



# Sharing knowledge makes a difference

STRATEGY 2020-2022

# Strategy 2020-2022

## Core value

Sharing knowledge makes a difference

## Vision

Nordic engineers - innovators improving societies

## Mission

To promote interests of Nordic engineers through cross-organisational cooperation

## Core actions

- Advocacy
- Knowledge sharing
- Cooperation Objectives

## Objectives

- Promoting the role and the profession of engineers in the transition to a sustainable society,
- Supporting sustainable education and lifelong learning policies,
- Enabling sufficient supply and demand for skilled engineers in future,
- Safeguarding and improving working conditions for engineers,
- Contributing to relevant policy and decision-making processes at EU, regional and national levels.



# Activities

The Association of Nordic Engineers serves as a **platform for its affiliates to generate ideas and share knowhow**. Together we make the crucial role of engineers in society much more visible.

We find common solutions to current global challenges and strengthen our influence on cross border decisions, which impact our members' lives and careers. We coordinate our positions and speak with one voice in

international organisations, at EU level and across the Nordic region. Our cooperation focuses on securing **sustainable working life** for engineers, and on demonstrating the role of engineers impacting the **sustainable transition of our societies**.

**Sharing the Nordic expertise and transferring the knowhow**, which contributes and helps others to achieve the sustainable developments goals, is another priority for us.

## Knowledge building and networking at Nordic level

1. Promote the knowhow, which lies within each organisation,
2. Support the cooperation around concrete and agreed projects,
3. Influence the decision-making and strengthen ties with other relevant Nordic stakeholders.

## Advocacy and partnerships at EU level

1. Create change and influence the EU decision-making in relevant policy areas and build a robust legacy of the engineers' role,
2. Strengthen the cooperation and create synergies with existing partners at EU level, to coordinate positions and promote interests in a joint effort, structured way and speaking with one voice.

## Visibility and communication

1. Conduct branding interventions and awareness raising outreach events,
2. Inform on, promote and disseminate results.



# Thematic Priorities

## 1. Skills and competences

### STEM

Increasing performance, interest in STEM education, and the number of applicants in STEM, including the safeguard of a gender balance.

### Continuing Professional development, CPD

Promoting the right of engineers and access to opportunities for CPD regarded as a prerequisite for growth and investment in nurturing the potential.

### Cooperation with Higher Educational Institutions

Tackling skills mismatches, promoting excellence in skills development and building bridges with business representatives.

In an environment, where new skills emerge as fast as other become extinct, ANE focuses on the areas of education, training and reskilling – key factors for the human workforce to leverage the new opportunities afforded by technology and secure its employability.

There is a growing need for people with **STEM** related skills and competences, and these subjects need to be more prevalent at different levels of education and training. Therefore, the attractiveness of STEM education requires a joint effort in order to match the current demand and remedy with a possible shortage of high-quality STEM specialists in the future. The high-quality depends on education, and therefore

our priority is given to finding solutions towards modernising the existing curricula to meet the competence demands of the Industry 5.0.

Determining approaches for attracting a more diverse group of students to STEM education to improve **gender balance** and social diversity is of crucial importance. The demand for STEM professionals is expected to be greater than what the market can provide if men alone are considered for the growth in STEM positions.

**Continuing Professional Development, CPD** often also called lifelong learning has become an antidote for all challenges related to the industrial revolution and the paradigm shift. We consider that everyone should have the right to a sound educational background and CPD in order to maintain and acquire skills to remain in the employment and manage the transitions in the labour market. Hence, CPD is regarded as our priority and a prerequisite for growth and investment in nurturing the potential. Engineers – the frontrunners of innovation in our societies, as any other workers, are eligible to have choice, space and time to acquire a new knowledge and skills. Engineers also need to remain competitive and continue to learn.

**Cooperation with Higher Education institutions** both in terms of modernising the technical education to ensure the availability of high-quality graduates in STEM and in providing support to universities to become the high-quality STEM courses as part of the CPD opportunities is also of high significance for us. Tackling skills mismatches and promoting excellence in skills development is the driving force of this cooperation.



*...everyone should have the right to a sound educational background and CPD in order to maintain and acquire skills to remain in the employment and manage the transitions in the labour market.*

## 2. Impact of new technologies

### Artificial Intelligence

Creating fora for engineers to take a more active role in participating in the debate on development of responsible AI.

### Nordic Model

Safeguarding good working conditions through the social dialogue is a prerequisite to adapt to the demands of the fragmentation of working life.

### Work-life management

Securing sustainable working life for engineers, which includes awareness raising and lobbying for strong policy instruments to secure work-life balance.

Due to technological development and globalisation today's workforce is driven by diversity of working arrangements, which are changing the very nature of work. ANE prioritises questions such as adoptability to new paradigms, role of engineers in new production of technologies, as well as the readiness of the organisations to better service their members in the constant changes.

Across the engineering profession, there is an increasing recognition that in a data driven and globally connected world, ethical considerations need to be an explicit and integral part of engineering. However, the responsibility cannot lay only on engineers' shoulders. Engineering solutions are developed within the context of business models and are dependent on

regulatory and governance frameworks. All stakeholders need spaces for sustaining a living dialogue around issues of **Artificial Intelligence and ethics**. Subsequently, there is a need to create formal and informal structures enabling an open and ongoing debate across stakeholders on the development and use of AI systems. There is also a need for spaces, where engineers can exchange experiences and deepen their skills for ethical reflection. Our intention is to create fora for engineers to take a more active role in generating and participating in the debate on responsible AI.

The Nordic Region is known for its developed negotiating culture between employers and employees founded on an understanding of the value of a well-organised labour market and where the state and the legislator have a detached and supporting role. Though, the emerging new ways of employment, platform economy, technological development combined with universal change in the political conjecture are the new phenomenon, which brings uncertainty, moves economic activity away from well-defined structures and poses a risk for the Nordic model. For us, safeguarding **Nordic model** and good working conditions through the social dialogue is a prerequisite to adapt to the demands of the fragmentation of working life.

The **work-life management** is also challenged by the frantic pace, the aforementioned phenomenon and the new occupational health risks related to stress. Therefore, the psychological working environment needs to be upgraded, both perception wise, and in terms of evidence-base and politically. For us, creating sustainable working life for engineers, which includes awareness raising and lobbying for strong policy instruments is identified as a pressing matter.



*Across the engineering profession, there is an increasing recognition that in a data driven and globally connected world, ethical considerations need to be an explicit and integral part of engineering...*

# About ANE

ANE was established in May 2007 as a binding cooperation between the founding organisations:

[the Swedish Association of Graduate Engineers \(Sveriges Ingenjörer\)](#)

[the Danish Society of Engineers \(IDA\)](#)

[the Norwegian Society of Engineers and Technologists \(NITO\)](#)

The Association of Chartered Engineers in Iceland, VFÍ has joined ANE in January 2018. The Finnish organisations, including Academic Engineers and Architects in Finland, TEK,

Technical Association in Finland TFIF, Union of Professional Engineers in Finland, ILRY and Engineers in Finland, DIIF have joined ANE in January 2020 and are represented by the organization: Engineers Finland.

Together, ANE represents more than 500.000 engineers in the Nordic Region.

The secretariat is placed in Copenhagen under the auspices of the Danish Society of Engineers.

## Contact information

Inese Podgaiska  
Secretary General  
Kalvebod Brygge 31-33  
1780 Copenhagen V  
Phone: +45 29 74 39 60  
E-mail: [ipo@ida.dk](mailto:ipo@ida.dk)

Web: [nordicengineers.org](http://nordicengineers.org)

