

Strategy 2026-2030

Together – creating & *sharing* *knowledge*



Core Value, Vision, and Mission

Core Value

Together – creating & sharing knowledge

Vision

A world where Nordic and European decision-makers
#ListenToEngineers

Mission

Advocating for engineers and STEM professionals as key drivers of the shift towards a sustainable, competitive and resilient society.

Objectives

- **Represent the interests of Nordic engineers** and STEM professionals through cross-organisational cooperation.
- **Advocate for the responsible development** and use of technology to enhance well-being and foster resilient societies.
- **Promote STEM competencies** and lifelong learning opportunities for engineers and STEM professionals.
- **Improve working conditions** for engineers and enhance STEM talent attraction and retention.
- **Provide engineering expertise** to influence policy and decision-making at both the Nordic and EU levels.
- **Promote equality** by encouraging young people and women to pursue STEM careers, while leveraging the expertise of senior professionals.



Our Core *Activities*

ANE's core activities are centred on building and sharing knowledge, fostering collaboration, and strengthening the voice of Nordic engineers in society.



We work to

Promote the unique know-how within Nordic engineering by facilitating exchanges of expertise, case studies, and best practices.

Support cooperation on joint projects and research, enabling member organisations to work together on initiatives that advance engineering and STEM education.

Influence policy-making and strengthen ties with Nordic and European stakeholders and politicians through dialogue, advocacy, and engagement.

Strengthen working conditions in the Nordics through knowledge sharing and collaboration. Our obvious goal is the **world's fairest working conditions now and in the future.**





Our strength lies in sharing knowledge
— across borders, disciplines, and organisations.



Strategic Pillars (2026–2030)

To deliver on our mission and objectives, ANE's strategy is organised around three strategic pillars: Enhancing STEM Talents & Diversity, Research & Innovation and Tech Sovereignty & Responsibility.

These pillars reflect the evolving needs of the Nordic region and Europe, and guide our work in building knowledge, fostering collaboration, and amplifying the voice of engineers and STEM professionals.

Each pillar is designed to address both current and emerging challenges, ensuring that ANE's efforts remain relevant, impactful, and aligned with our core values.



Research & Innovation

Increased investment in research accelerates technological development, enabling engineers to create cutting-edge solutions and reducing dependency on external technologies.

ANE champions responsible innovation and the advancement of strategic technologies through collaboration among Nordic countries and engagement with the EU.

We work to create enabling frameworks for research, support access to funding, and encourage the sharing of knowledge and expertise across disciplines and borders.



Enhancing STEM Talents & Diversity

ANE works to ensure STEM remains a top priority in Nordic and EU policy. We call for a strategic focus on developing technical capabilities that match Europe's competitive and resilience needs, and for recognising diverse pathways into engineering and technology, including vocational, university, and lifelong learning routes.

We aim to inspire young people to pursue STEM and we work to increase women's participation, retain senior engineers for vital knowledge transfer, and promote inclusive practices that value neurodivergent professionals.

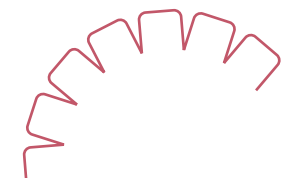


Tech Sovereignty & Responsibility

ANE aims to strengthen the Nordic voice on technology by building and sharing knowledge, fostering collaboration, and advocating for responsible innovation.

We support robust standards and effective governance in strategic technology areas, and we encourage technology cooperation and preparedness for emerging opportunities and challenges—by connecting expertise across the Nordics and engaging with Nordic and European stakeholders and politicians.

Through these efforts, ANE helps ensure that the region can adapt to technological change and maintain agency in a complex global environment.



The Association of Nordic Engineers, ANE, consists of engineering trade union associations from the Nordic countries:

Engineers of Sweden (Sveriges Ingenjörer)

The Danish Society of Engineers (IDA)

The Norwegian Society of Engineers and Technologists (NITO)

The Association of Chartered Engineers in Iceland (VFÍ)

Engineers Finland representing the Finnish organisations:

the Academic Engineers and Architects in Finland (TEK), the Technical Association in Finland

(TFIF), the Union of Professional Engineers in Finland (ILRY) and the Engineers in Finland (DIFF)



[Association of Nordic Engineers](#)



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