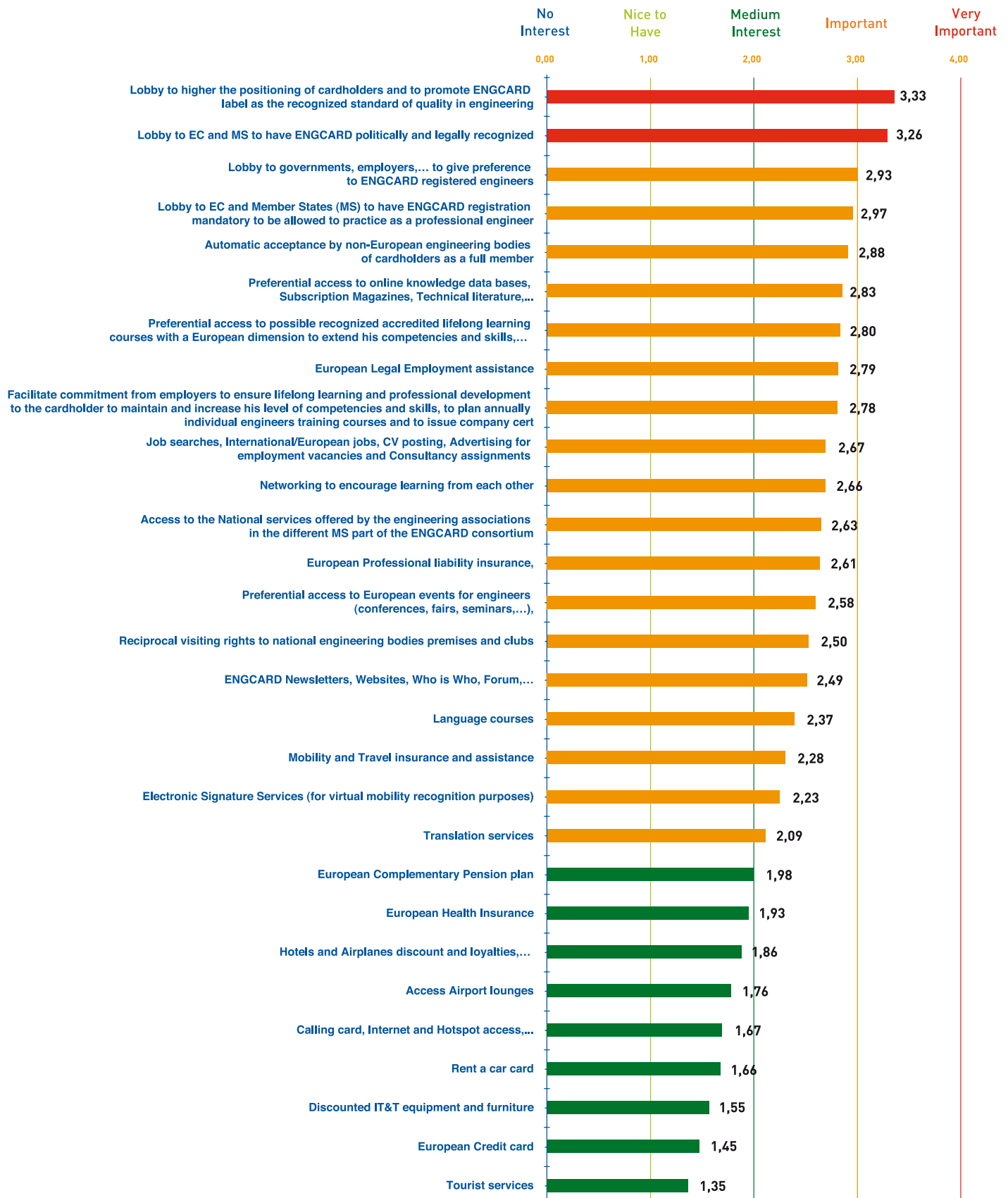
At this milestone in the project plan, the needs expressed by the engineering professionals are already quite well identified. During the coming months, attention will be paid to clearly understand and identify the needs of the employers, of the national administrations in charge of recognition of qualifications and also of the regulatory authorities.

Only afterwards, it will be possible to check the feasibility of ENGCARD and to find a solution to develop a Professional Card that takes into account the demands and requirements of its stakeholders as recruitment enhancer and as mobility facilitator. Those results will be presented in the next edition of the FEANI News.

ENGCARD : ranking of the associated wished Services

Mobility Services

Ranking



Engineering OUR WAY UP

Author: Elaine Larkin - Published by the Irish Independent Special Supplement

IE



If Ireland is to deal with its current shortage of engineers, industry will have to look at upskilling those already working in the sector. “



Una Parsons,
industry director at Engineers Ireland

ENGINEERS Ireland's recent report, *Engineering a Knowledge Ireland 2020*, highlighted that if Ireland is to become one of the top global economies we need to increase the number of engineers on the island from 40,000 to 110,000.

That differential of 70,000 will not be achieved by just filling the pipeline with new graduates; some of it will be achieved by upskilling existing technicians and those already in the workforce. This is just one of the reasons that continuing professional development (CPD) is important to the engineering profession.

However, according to Una Parsons, industry director at Engineers Ireland, many small to medium-sized enterprises (SMEs) in the engineering industry would claim they are so busy with their day-to-day business they don't have time to focus on training. "But the ones that we find are leading in their field are the ones that do take the time and realise how it can benefit the business," she says.

The payback from excellence in CPD is underlined in the Engineers Ireland CPD Company of the Year awards system. "To get the award you have to meet various criteria. One of them is how CPD financially benefits the business," says Parsons.

Excellence in CPD comes from the visionary CEO or owner-manager, Parsons believes. "Sometimes, when you talk to them first it's hard for them to figure out but when it clicks they really realise how this can bring business benefit."

Parsons, a chartered engineer, explains that as industry director she is responsible for the development of engineers and technicians in Ireland and also for feeding the pipeline of engineers into industry. She is also responsible for the CPD programme. There are two arms to this – the development of people through training courses and seminars



and the CPD Accreditation Scheme, which is financed under the National Training Fund run by the Department of Enterprise, Trade and Employment to encourage engineering staff to embrace lifelong learning. Engineers Ireland accredits organisations that satisfy the criteria through the scheme. "It's like a quality mark for lifelong learning for engineering professionals," says Parsons.

In the engineering world, two types of training are required. The first is technical training, which can be very specific to the various sectors of engineering and which needs to be updated with changing trends in each sector: "In order to be competitive and stay ahead you have to continually innovate. The only way of doing that is by gaining knowledge and learning how to develop further," says Parsons.

WELL-ROUNDED SKILLSET

Then there is non-technical training. In a recent Engineers Ireland survey it was found that 70pc of training was on the technical side and 30pc on the non-technical. However, more and more companies are realising the importance of having a more rounded staff member, which is where non-technical skills come into the picture. Also, in the eyes of the Government, she says, it is seen as a key driver of the economy going forward.

Typically, in the past, the training focus in third level was more on the technical side, whereas now the competencies of engineers coming out of third level are more rounded in that they have soft skills also.

There are some generic technical courses but many are specific to the area of engineering a person works in. Engineers Ireland decides which technical courses to offer by surveying members and member companies on their training needs over the following two years. "Sometimes engineers might be thinking one thing but from a business perspective an organisation could be thinking another. We put the two together to look at the courses and seminars that we deliver," Parsons explains.

She sees the organisation's partnership with the Small Firms Association's National Centre of Excellence (NCE) as an opportunity to promote lifelong learning that will help get the message across to those not fully aware of the importance of CPD.

The Engineers Ireland courses on offer at the SFA NCE are open to members and non-members. They include: Writing Effective Technical Reports (a two day course); Organisational Skills for Professionals (a one-day course); Charing Meetings (a one-day course); Communication and Presentations Skills (a one-day course); Leadership Development Programme (a two-day

course); Managing People and Projects (a two-day course); and Negotiation Skills (a one-day course).

All of the above are what are termed soft skills or, in Engineers Ireland terminology, non-technical skills. Various government reports, says Parsons, advise that we need to develop ourselves at either end of the supply chain – the research and development end and the marketing end. On the marketing end, the skills that are needed are communication skills, marketing skills and so on.

A recent Engineers Ireland survey of members found that 50pc of the 3,700 respondents are in a management position or going to move into a management position over the next two years. When asked what their non-technical training needs were over the next two years, project management was deemed most important (42pc), followed by general management skills, people management, business administration, organisation skills/time management and leadership.

Companies were asked which management development programmes had been provided to engineering and technical staff in their organisation and again, project management topped the polls with 89pc citing it. This was followed by presentation skills, communications skills, negotiation skills and managing people.

PROJECT MANAGEMENT

Project Management, Parsons says, is a clear skill required for the development of Ireland Inc. The majority of courses already offered by Engineers Ireland are primarily technical. But one of the core non-technical courses is in project management. "That's a key non-technical skill for engineers and a key one for the National Development Plan to deliver."

Engineers Ireland encourages training to be conducted by a reputable organisation. "We also recommend that the engineer and the organisation keep records of training so they're keeping tabs on learning and development. We recommend that engineering professionals undertake a minimum of five days' CPD per year. In some engineering sectors, professionals are undertaking between 10 and 15 days' CPD per year in order to stay at the leading edge of their technology.

"It varies depending on the sector. Some, that are super busy, such as the construction sector, are not stepping back and taking time to get into it. That's starting to change now as they've got more competitive between each other."

WHY CPD

Engineers Ireland recommends a minimum of five days' training a year to keep abreast of best practice and new technologies.

Parsons says some of the reasons companies should think about investing in continual professional development (CPD) are competitiveness, the need for innovation, meeting regulatory or service criteria and being a leading player in their particular sector.

"CPD has to be seen as an important strategy for the future of the business, not just an optional or secondary activity," she says. "The basic aim of CPD is to realise the full potential of each individual. If the individual is learning and developing, that will in turn develop the company and that will in turn develop Ireland Inc. It's a chain of development that will help Ireland move up the value chain."

Engineers Ireland has also found that CPD has a huge influence on staff retention. In a recent survey, 55pc of companies said that a CPD programme helped retain staff and 96pc said they would recommend a structured CPD framework to others. In addition, engineering graduates seeking jobs are actually interviewing companies and asking important questions such as what the company is going to do for their development.

This is where Engineers Ireland's CPD Accreditation Scheme, which is designed to support lifelong learning by stimulating and recognising good organisational practice in the areas of professional development, comes into play. When a company becomes accredited and has the hallmark for CPD, Engineers Ireland gives it a

logo that companies are increasingly using on their job advertisements. Students and graduates are seeking jobs that will provide development, says Parsons.

Engineers Ireland recommends that companies have a CPD policy in place, outlining their commitment to CPD and its role in supporting the business. "One of the ways to do it is to look at your overall business objectives. What way do you want to develop and grow the business? First of all you develop the business objectives, then you develop the department objectives and then the individual's objectives.

The development objectives are streaming down throughout the organisation. There's no point in somebody doing a CPD course because they're interested in it. It has to make sense for the business."

Parsons' recommendation is that engineers in the organisation have an annual performance review and that, in that review, they look at their training needs and develop a plan for the coming year. "We're recommending that it is linked to the strategic objectives of the organisation. Each year the objectives of an organisation changes, so it is important that both are very much aligned."

She also recommends that engineers and technicians link with professional bodies – not just Engineers Ireland, but also professional bodies specific to the area they are in. "Otherwise you're boxed in and you're not seeing what is happening outside. You can get so immersed in the organisation you're working with that you're not seeing the bigger national and international picture."

LOOKING FORWARD

Engineers Ireland is continually looking ahead and its corporate plan for 2006-2009 has some key strategies on what direction the institution needs to take in regard to CPD. "We're going to evaluate all of the CPD programmes for engineers and technicians nationally and address any gaps identified and look at ways we can improve on that," Parsons says. "We want to be the leading source of CPD-related expertise in Ireland by industry and members of our profession so that if people have a question we have that expertise here."

Engineering professionals need to be continually developing themselves in a multitude of ways, Parsons explains. "Typically we would have thought of training courses and seminars but there are lots of other ways you can develop. There are postgraduate education site visits, giving technical papers, e-learning and a whole host of knowledge-sharing activities."

“European Union and challenges for young engineers”

EYE Conference Sofia

Author: Acad. Vasil Sgurev, President of FNTS

BG



Acad. Vasil Sgurev
President of FNTS

The Organization of “EYE”, the European Young Engineers, organizes twice a year major events in different countries. They combine full and varied technical programs with full social events. High level keynote speeches, workshops to improve the participants skills, company visits, as well as an insight into the culture of the hosting country guarantee an unforgettable experience for the up to 150 participants.

More than 100 young engineers from Bulgaria and more than 50 young engineers from different European countries enjoyed the 23rd EYE Conference, which took place in Sofia on 19-21 May 2006.

Some months before the expected accession of Bulgaria to the European Union, the participants had the unique chance to get their own impression about the enormous efforts and enthusiasm of the Bulgarian people in this important transition period.

The main theme of the Conference was “European Union and challenges for young engineers”. The most discussed items were the main goals of EYE such as: time management, coaching, opportunities for exchange of experience, realization of the young engineer, freelance working and other.

Three Workshops gave the possibility to develop discussions on important topics – “Engineering Education in Bulgaria and in the EU countries”, “Possibilities of exchanging experience and specializations at firm level” and “Realization of young engineers”.

Company visits were part of the Conference and offered unique opportunity to the participants to have a look behind the scenes of the company and make contacts. The purpose was to introduce the young specialists to the business reality, to see the way a company functions, its activities and clients, as well as products/services and issues such as how companies plan their marketing strategies, and how they deal with competitors and other challenges. The participants visited “Tandem food factory” and a Special

laboratory equipped by NATO in the University of Chemical Technology and Metallurgy.

Together with the EYE Conference a scientific session of young Bulgarian engineers took place and the foreign participants had a possibility to become acquainted with the research work of their Bulgarian colleagues. This forum gave an opportunity to every young Bulgarian engineer to present and fix his/her vision, opinion, professional ideas and advices and finally to present his/her future directives of development in the aspect of Bulgarian globalization and integration.

The Federation of the Scientific Engineering Organizations in Bulgaria “FNTS”, as organizer and host of the EYE Conference, arranged meetings and discussions with the parliamentary representatives in the premises of the Bulgarian Parliament, visits to the St. Alexander Nevski Cathedral, the Bulgarian National Museum and interesting culture program.

FNTS, as organizer would like to thank all participants, which with their serious work and activity contributed to the success of the Conference.



Prof. Mircea Petrescu

Survey of activities in the area of “CONTINUOUS PROFESSIONAL DEVELOPMENT”

Author : Prof Mircea Petrescu RO

The “General Association of Engineers in Romania” AGIR has continued its action to stimulate and extend the CPD type activities organized by the engineering bodies members of AGIR (specialized organizations of engineers, filials of AGIR throughout the country, etc.). In parallel, a permanent contact is maintained with the public institutions, trying to obtain a better recognition from them and a corresponding support as far as the general concept of CPD is concerned.

One of the problems with which we are confronted is the place and the role of engineering associations (AGIR included) in the general process of the CPD activities recognition and accreditation. The fact is that some public institutions (for example, the Ministry of Work) and the universities wish to have the highest significance in the process, leaving the professional engineering organizations on a secondary level, inspite of their obvious technical competence. Of course, there are continuous exchanges of opinions,

contacts and meetings on the subject, in many cases with the participation of the organizations of engineers.

It is a fact that the CPD activities are continuously growing, mainly as a result of the expansion of competition on the market, and also as a consequence of the fact that more and more managers understand the necessity of encouraging the internal scientific approaches for the development of new products or at least for a better adaptation of the imported ones.



B R O A D E N Y O U R L I F E



To our knowledge, in these cases the CPD activities are quite well organized, even at the individual level of engineers, and also through activities at the enterprise level. A special mention should be made on the more and more intensive use of e-learning technologies. This has become possible as a consequence of the very fast development of the telecommunications facilities.

It is interesting to mention the initiative at the University «Politehnica» Bucharest to organize a «Center for technical creativity of engineers», where the emphasis is made not only on the normal development of professional knowledge in certain fields (mechanical engineering - including tribology,

electrical and electronic engineering, chemical and materials engineering), but also on discovering the ways in which the imagination and creativity of the participants are stimulated. The Center organizes presentations and workshops, the participants being engineers and students.

It should be mentioned that in some cases the CPD activities promoted by certain industrial organizations, and also the preoccupations in the engineering university departments, have given direct and valuable results. A good example is the software system «Bit defender» internationally recognized, and currently considered as (probably) the best protection tool on the civilian market, against the attacks (including

the spams) on the information servers. We are, to some extent, still worried by the continuation of the migration process implying many of our young engineers (in most cases, the best ones), especially in very important fields. Of course, our community of engineers totally support the idea of mobility and the free movement of specialists, but, at the same time, we should maintain a good level of University education, Industrial production, and Research and Development in the country as a whole. A good sign is that, after a decrease in the number of students in engineering during the last 2-3 years, the interest of high school graduates in engineering education has become again quite high.



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Salary surveying in Finland

FI



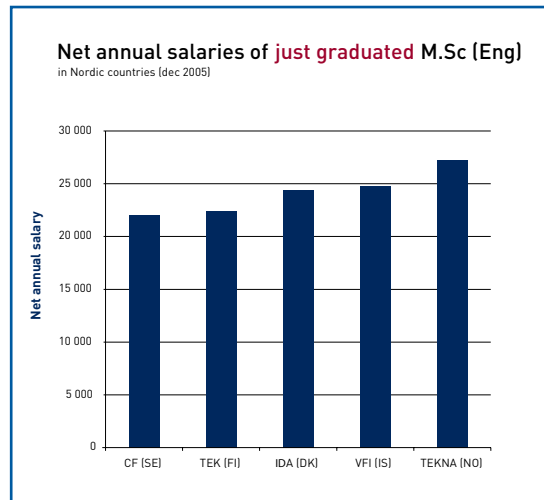
The Finnish Association of Graduate Engineers TEK offers its members a lot of benefits and services. The most important ones are recruitment services, legal consulting, entrepreneurship services, training, unemployment fund and salary advice. The salary statistics are mainly based on TEK's own surveys.

Annually, TEK makes a large survey on Internet and usually gets about 10000 replies. The data are used to calculate regression models, which are the basis of Salary Surveyor. TEK members can program by variable selections the Salary Surveyor to draw quanta curves of their own. The example in the picture presents the salaries of sales managers. TEK exchanges a lot of information with the Nordic Engineering Organisations. The other example shows different net salaries on just graduated engineers (M.Sc) in the Nordic countries.

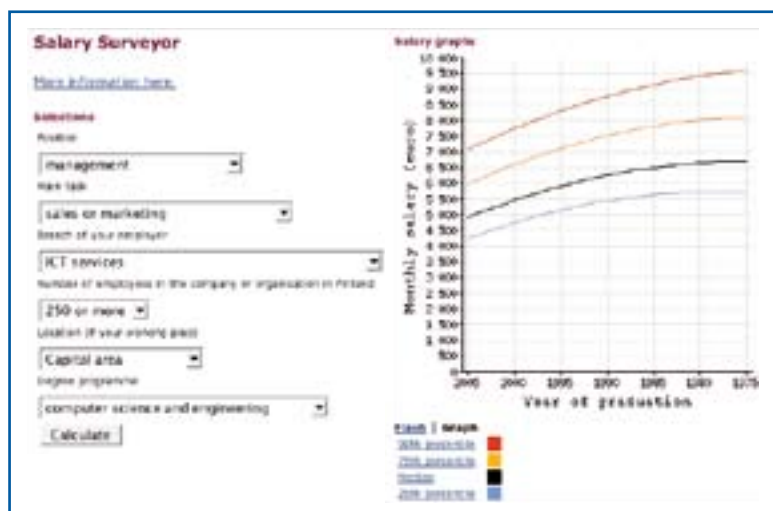
Statistical data is also collected annually on the practical work experience of student members and new graduates. These statistics are used to write out TEK's salary recommendations and to advise young members.

Approximately 1500 members are currently working abroad. Surveying the members abroad gives the good results of the salary levels in most European countries and North America. Furthermore, we interchange salary statistics with the engineer organisations in many countries.

Do not hesitate to contact:
Matti.Hirvikallio@tek.fi or
Teuvo.Muhonen@tek.fi
 for further information on salaries.



Net salaries on just graduated engineers (M.Sc) in the Nordic countries



Salaries of sales managers



Parlamentarischer Abend des DVT:

Experten betonen **Nachholbedarf**

in der **SICHERHEITSFORSCHUNG**

DE

Der DVT, Deutscher Verband Technisch-Wissenschaftlicher Vereine hat mit Bundestagsabgeordneten aller Fraktionen die Bedeutung der Sicherheitsforschung und die daraus abgeleiteten nationalen Anforderungen in Safety und Security erörtert. Anlässlich seines zweiten Parlamentarischen Abends in 2006 stellte der DVT drei Themenbereiche der aktuellen Sicherheitsforschung zur Diskussion.

Prof. Ernst Mayr, Vizepräsident der Gesellschaft für Informatik, schilderte in seiner Einführung zunächst die aktuellen Entwicklungen und das Potenzial der Grundlagenforschung im Bereich Sicherheit. Er erläuterte Probleme sicherheitsrelevanter Technologien und kam zu dem Schluss, dass diese künftig modular aufgebaut werden müssten, um neuesten Anforderungen gerecht zu werden. Bei bekannten kryptographischen Verfahren forderte er eine Aufdeckung der bisherigen Schwachstellen, damit diese künftig vermieden werden könnten. Insgesamt müsse die Sicherheitsforschung und ihre Verfahren Schritt halten können mit sich weiter entwickelnden Technologien.

Im zweiten Themenblock referierte Dr. Werner Wilke, Geschäftsführer der VDI/VDE – Innovation + Technik GmbH Berlin, über die Bedeutung von Safety und Security für den Mittelstand. Er beleuchtete einerseits die Synergien zwischen militärischen und zivilen Anwendungen, und fragte andererseits nach der Wettbewerbsfähigkeit der deutschen Sicherheitsindustrie. Wilke betonte besonders die Notwendigkeit einer „Europäischen Strategie“ in der Sicherheitsforschung, die unter anderem eine stärkere Betonung der Persönlichkeitsrechte und eine weiter greifende Abgrenzung zwischen militärischer und ziviler Forschung umfasse. Dem Staat, so Wilke, komme als Beschaffer bzw. Nachfrager eine „Schrittmacherrolle“ für die Sicherheit zu, während sich für die kleinen und mittleren Unternehmen der Sicherheitsindustrie ein wachsendes Marktpotenzial eröffne. Als letzter Redner charakterisierte der stellvertretende Vorsitzende der Gesellschaft für Datenschutz und Datensicherheit, Dr. Peter Münch, den Datenschutz als integralen Bestandteil zukunftsicherer Anwendungen. Gerade deshalb müsse der Datenschutz bei sicherheitstechnischen Applikationen immer wieder eingefordert und nicht zuletzt bei Systembetreibern durchgesetzt werden.

Sofern sich die Informationsgesellschaft immer mehr in Richtung „allgegenwärtiger Datenverarbeitung“ (ubiquitous computing) entwickle, müsse sich der Staat besonders um das „informationelle Selbstbestimmungsrecht“ der Bürger kümmern, forderte Münch. Dies könne beispielsweise durch bessere Information der Bürger über ihre Rechte und über die Förderung eigener Schutzmöglichkeiten geschehen.

Second Parliamentary meeting of DVT:

Experts underline **backlog** in **safety and security research**

On the occasion of its second meeting with parliamentarians of the German Bundestag DVT members debated about the importance of research in the fields of safety and security as well as the national requirements.

The experts from DVT member associations came to the conclusion that on the one hand future security systems should be developed in a modular way in order to comply with newest standards. On the other hand they demanded that weak spots be identified and consequently be eliminated. The experts furthermore asked for a European strategy in security issues which should place emphasis on individual rights and the differentiation between military and civil research. They pointed out that the state would have to play the role of a pacesetter in purchasing and fostering security technology. Last but not least data protection was defined as an integral part of future-proof applications for the information society would more and more move to “ubiquitous computing”. European governments ought to enable their citizens to take care of informational self-determination and encourage the development of private protection strategies.

The Malta Engineering Excellence

Awards 2006

Author: Ing Helga Pizzuto **MT**



Helga PIZZUTO, CoE President delivering her welcome address



From left: ING. Mario ELLUL, MR. Melchior BUSUTTIL (NEW ENERGY), INNOVATION AWARD, ING. Lawrence CIANTAR, LIFETIME ACHIEVEMENT, ING. Helga PIZZUTO, CoE President, MR. Joseph F.X. ZAHRA, Chairman of the National Euro Changeover Committee, ING. Colin CAMILLERI, LEADERSHIP AWARD

The Winners of the fifth edition of the Malta Engineering Excellence Awards were announced on Tuesday 12th December at a presentation ceremony hosted by the Chamber of Engineers in collaboration with the Ministry of Resources and Infrastructure at the Malta Maritime Museum in Birgu.

These awards are created to provide national recognition to individuals and organizations who have achieved outstanding engineering accomplishments.

Three awards are given annually, one for Innovation, one for Leadership and one for Life Time Achievement.

The Innovation Award recognizes engineering achievements that demonstrate original or innovative application of new or existing technologies, a high degree of merit, skill and ingenuity and that are of high technical value to the engineering profession. The 2006 Malta Engineering Excellence Award for Innovation was presented to New Energy Ltd.

New Energy Ltd. has been established in Malta since 1998, and is a manufacturer of batteries. New Energy Ltd. launched the Blueshape project to provide professionals in the broadcast sector with a comprehensive solution for their requirements.

Four nominations were short listed for this award. The other three nominees were: Engineering for Science and Industry (Malta) Ltd. (ESI Malta), a building services contractor specialising in design, engineering, installation, software development, commissioning as well as maintenance services in the automation of buildings and processes; Playmobil Malta Ltd, who presented a Doll Assembly Automat for Playmobil Male Figures which concept was designed in Malta by Playmobil Staff and Vodafone Malta Ltd. who presented the non-terra firma GSM service.



The 2006 Malta Engineering Excellence Award for Leadership was presented to Ing. Colin Camilleri. Ing. Camilleri currently holds the position of Chief Technical Officer within the Malta Communications Authority and is responsible for the regulatory function related to the engineering and technical aspects of electronic communications in Malta. Through his career Ing. Camilleri demonstrated excellent leadership skills in effectively

implementing key projects of national importance and in addition, his work ethic has also served as an admirable example to all those who have had the opportunity to work with him.

The Award for Lifetime Achievement is given to an individual who throughout his long career has contributed significantly to the development of engineering in Malta. The 2006 Malta Engineering Excellence Award for

Lifetime Achievement was presented to Ing. Lawrence Ciantar.

In her address Ing. Helga Pizzuto, President of the Chamber of Engineers, praised the high level of innovation and competence that is being achieved in a number of technological fields and emphasized the importance of the positive contribution the engineering profession is providing to local industry and to Malta's competitiveness.



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TOYOTA

Finnish stakeholders of engineering education working together

- ELEMENTS FOR NATIONAL STRATEGY THROUGH FUTURE SEARCH PROCESS -

Author: Kati Korhonen-Yrjänheikki FI



Kati Korhonen-Yrjänheikki

The key stakeholders of the Finnish engineering education have prepared a draft document to be used as a basis for the national engineering education strategy work. The report contains a proposal for the national vision, cornerstones of the strategy and several new proposals for action. The participants of the strategy process were very pleased with the new interactive working methods that promoted good dialogue and even helped to solve difficult problems and disagreements. The constructive dialogue among the Finnish stakeholders will continue.

The national strategy of Finland is based on high technology and a very good level of education and skills. Engineering education and research play a key role in the national strategy. Therefore its global competitive-ness is of high national interest. Generally speaking the quality of the Finnish engineering education is good, and among the fundamental strengths is the tight co-operation with the industry. However, there are also several problems and challenges.

Need for a clear national strategy

The culture of co-operation does not prevail among Finnish universities and polytechnics offering engineering education. It seems likely that the problems in co-operation are partly derived from the fact that the funding system does not encourage, neither internal co-operation in the university nor external co-operation with other higher education institutions. The latter have mostly not defined clear strategy, and therefore, are not focused. And furthermore, the division of labor between universities and polytechnics is somewhat unclear. In a nutshell, the Finnish engineering education lacks a clear national strategy.

The participants of the Future Search wrote key events in three time lines hanging on the wall: the history of the society, the history of the Finnish engineering education and their own personal history.





Participants of the Future Search on the Finnish engineering education analyzing the business environment of the Finnish engineering education by drawing together a mind map on the wall.

All key stakeholders involved

The Finnish Association of Graduate Engineers TEK decided to take action and organized a two-day work-shop - a Future Search event - in late November 2006, aiming to prepare a working document to be used as a basis for the national strategy. The invited participants to the workshop were selected through a thorough process. All key stakeholders were represented. Universities and polytechnics form the core of the Finnish engineering education system, and therefore, 35 out of the 53 participants came from higher education institutions. The management, staff and students had an equal number of representatives. The rest of the participants - the boundary riders of the system - represented industry, research organizations, political decision-makers and labor market organizations. The Future Search event consisted of several workshops, all of which were implemented using different interactive working methods.

Vision, corner stones for the strategy and concrete proposals for action

The results of the Future Search were published on 7th February in a seminar "Welfare from Technology" that gathered more than 150 stakeholders of the Finnish engineering education.

The published report offers a good starting point for the national strategy process. It contains a proposal for the national vision of the Finnish engineering education, cornerstones for the strategy and several new proposals for action.

The draft for the national vision of the Finnish engineering education presented in the report is:

The Finnish engineering education is of high quality and highly regarded at international level. It produces competence, research and innovations for the well-being of people and environment, and meets the needs of the Finnish society and global industry. Widely recognized top-quality research and new innovations support the competitiveness of Finland. The top-quality teaching and research environment attracts talent from all over of the world.

The participants of the Future Search were also very pleased with the working process of the strategic event. The interactive methods offer new opportunities for learning and working together, resulting in much better outcome than traditional seminars and working groups.

Results later published also in English

At present the results of the Future Search are available only in Finnish at www.tek.fi/tekstra. In the future, they will be published also in English in the dissertation of Kati Korhonen-Yrjänheikki, the planner and facilitator of the Future Search event. The Future Search event was implemented by a project team of eight people from the Unit of Education and Employment at TEK.

Educational research and good stakeholder co-operation are important for TEK

TEK is committed to base its educational policy and argumentation on research and tight co-operation with all key stakeholders of the Finnish engineering education. The strategy project on the Finnish engineering education is carried out during years 2006 - 08. The project is also funded by the Finnish Ministry of Education.

The 7th Scientific Symposium of the Romanian Engineers from all over the world

RO



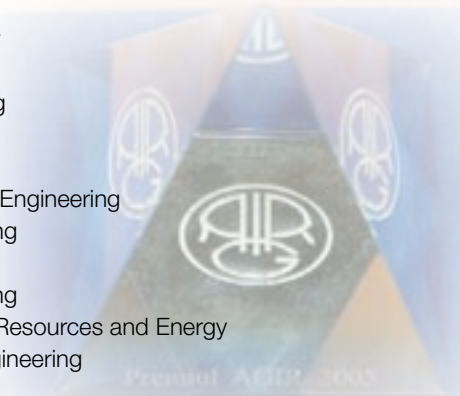
Every two years, the General Association of Engineers in Romania organizes, on the occasion of the celebration of the Engineer Day, September 14, the Scientific Symposium of the Romanian Engineers. This Symposium offers an opportunity to establish real bridges between the Romanian engineers from Romania and those from abroad and is very much appreciated by the participants.

The theme for this edition, SINGRO 2006, was "Rise in using efficiently the natural, energetic and material resources – major concern of the 21st century".

The Symposium has been developed in plenary sessions and four sections.

On this occasion the AGIR Price has been awarded to the most valuable engineering works achieved and applied during the previous year. The sections for the AGIR Prize were:

- Information Technology
- Electrical Engineering
- Mechanical Engineering
- Civil Engineering
- Chemical Engineering
- Agricultural and Forest Engineering
- Environment Engineering
- Transport Engineering
- Metallurgical Engineering
- Engineering in Natural Resources and Energy
- Textile and Leather Engineering



These two events were marked by a moment of art and poetry offered by engineers. Representatives of professional associations, industrial societies, research institutes, universities, academicians and other scientific personalities attended the events.

Master plan

UK



Deterred by the prospect of incurring further debt, many UK BEng (Hons) graduates opt not to continue their studies to Master's level. Consequently, their academic qualifications fall short of what is normally required for

ECUK registration as a Chartered Engineer (CEng). Indeed, it is estimated that thousands more such graduates might have achieved chartered status had gaining an MSc or other form of Master's been more affordable. Student concern over costs has had a similar effect on the numbers qualifying for ECUK's Incorporated Engineer (IEng) award.

Affordability is at the heart of an innovative collaborative venture between ECUK, professional engineering institutions, industry and higher education. Being coordinated by ECUK, in partnership with Kingston University and the University of Northumbria, the government-backed project will develop and pilot routes to registration that integrate education and supervised work-based professional development. It will take as its starting point Kingston's existing work-based MSc and its Foundation Degree with Honours top-up, which is relevant to IEng candidates. The programmes developed from these could potentially satisfy all the requirements for registration. The government's Department for Education and Skills (DfES) has provided funding for the project of over 800,000 Euros.

The project's overall aim is to create a flexible, work-based learning 'escalator' that enables pre-technician entrants to progress to IEng or CEng registration, maximising their employment and earnings prospects but without them having to incur large debts. This should prove a particular incentive to those groups who are currently under-represented in engineering, including women and ethnic minorities, as well as those wishing to return to the sector. The initiative's ultimate objective is to tackle shortages of professional engineers and technicians by encouraging more people both to enter and stay in the profession.

During an initial 18-month phase Kingston and Northumbria Universities will work with ECUK and three of its licensed institutions (IET, IMechE and RAeS) to develop, validate and launch the IEng/CEng work-based programmes. These will be rolled out nationwide during a second, 3-year phase, when it is intended that the majority of licensed engineering institutions and at least ten HEIs will adopt them. The project will benefit from the Knowledge Transfer Partnerships and other links that already exist between universities and industry; Kingston for instance has links with BA, KLM, Eurostar and Laing O'Rourke.

It is envisaged that in five years time over 20,000 engineers will be following the work-based route to IEng or CEng status, which would make it one of the main pathways to professional registration.

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Foreword

The interest and activities of FEANI in the field of professional competences, qualification and mobility is well known. Indeed, in 2005, FEANI published a study concerning "Competence of Professional Engineers" where it is stated that "An increasing number of countries and organisations representing professionals are adopting statements of competence as a means of describing an individual's ability to serve society in a professional capacity".

It was followed by the involvement of FEANI in a EU financed project on accreditation, EUR-ACE (Accreditation of European Engineering programmes) with the publication of Standards and Procedures for the accreditation of engineering programmes of first and second cycle, unanimously approved by all the members of the project. Furthermore, FEANI has been and is still deeply involved in investigating how EU instruments (Common Platform, Professional Card, EUROPASS...) could be used to foster mobility and recognition of professional qualifications.

The following report, in line with the preoccupation and views of FEANI, is particularly interesting as it enlarges the role of development of competences and qualifications as mobility enhancer.

We are grateful to the author for having given the authorisation to publish the article in the FEANI News.

The role of competence and qualification development in fostering workforce mobility working together

- elements for national strategy through Future Search process -

Author: Tom Vandenbrande and Ursula Huws from the Higher Institute of Labour Studies (HIVA) of the Katholieke Universiteit Leuven, Belgium

Publisher: European Foundation for the Improvement of Living and Working Conditions

In a seminar organised for members of its Company Network, the European Foundation for the Improvement of Living and Working Conditions (<http://www.eurofound.europa.eu/emcc/>) discussed the role of competence and qualification development in fostering workforce mobility.

The seminar was held in Thessaloniki on 9-10 November 2006, and was organised by the European Monitoring Centre on Change (EMCC) in cooperation with the European Centre for the Development of Vocational Training (CEDEFOP) (<http://www.cedefop.europa.eu/>).

The introductory presentations summarised the policy context and the results of recent research on mobility in Europe. The second part of the seminar highlighted initiatives undertaken at European and national level aimed at promoting the transparency and recognitions of qualifications of employees. The final session discussed the implications of these policy objectives for employers and employees. Four companies – Electricité de France Group (France), the Bank of Cyprus (Cyprus), Telefónica S.A (Spain) and Neorion Syros Shipyards (Greece) – presented their approach to the competence development and mobility of their employees.

Context

Mobility figures have been static for years. Only four per cent of European citizens have ever moved to another Member State and even within Member States, only about half of the European workforce changed their employer during the last decade. It is believed that a higher degree of mobility might help to solve the labour market paradox that exists within Europe whereby some regions experience chronically high unemployment rates whilst others cannot find enough candidates to fill their many (and increasing) job vacancies. Two mechanisms can help to bridge these gaps between supply and demand: economic restructuring can move jobs from regions with labour shortages to regions with a high labour reserve; or, instead of moving the companies to where the unemployed workers are, these workers can be encouraged to migrate to the regions where more jobs are available.

Workers' mobility is closely linked with competence and qualification development. Mobility enhances competence development while, in turn, people with a broader set of competences and qualifications have better chances on the labour market.

The European Year of Workers' Mobility aimed to remove obstacles that hamper migration within Europe. Some of these barriers are linked to legal or administrative issues such as taxation or social security. Others are of a practical kind, including the problems of finding housing, learning a new language, or dealing with the impacts of migration on spouses or children. Psychological



barriers also play an important role as migrants grapple with unpredictable risks and address questions such as how easy will it be to reverse the move? If the move is temporary, will it add or detract from their employability when they return home? Finally, there is evidence that many people are sceptical about the value of moving to another country, since the experience acquired may not be fully valued or recognised in other Member States.

The seminar highlighted the part played by companies in this mobility program. After a presentation of case examples, working groups discussed how companies can enhance their competence development strategies, and came up with recommendations for ways in which public policy could encourage greater workforce mobility.

Company practices

Case study 1:

Electricité de France, France

Electricité de France Group (EDF) is a leading player in the European energy market. EDF operates in all sectors of the electricity industry, including both the deregulated activities of generation, supply and trading and the regulated activities of transmission and distribution. The EDF Group has approximately 160,000 employees worldwide, of whom 109,000 are in France.

Case study 2:

The Bank of Cyprus, Cyprus

The Bank of Cyprus Public Company Ltd. was founded in 1899. The Bank is the leading financial services organisation in Cyprus and operates 115 branches in Greece. It is also well established in the United Kingdom, and recently extended its international activities to several other countries. It employed 6,100 staff worldwide in August 2006, most of whom were white-collar workers.

Case study 3:

Telefónica S.A., Spain

The Spanish company Telefónica

S.A. is one of the world's largest telecommunications companies with a strong presence in Europe, Africa and Latin America. In June 2006, it had around 220,000 employees.

Case study 4:

Syros Shipyards, Greece

Neorion Syros Shipyards, currently known as Syros Shipbuilding and Industrial Enterprises, was founded in 1861, making it the oldest shipyard in Greece. Over a twenty year period the number of employees in the whole Greek shipbuilding industry has dropped from about 10,000 employees to 3,500. Only 400 permanent employees remain at the Neorion Shipyard in Syros.

Companies and geographical mobility

It is clear from the views expressed at the seminar that companies would welcome greater geographical worker mobility. Employers believe that mobile workers can make it easier to deal with recruitment difficulties, since the pool of possible recruits is bigger when it is extended beyond national borders. Employers do not only look at employees coming from abroad to fill in vacancies, but also encourage their own employees to be mobile. Companies who have divisions in different regions or countries regard changes of job or of location as good for their employees. However it is usually only senior management and professional level staff that are considered for international moves. Knowing how to work in different cultural environments is considered to be an essential competence for a top manager. Internal geographical mobility policies, however, rarely address the needs of lower level staff.

These general trends were confirmed by the representatives of the Bank of Cyprus and Electricité de France. Most geographical internal mobility in the Bank of Cyprus is within a country or region. The bank does have an expatriate policy for employees who are transferred to another country for

over six months. However, this policy is very rarely applied because of the high costs of moving people internationally. In fact, this only occurred when top managers were temporarily employed to start up activities in a new foreign affiliate. In the Electricité de France Group, personal development and building a career within the company remain the most important reasons for internal (geographical) mobility. Only a minority of European citizens expects to migrate to another country. The loss of direct contact and support from family and friends is seen as the main drawback of moving to another country. A lack of language skills is also seen by most individuals as a major barrier to international relocation. Companies also stress that language problems are the most important single factor hindering employee mobility. However they also mention the importance of policy-related factors as obstacles to employee movement within their company, especially the internal differences within Europe in taxation systems and employment legislation. Business-related factors are not denied, but are considered to be less important. Differences in remuneration and the cost of relocating employees are also mentioned as major barriers. This confirms that employers see the relocation of employees as a costly operation.

Job mobility and company policies

The term 'job mobility' is used for any change of job, regardless of where the new job is located and is not usually not associated with international migration. Nine out of ten employees that have changed employer in the past five years state that they have never lived in another country. Workers' mobility usually occurs at a short distance and international mobility seems to be the privilege of a limited number of employees.

However, although only a tiny percentage of the European population is involved in cross-national geographical mobility, most employees change jobs at some

stage in their careers, with three out of four employees in the EU reporting that they have changed employer at least once. Mobility rates drop to a lower level when only recent job changes are taken into consideration: 32% of all employees have changed jobs during the last five years, and 8% have changed employer in the last year. About 40% of all European employees expect to change their employer in the next five years.

Although companies naturally wish to retain their best employees, they are generally aware of the benefits a mobile workforce can offer them. They therefore develop opportunities for their staff to change function from time to time. In some companies, there are systematic policies in place to ensure that staff change jobs regularly within the company. In a number of large companies, it is possible to identify policies that might be termed 'flexicurity at company level'. Under such policies, employees are expected to change jobs periodically within the company but, in return, are guaranteed lifelong employment.

In the words of Jean Claude Legros, HR Manager of EDF: 'At the company, a norm of lifetime employment has grown up over many years as result of several different mutually supporting factors. (...) Because of EDF's role as a lifetime employer (...) internal job mobility is an important tool for the company. The strategy it has adopted to encourage this can be defined as a system of "flexicurity". In this model, in order to be able to maintain security, in the form of guaranteed employment, there is a need for flexibility, in the form of internal job mobility. Annually, between 15,000 and 20,000 employees of EDF France (out of a total of 109,000 employees) change jobs within the company.'

According to Artemis Artemiou, HR Director at the Bank of Cyprus, 'Lifetime employment in the Bank of Cyprus results in considerable mobility within the group in each country. The policy is that senior managers should change jobs every four to five years in

order to guarantee career progression within the company either vertically or horizontally. This creates what is in effect a policy of "flexicurity" within the company: guaranteed employment (security) can be provided to employees if they are internally mobile (flexibility).' José Buqueras, Head of HR at Telefónica Móviles, explained how 'in order to generate greater internal efficiency as well to keep its employees satisfied, Telefónica emphasises its Integral Mobility Model. The model has four main dimensions, or drivers: working mobility; internal mobility; training mobility; and new working spaces. (...) One measure to enhance internal mobility is the internal job rotation program. High level employees change regularly through the company's executive rotation plan. Telefónica also has a pre-executive rotation pilot programme under which the norm of rotation is 15 per cent.'

In the experience of Gregory Andronikos of Neorion Syros Shipyards, 'interviews with the shipyard's employees have confirmed that workers at Neorion still hope to spend their whole working lives at the shipyard. In the past, this was the normal situation. There was a tradition of fathers and sons working within the same organisation throughout their careers. (...) The shipyard has adopted two strategies to deal with the downturn in its activities. Firstly, it is developing a system of job mobility by training its employees so that they can take on multiple tasks. Secondly, the company has set up a Sectoral Mobility Support Centre in close cooperation with other stakeholders. The purpose of this centre is to provide personalised counselling and support for those workers who are most exposed to change.'

Enabling mobility through competence development

Mobility policies as a part of competence development plans

Mobile workers are clearly attractive to many companies because they have demonstrated their ability to


be flexible and have increased their employability as a result of their diverse work experiences. Job mobility can also be a powerful strategy to ensure the development of new competences, since the best way to learn new things is usually by doing them. Job mobility policies can therefore be seen as a part of a broader competence development plan within companies.

'Telefónica has a global competencies model used in all the countries where it operates and across all business sectors. These competencies have been identified to meet the needs of the company's strategic plan and its culture and values: commitment to customers; integration into the environment; transparent communication and relationships; co-operation; personal development; and contribution to profits. These competencies are used to select new recruits, but also act as benchmarks in assessing individual employees' career development plans. Job rotation programmes thus form an integral part of the development of these employees' competences.' (José Buqueras, Head of HR at Telefónica Móviles)

Competence development and the economic life cycle

The seminar illustrated a range of different competence development models used by companies both in periods of expansion and of retrenchment. The economic cycle plays a critical role in determining companies' attitudes towards their employees' competence development. When companies are facing hard times, the dominant strategy is to find ways to redeploy workers who would otherwise face redundancy. In a context of expansion, the emphasis is on growing the competences of their staff to provide them with attractive internal career paths and to avoid facing internal skills shortages.

Syros Shipyards provides an example of a competence development policy in a context of retrenchment. 'Syros Shipyards is struggling to keep afloat.



An important part of its competence development is the Sectoral Mobility Support Centre. The purpose of this centre is to provide personalised counselling and support for those workers who are most vulnerable to change. The company admits that it may not be able to find a place for all these workers but hopes by offering them this support to increase their employability elsewhere.’ (Gregory Andronikos, Neorion Syros Shipyards)

The annual development plans for Telefónica employees are of a totally different kind, and can be seen as a strategy to guarantee an ongoing competence development of the employees:

‘All Telefónica employees (with the exception of call centre personnel) have an annual development plan to maintain or broaden the competencies they need to execute their job properly. These competencies may be company- or job-specific. The rapidly changing environment of the telecom sector means that there is a continuous need for updating each individual’s skills and knowledge. The company uses a variety of learning channels including its own professional schools, e-learning and m-learning (learning on a mobile phone).’ (José Buqueras, Head of HR at Telefónica Móviles)

The importance of the company perspective

The picture that emerges of companies’ competence development strategies reveals that most training provided by companies is limited to job-specific tasks and does not consider providing workers with a wider range of skills and competences to prepare them for future new job opportunities. In an increasingly competitive world, companies are designing their training policies according to their own business needs so as to improve their own performance and ensure their survival. It is therefore understandable that money spent on training is targeted towards company- and job-specific requirements. Furthermore,

companies want to keep a tight rein on their resources and ensure a return on investment. There is a risk that providing their employees with a wider range of skills will make them more employable elsewhere and hence attractive candidates for poaching by competitors. This can act as a deterrent to providing training that goes too far beyond the immediate needs of the current job. Companies that fail to offer such training, however, can end up with a workforce with limited skills and consequently lower levels of occupational mobility.

This situation suggests that there may be a need for some kind of trans-company initiative to assure workers’ competence development and career management. One starting point for such a strategy might be a further development of career guidance initiatives at a sectoral or economy-wide level. Through the mediation of such services, workers can obtain a neutral screening of their competence development and learn about the opportunities for further skill development on the labour market. Providing career guidance does not necessarily lead to a change of employer. A counselling session may well lead to the conclusion that the worker needs vocational training or new challenges at his or her current workplace. It does, however, seem likely that improved career guidance will encourage more transitions on the labour market and thus lead to greater flexibility.

Transparency of competences and qualifications

Workers are increasingly expected to upgrade their skills continuously to be prepared to move between jobs, companies, sectors and regions. But a precondition for the success of such a lifelong learning effort is of course the recognition of this training and its transferability to other work environments, whether these are different companies, sectors or countries. At present there are a

number of obstacles to be faced by people who want to build upon previous education or training in a new learning or professional environment. A full recognition of the knowledge acquired by an employee in another sector or country is therefore a precondition for mobility to be an outcome of the efforts put into lifelong learning effort. In short, lifelong learning can only result in workers’ mobility if learning outcomes are transferable.

The European Commission is aware of the difficulties that arise in the transfer of learning results between companies, sectors and countries. An important policy measure to harmonise the evaluation of competences in different situations is the development of the European Qualification Framework (EQF). The EQF has been developed by the European Commission’s Directorate General for Education and Culture in close cooperation with CEDEFOP. This tool will provide a common framework of reference to describe qualifications which will help Member States, employers and individuals to compare qualifications across Europe’s diverse education and training systems and should provide a neutral reference point based on learning outcomes by 2010.

The EQF is not the first initiative that has been set up to enhance transparency in educational achievement of the workforce in different settings. Because such an international comparison of skills frameworks at EU-level has not existed until now, companies that operate in international environments have already worked out frameworks within which functional and competence frameworks in different countries can be related to each other. Pilot initiatives are not only to be found in individual companies, but also in joint initiatives at the sectoral level. In several sectors, the social partners have been working on the development of tools to make international differences in learning outcomes more transparent. In some cases there is already a link to the EQF in these sectoral initiatives.

It is clear that these initiatives have

already demonstrated their ability to promote transparency and the recognition of workers' qualifications at both sectoral and European levels. When other national and sectoral initiatives are brought together within the scope of the European Qualifications Framework, a transparent system will have been created throughout Europe to acknowledge the competencies that workers have acquired through training and experience.

Although these tools undoubtedly increase transparency in relation to workers' competences and thereby promote mobility, it cannot be assumed that this will necessarily result in a greater propensity of workers to migrate between regions and companies. Transparency is a necessary precondition for a fluid movement of workers on the European labour market but by itself it is not a sufficient condition. There is a need for greater attention to be paid to workers' mobility in the discussions around the development of these translation tools.

It might be concluded that these tools will not change mobility behaviour in a revolutionary way. Workers will not increase their mobility dramatically simply because they know the transferability of their competencies to other sectors or economies. However, even if they will not foster mobility on a large scale, these tools are nevertheless valuable adjuncts to mobility policy with the capacity to improve the outcomes of workers' mobility. When employees are aware of the value of their qualifications and competences, they are better prepared for changing their jobs and will probably make better choices when switching to new professional environments. Employers will also benefit from this transparency which enables them to form a much better view of the real competencies of candidates that apply to them for jobs. This enables them to use these qualification frameworks as screening tools in selection processes.

Conclusions: improving the quality of workers' mobility

The European Commission has a clear policy goal of fostering workers' mobility in line with the Lisbon strategy. This quantitative goal, however, needs to be complemented by qualitative ambitions: Europe does not just need more workforce mobility; it also needs to develop instruments that foster higher quality mobility. For the overall goal to be successful, Europe has to invest in making sure that transitions on the labour market take place smoothly and represent a step in the direction of getting people into jobs that suit them and contribute positively to their career development, as well as serving the needs of employers' for a good match.

The company examples discussed in this workshop demonstrate that employers are developing a number of interesting initiatives in this respect. In enhancing the competence development of their human capital companies have developed innovative human resource management approaches that allow them to formulate individualised personal development plans for their employees. These competence-based models enable training activities to be properly targeted and support the internal horizontal or vertical mobility of individual employees. Competence development is thus closely linked to functional mobility within the company. Flexicurity exists at company level and describes the situation whereby the employee receives work(life) security and the employer functional flexibility. Companies try to guarantee lifetime employment for employees who perform well, but in return expect these employees to accept functional changes within the company from time to time. The attractiveness of such employment with its possibility for intra-company mobility might mean that there will only be a moderate level of mobility between companies in Europe, but this does not mean that workers are immobile: they remain mobile within this stable employer-employee relationship and, in companies that are transnational in scope, may also move between countries whilst still retaining employment with the same employer.

Company perspectives still dominate the competence development of employees. However, transitional labour markets are better served by trans-company initiatives that give workers more objectivity and choice in managing their careers properly. Here, the further development of career guidance initiatives at a sectoral or economy wide level can play a useful role. These can be complementary to company-specific competence development strategies and can raise the quality of any subsequent mobility that does take place whether within or between companies.

Another strategy to ensure better quality mobility is investment in the transparency of the qualification structure of the educational systems and of the workforce. This helps people decide where to go by providing them with a reliable basis for estimating the value of their competences, and also helps companies to find the right person for the right job more easily. The development of the European Qualifications Framework, with its capability of benchmarking national, sectoral and company-based qualification systems offers a good example of such transparency. This toolkit will not necessarily lead to more workers' mobility, but can engender improvements in the quality of the mobility that does take place.

Although workers' mobility usually takes place within national borders, there are workers who do move to another country to take up employment. In order to make such international mobility easier, both employees and employers require a better harmonisation of the social security, health and taxation systems in Europe. Long distance workers' mobility could become an easier step if Member States could provide a 'one-stop-shop' to provide clear information on these institutional regulations as well as providing information on language courses, local facilities, how to find housing, schools, and the cultural customs and traditions of the new region.

EURid, a MASTER EUROPEAN CRITICAL INTERNET PROJECT to enhance e-business

Author : Wim Van den Bossche, EURid Project Manager



Foreword

That article has been selected for publication in this FEANI News because it describes a European project that has a lot of similarities with the future ENGCARD project.

The experience gained thanks to the EURid pan-European web based semi-automatic workflows demonstrates that such solution is feasible, workable and profitable.

The following text will show the type of intellectual and manual treatments performed for the validation and the certification of the information submitted, as well as the economic “pay per application” approach that has been selected for its funding.



The creation of the .EU Top Level Domain

One of the main objectives of the creation of the .eu domain names was to accelerate electronic commerce and to promote the use of, and access to, the Internet networks and the virtual market place based on the internet. It should also improve the interoperability of trans-European networks.

On 22 April 2002, the European Parliament issued the regulation on the implementation of the .eu domain names and on 28 April 2004, the Commission laid down the public policy rules concerning the implementation and functions of the .eu domain names and the principles governing registrations.

In order to prevent abusive registration of domain names in the .EU Top Level Domain, a so-called Sunrise period was organised. During this limited period of 4 months (i.e. from 7 December 2005 till 7 April 2006), any public body and holder of a prior right (such as registered national and community trademarks, and as far as they were protected under national law in the Member State also unregistered trademarks, trade names, business identifiers, company names, family names ...) could apply to register a specific .eu domain name before the general registration of .eu domain names started.

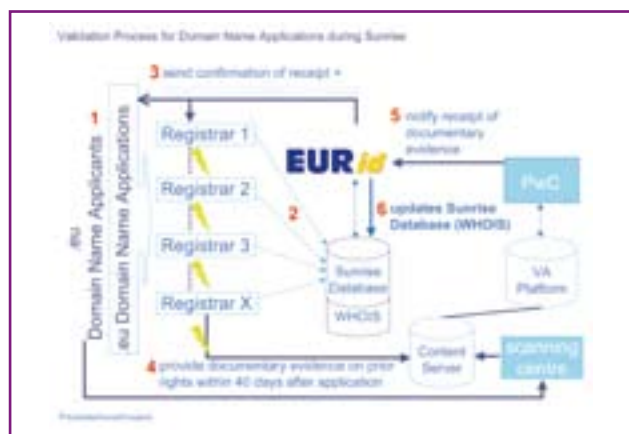
If the holder of the prior right was the first to apply and the submitted documentary evidence proved the existence of the prior right on the requested name, the holder acquired the .eu domain name which consequently became unavailable for the public. On 7 April 2006, the general registration of .eu domain names started. As from that moment, .eu domain names are allocated on the first come principle without the additional condition to prove a specific prior right.

PricewaterhouseCoopers Belgium was selected as the preferred partner to set up and manage the platform to process and validate the documentary evidence provided by the prior right holders who applied for a .eu domain name during the Sunrise Period.

During the Sunrise period of 4 months, PricewaterhouseCoopers dealt with the documentary evidence of about 346,000 applications, containing more than 1,000,000 pages of documentary evidence.

The EURid workflow

The following images show in detail the different steps in the validation process.



Step 1. The domain name applicant selects a Registrar and instructs such Registrar to apply for a domain name in the Sunrise Period

Step 2. The Registrar enters the domain name application in the Sunrise Database of EURid. Parts of this database are made publicly available by EURid through a Sunrise WHOIS database.

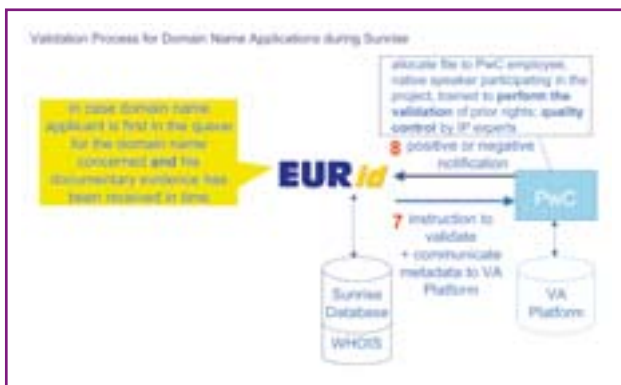
Step 3. EURid confirms receipt of the domain name application to the domain name applicant by e-mail; such confirmation includes, amongst others, the domain name applicant's rank in the queue for the domain name applied for (in case there are multiple applicants for one and the same name). Furthermore, the e-mail confirmation will include a hyperlink. When pressing the hyperlink, the recipient of the e-mail confirmation will be directed to a web site of EURid with a pre-formatted cover page (in .PDF), which the recipient needs to print and undersign.

Step 4. This undersigned cover page needs to be sent to the address mentioned on top of such page, together with the documentation required in order to substantiate the prior right invoked by the applicant.

In principle, documentary evidence has to be sent by regular mail to PricewaterhouseCoopers' scanning centre; however, in case the domain name applicant has filed his domain name application through a Registrar who has entered into an agreement with PricewaterhouseCoopers for the electronic exchange of documentary evidence, PricewaterhouseCoopers will also accept documentary evidence in electronic form, insofar and to the extent such electronic documentary evidence is submitted by the Registrar.

Step 5. PricewaterhouseCoopers will time-stamp documentary evidence upon receipt and notify EURid of the receipt date. Hardcopies of documentary evidence received will be scanned and archived for a limited time.

Step 6. EURid modifies the status of the application from "documentary evidence pending" to "documentary evidence received". This will be made available in the Sunrise WHOIS database.



Step 7. EURid will instruct PricewaterhouseCoopers to validate the documentary evidence sent in by or on behalf of the domain name applicant, and provides PricewaterhouseCoopers with all necessary information received during the application process.

Step 8. PricewaterhouseCoopers validates the documentary evidence received and notifies EURid of its findings in this respect.



Step 9. EURid takes a decision on whether or not to attribute the name to the domain name applicant in question and notifies such decision to the domain name applicant or the Registrar (in case the decision is negative) and to all other applicants for the same domain name (in case the decision is positive).

Step 10. The decision of EURid is recorded in the Sunrise WHOIS database, where it is publicly available

A pay per application economical approach

As a partner in this project, PricewaterhouseCoopers shared in the business risk. Instead of being remunerated based upon actual hours spent and expenses made, PricewaterhouseCoopers was compensated based upon a fixed contribution per application. In this way, all partners in this project shared both, success or failure.

PricewaterhouseCoopers (www.pwc.be) is a professional services provider member of the network of member firms of PricewaterhouseCoopers International Limited, each of which is a separate and independent legal entity.

The following capabilities lead mainly to the selection of PricewaterhouseCoopers as preferred partner:

- use of adequate and efficient validation methodologies
- thorough knowledge and experience in the field of intellectual property rights
- multilingual skills in order to interpret and understand documents in all official and non-official languages of the enlarged EU
- processing efficiency
- project management skills
- approved and applied risk management
- resource capabilities

An approach replicable to other similar EU projects

Lessons learnt and experience gained in the .eu domain name project, a project with very tight deadlines and very high number of applications to validate, will certainly contribute in future similar projects which deal with certified registration of numerous applications, collection of documentary evidence, tailor made approval flows and availability of data on a European level.

The ENGARD Professional Card project could capitalise on the return of experience of EURid for its successful implementation and deployment all over EU.



International Assignment Services - Folios

PricewaterhouseCoopers is proud to present its series of International Assignment Taxation Folios. The folios contain information on the taxation of international assignees in more than 50 countries. All portfolios are available free of charge on <http://www.pwc.com/be/iasfolios>

Providing a general background with respect to the income, social security and other tax implications of cross-border transfers, these folios are a «must read» for any individual contemplating or embarking on an international assignment.

In addition to the «must know» tax information, our folios explore other issues of great relevance to expatriate employees, including matters of employment and immigration law, tax and other planning opportunities, and key legislative information.

International assignees need information to make crucial decisions regarding their assignments. Our folios help assignees avoid tax problems both before they arrive in their assigned country and after they return home.

Africa: Angola, Chad, Congo, Gabon, Ghana, Kenya, Morocco, Nigeria, South Africa, Tanzania, Uganda

Americas: Argentina, Brazil, Canada, Ecuador, Honduras, Mexico, Panama, Peru, Puerto Rico, Trinidad and Tobago, United States Venezuela

Asia-Pacific: Australia, China, Hong Kong, India, Japan, New Zealand, Philippines, Singapore, Taiwan, Thailand, Vietnam

Central and Eastern Europe: Czech Republic, Estonia, Hungary, Lithuania, Poland, Romania, Russia, Slovak Republic, Turkey, Ukraine

Europe: Austria, Belgium, Czech Republic, Denmark, Finland, France, Germany, Greece, Ireland, Italy, Luxembourg, Netherlands, Norway, Spain, Sweden, Switzerland, United Kingdom

Middle East: Israel



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Hannover, 16 - 20 April 2007

EUROPEAN ENGINEERS' FORUM 2007

HANOVER FAIR

16 APRIL 2007



This year's European Engineers' Forum will focus on young engineers, or students in engineering, at the start of a European engineer career.

The problem Europe is facing today is the lack of ability to convert results of innovation and research in commercial products. Immediate actions in all European Countries to improve this situation is a prerequisite to achieve the objectives of the 'Lisbon Agenda' of jobs and economic growth and compete with USA, Asia, and Japan.

Sufficiently well educated professional engineers in multidisciplinary areas is the key to resolve this problem.

However, in all EU Member States, young people today refrain from entering in science and technology education. The consequence will be a dramatic lack of professional engineers compared to the demand in the near future if no measures are taken to revert this trend.

The Forum of 16 April 2007 aims at identifying what the different stakeholders, including the governments of the EU Member States, are doing to encourage young people to get involved in technological careers and what could and should be done at European level. Prominent speakers from the European Member States, the EU Institutions, Industry, and Academia will debate and present solutions with the objective to come up with a framework of actions at European level.

And, as in the past year, FEANI will extend to all European Engineers being Member of a FEANI Member association a SPECIAL OFFER, namely free participation to the Forum and a free entry ticket to the Hanover Fair on the first two days of the fair. The special offer is also available for Members of organizations FEANI cooperates with (see the registration form).

Details and update information will be posted on the FEANI website www.feani.org, section "Events Conferences, Seminars & Others".

FEANI will also be present on the fairground of the Hanover Fair, at the booth of its German National Member Association VDI (Verein Deutscher Ingenieure), hall 'Research & Development'. We are looking forward to seeing you there!

The Hanover Fair represents a global showcase for the trends, innovations and key technologies of tomorrow's industrial world. In 2006, over 155,000 visitors, more than 44,300 from abroad, came to the fair to see some 5,175 exhibitors from 66 different countries in the various halls. The 'Partner Country' of the Fair in 2006 was India. For 2007, it will be Turkey. In addition to the fair itself, the fairground hosts a unique compilation of lectures, platforms and expert conventions regarding new products, procedures, market developments and solutions. It is the umbrella event for 10 international flagship trade fairs, including INTERKAMA+, Factory Automation, Energy, Digital Factory, Subcontracting, Micro-Technology, Research & Technology, Industrial Building Automation, Pipeline Technology, and Industrial Facility Management & Services.

For more information:
www.hannovermesse.de

ROUNDTABLE ON EUROPEAN PROFESSIONAL CARD

at EESC/BRUSSELS

14 MAY 2007

In the framework of the European Year of Workers' Mobility 2006 and with the support of the European Economic and Social Committee (EESC http://www.eesc.europa.eu/index_en.asp), FEANI and EUROCADRES (Council of European Professional and Managerial Staff - 5.000.000 associated members - www.eurocadres.org) are organizing a roundtable on European Professional Cards at the premises of the EESC in Brussels on 14 May 2007.

The goal of the roundtable is to validate, with all stakeholders, the concept of a PROFESSIONAL CARD including its added value, the potential to initiate a new mobility policy and the best organizational approach to deliver certified cards. The roundtable plans also to gather some more practical information on the architecture of the solution, the workflow to process applications for a card, the eligibility criteria, the information and functions to be included on the card, the renewal period, the potential concerns related to deontology and Code of Conduct, ...

The roundtable will not only focus on Engineering Professional Cards but on the extended concept of Professional Card valid for other professions (pharmacists, doctors, lawyers,...).

The different stakeholders invited around the table will include:

- DG Internal Market, to outline the concept of Professional Card in the context of the Directive 2005/36 and its future related legislative development and the expected role for European Professional Organizations,
- DG Internal Market, to outline the importance of European Code of Conduct to secure quality of services, health, security and consumer protection in a heterogeneous labour market and its respect to be eligible for receiving a Professional Card, and the expected role for European Professional Organizations,
- Representatives of National Administrations in Charge of Recognition of Professional Qualifications and of Professional Regulatory Authorities (Council, Ordem, Albo, Institute, Colegio, Chamber,...), to outline the anticipated added value of the Professional Card as trusted and credible instrument to ease recognition and registration procedure,
- DG Education, to outline the added value of EUROPASS as 'entry point' to apply for a card and as repository of the 'third party certified' register of Professional Cardholders,
- DG Employment, to highlight the role of Qualifications Passport as mobility enhancer to facilitate cross borders recruitment and the links with EURES,
- Views and recommendations from European Parliament and Economical and Social Committee concerning Professional Cards,
- Human Resources Directors of EU enterprises, Representative of Employers, Liberal Profession and Employees to express their views, needs and recommendations (Business Europe, EFCA, CEEMET, ... CEPLIS, ECEC, ... ETUC, CEC,...).



During the seminar, the views of the different stakeholders will be presented and discussed in order to identify the needs, the potential orientations and if possible to define a common position. The outcome of that important roundtable will be presented in the next edition of the FEANI News.

16TH IST Mobile and Wireless COMMUNICATIONS SUMMIT

1-5 JULY 2007

To be held at the University Congress Centre of
Eötvös Loránd University, Budapest, Hungary

The 16th IST Mobile and Wireless Communications Summit is a major conference organized annually in Europe, sponsored by the European Commission. In 2007 it will be the first time that the Summit goes to a Central-European country, new member state of the European Union.

General information

One of the aims of the Summit is to give a report on the progress achieved in European research projects in the field of mobile and wireless communications in Information Society Technologies. However, being an open call conference it is by no means limited to these projects.

A second aim is to give a forum for researchers, service providers and regulators from all over the world to present their results and to exchange their views. Besides of technical results and progress, techno-economic, regulatory and security issues form also part of Summit's topic.

Topics of interest include:

- Physical
- Access
- Networks
- Techniques and Technologies
- Applications
- System descriptions

Recognized experts in the relevant area will report on the state of the art in distinct fields. Potential speakers are invited to submit their proposal through the Summit web site submission procedure.

Workshops

Half day or full day workshops will be held on the last day of the Summit (5 July 2007).

Exhibition

A scientific, technical and industrial exhibition will be held during 16th IST Mobile and Wireless Communications Summit. The Exhibition will run in parallel with the Summit from 1-5 July 2007. It will be held in the same place as the Summit, University Congress Centre of Eötvös Loránd University (Budapest, Pázmány Péter promenade 1/A H-1117).

Registration for Exhibition

- Early registration deadline 2 April, 2007
 - Registration deadline 31 May, 2007
- If you intend to participate as exhibitor in the event you are kindly asked to fill in the Exhibition Registration Form and send it to the exhibition organizer. If you have any questions regarding the exhibition, please contact exhibition@mobilesummit2007.org.

The IST2007 Exhibition will be open to the general public. Visiting the exhibition is free of charge. All you have to do is register.

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