Young Professional Reference Document

Guideline

FIDIC-YPFSC
Third Edition
2015

Guideline to assist Member Associations in starting a Young Professionals Forum
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1 Introduction

1.1 Statement
FIDIC, as the world’s leading organization representing the international consulting engineering industry, recognizes the importance of Young Professionals (YPs) to the industry, and also to society. FIDIC describes a young professional as “The Future Leader” who will fill the leadership gap in the next generation. In other words, young professionals are the Talent-Pipeline of the consulting engineering industry, and it is important to keep them engaged within the consulting engineering community.

Throughout its history, FIDIC has exercised its mandate in the production of various documents, contract forms, guides and manuals to assist Consulting Engineers worldwide to perform and deliver services to their clients and to improve their performance and serviceability.

The present document is a Guide to assist FIDIC Member Associations (MAs) in establishing a Young Professional Forum (YPF), and providing inspiration to existing YPFs for continued development.

This is the third edition of the Guide, where the first edition was issued in 2013 and was prepared by the FIDIC Young Professional Steering Committee chaired by S. Wilson. The Guide was authored by the Steering Committee Task Force chaired by A. Stifi and including T. Kitano, S. Davidson, H. Ghellali and J. Albtoush.

FIDIC YPFSC would like to thank all YPFs, who supported the development of this document for their contributions to “YPF Success Stories” in the attached Appendices.

FIDIC would be pleased to receive feedback from the users of this Guide on its usefulness and areas for improvement. FIDIC contact email: fidic@fidic.org

The Guide is free of charge and can be downloaded from the FIDIC YPF Webpage.

1.2 Purpose of the Guide
This Guide has two main purposes:

1. Outline steps to assist Member Associations in starting or improving their own Young Professional Forum (YPF).

2. Create a reference document as a source of inspiration to generate ideas and share knowledge between YPFs across-Member Associations to strengthen YPFs.

The Guide has been developed as a living document and will be updated as an information-driven guide, especially through update of attached Appendices, which describe how members Associations have successfully established their own YPFs.
2 Establish a Young Professional Forum

2.1 Introduction
With this document FIDIC aims to support Member Associations to establish or improve their own Young Professional Forum based on:

- Best Practice collected from existing Young Professional Forums across Member Associations, as referenced in the Appendices.
- Practical Advices developed by the FIDIC-YPFSC.

2.2 Steps for Establishing a YPF
The Young Professional Forum within the Member Association is a National Community which cultivates and communicates to Young Professionals in the country or continent of that Member Association. The following six steps can be used to start a new YPF. It is important to note that these steps are guidelines only, and they represent typical procedures for developing an YPF. Each MA develops its own YPF slightly different from others depending on circumstances and organizational structure. Overall support from the MA is critical to the success of developing an YPF prior to taking the following steps.

1. Nominate an YP Supporter: A dedicated member of the Executive Committee (EC) or Board of Directors (BOD) of the MA is nominated to support establishing the YPF and will act later as primary liaison between the YPFSC and MA EC.
2. Identify an YP Champion: This person is normally a young professional from one of the member firms. He or she will act as the leader in developing the YP initiative and will work with the MA YP Supporter.
3. Form an initial Young Professional Committee: The YP Champion and MA contact other young professionals and form an initial Young professional committee as the core steering committee of the YPF.
4. Use of FIDIC-YP Reference Document: Take advantage of the FIDIC-YP Reference Document to create a Mission Statement and Vision; set up an Operational Strategy and develop a Business Plan in respect to the geographical location and cultural aspects.
5. Launch the Young Professional Forum: Create a web site, use social networking tools, and/or current MA contact lists to promote and invite YPs to the first official event.
6. Replace the initial young professional committee with the Young Professional Forum Steering Committee as a leadership committee.

2.3 YPF Organization Structure and Objectives
A suggested organization structure of an YPF can be illustrated in the following figure.
2.4 Membership in the YPF

The Young Professional Forum is a collaborative volunteer group which is open to any engineer, planner, or allied professional who’s firm is a member of FIDIC Member Associations and wish to join a national network of similar professionals within the Member Association Community.

Recommended Age for the Young Professional Forum membership is normally considered to be available to individuals from the time of graduation with a professional university degree, up to the age of 40.

2.5 Membership in the YPF Steering Committee (YPFSC)

The YPF Steering Committee will be led by a team of Young Professionals, elected from the YPF. The committee will develop initiatives and programs to reach out to YPs. It will be responsible for the ideas and solutions behind MA YP activities. The YPFSC will regularly meet to review progress, identify new objectives and develop and execute programs to improve communication and participation from YPs.

The YPFSC team generally consists of 6 to 12 members, depending on the size of MA.

Members of YPFSC are members from the YPF who are interested in directing the activities of the YPF. The YPFSC will be led by a Chairperson who will oversee the activities of the committee. The Chairperson will act as the coordinator between the MA and YPFSC to ensure that the MA’s position is considered and represented when programmes, objectives, and activities are developed. The Chairperson will organize and lead all meetings of the YPFSC, or delegate this authority as needed.

The Chairperson shall be supported by a Vice Chairperson, who will lead committee activities and meetings in the absence of Chairperson. Additional Subcommittee Chairpersons may be nominated and named as required to support Steering Committee objectives and goals.
2.5.1 Election process

2.5.1.1 Election of members of Steering Committee
Every member of the YPF may apply to join the YPF Steering Committee. The initial young professional committee members will be solicited at an early stage according to step 3. They will be solicited from the member firms of the Member Association and they will be responsible for launching the Young Professional Forum.

Prospective members of the committee can be self-nominated, or nominated by his or her member firm. Application should be presented to the current YPFSC as well as to the YP Supporter from the MA. Each candidate will be contacted by at least one member of the current Steering Committee. This contact shall be by telephone or by face to face meeting. The purpose of this interview to confirm the candidate’s interest in joining committee, to gain an understanding of his or her commitment to participate in YPF activities, and also to allow the candidate to ask questions concerning the YPFSC.

The following example defines criteria that may be taken into consideration:

- Age: candidate must be maximum 40 years of age.
- Education: a university degree is requested.
- Attitude: a commitment to working in a non-profit organization.
- Experience: initial professional experience is an asset, but is not mandatory
- Motivation: examine the statement of interest
- Recommendation Letter: a Recommendation letter from his or her firm
  ❖ It is recommended to have members from different firms with a good geographical distribution.

An Interview protocol with recommendation for each applicant shall be shared between all members of the YPFSC and YP Supporter from the MA. A decision needs to be taken to either accept or reject the application. The Chairperson of YPFSC shall notify each candidate of his/her acceptance or non-acceptance to join the Steering Committee.

2.5.1.2 Election of Chair- and Vice-Chairperson
The Chairperson of the initial young professional committee can lead the new YPFSC for the next two years. The next step is to choose a Vice Chairperson. YPFSC members may nominate themselves for the Vice-Chairperson. The position of Vice Chair carries a term of two years. The Vice Chairperson is automatically nominated to ascend to the position of Chairperson.

In case only one candidate is nominated to the position, he or she will begin serving as a Vice Chair for the next two years. Otherwise the election of the Vice Chair will occur through the following steps:
1. The Chairperson will informally interview all candidates to confirm their interest and ability to dedicate time to the position of Vice Chair, and automatically, later for the position of Chairperson.
2. All candidates who confirm their ability to serve the Steering Committee as a Vice Chair will be elected by a simple majority of current committee members.
3. Once the Vice Chair is nominated, the Chairperson will seek official approval from the EC or BOD of the MA.

2.6 Objectives
The Core committee is formed very early as described by step 3 and is requested to map out a vision, mission statement and objectives of the YPF.

Examples for the main objectives of the YPF may include:

- To build and strengthen the links between the YPs within the MA
- To promote the role and visibility of YPs as future leaders
- To provide a networking and business platform for YPs and their firms
- Enhance and protect the image of the engineering profession
- To give impetus to personal and business development, by sharing knowledge and experience on state-of-the-art business practices, technologies and innovation.
- To exchange knowledge between the older and younger generation within the consulting engineering profession
- To build links at a global level through collaboration between the MA YPF and FIDIC YPs

To achieve an YPF vision, the YPFSC should implement their mission by engaging in planned activities.

2.6.1 Vision
Example: to unite, support and represent Young Professionals in the Member Association by providing a unified voice for Young Professionals throughout the Member Association Communities through a variety of forums, events and communication mechanisms.

2.6.2 Mission Statement:
Example: promote active participation in the YPF to all member firms of a Member Association, and ensure that their voice influences the behavior of the Member Association and of society.

2.6.3 Activities:
Examples of typical YPFSC activities include:

Set up an annual YPF Business Plan
- Clearly identify annual goals and activities

Increase YPF memberships
• Attract more YPs
• Clarify membership benefits
• Promotion through delivering newsletters, mailing and personal contact

Coordinate and execute YP events

• Plan events at least 6 to 8 weeks in advance of the event day
• Engage keynote speakers and thinkers to participate in events
• Involve YPF members in plan
• Take photos at events and post them online and possibly event summaries

Create an YPF website or web page within the Member Association website as a Web-based Information Resource

• Logo
• Maintain and update a YPF webpage
• Meeting minutes and agendas
• YPFSC member contact information

Social media

• Set up Linked-in, Facebook and Twitter accounts
• Post real time information on sites and encourage all to engage

Set repeating meeting times

• The YPFSC Chairperson shall normally schedule and arrange for all YPFSC members to participate in monthly meetings. Depending on geographical location of members, internet teleconferencing such as Skype conference calls which can provide a good solution. If possible, face-to-face meetings are recommended at least once or twice per year.

Conference Participations

• Plan and organize an Annual Forum for YPs, generally held at annual MA conferences.
• Plan and organize other events at MA conferences such as plenary sessions, technical tours, and networking events.

Develop tools to ensure that objectives are clearly specific and achievable

• YPF Surveys, membership, attendance and events, etc.

Explore funding opportunities to support YP activities

• Seek sponsorships from Member Firms to cover the social networking event that would allow participants to attend at little or no cost.
• Seek external sponsors for specific programmes such as an annual award
Publish regular e-newsletters covering YP activities

- Newsletter is consistently published monthly or quarterly online and via mailing. Topics may include, but are not limited to the following:
  - YPFSC Chairperson Message
  - Event notifications, event reminders
  - Technical articles
  - Project information
  - Enhancing the image of Consulting Engineering in general

3 Responsibilities of the Member Association and its Member Firms

The YPF should be a part of the Member Association and will be operated within the MA. Firms may wish to build their own “in-company” young professional groups. Both the MA and its member firms should be responsible for at least the following:

- Dedication of an MA EC/BOD Member to act as primary liaison between the YPFSC and the MA Board as in step 1
- Administrative support for a webpage as well as a related communication platform
- Involve and engage the YPs in its Communities
- Take into consideration the opinions and suggested improvements for YPs
- Support both local YPF educational events such as YPF seminars and technical tours, as well as FIDIC events such as the YPMTP and annual conferences.
- Member firms could be approached to sponsor YPF Activities

4 Relationship to the FIDIC Young Professional Forum

The FIDIC Young Professional Forum (FIDIC YPF) is a part of FIDIC. It was formed with the intention of providing Young Professionals with an opportunity to participate in FIDIC with their peers, and to develop the next generation of FIDIC leaders.

As a leadership committee, the Young Professional Forum Steering Committee (YPFSC) was formed to develop communication and networking opportunities for all Young Professionals involved in the FIDIC Young Professional Forum. It is run by a committee of Young Professional volunteers.

The YPFs are not limited to their network at only the national level. The international FIDIC YPFSC encourages local MA YPFs to become involved in the international network by:

Liaison between MA YPFs and the FIDIC YPFSC;

Collaboration between the MA YPFSC and the FIDIC YPFSC;

Promotion of FIDIC YPF activities and policies in the YPF countries;

Participation in FIDIC World Conferences, Training courses and Workshops;
Active involvement within the FIDIC YPFSC by appointing a national YP leader, to apply to join the FIDIC YPFSC, representing their country’s YPs.

The FIDIC YPFSC will appoint one member to participate in the ASPAC, EFCA, FEPAC and GAMA annual Conference. This will allow them to meet face-to-face, some members of MA YPFs.

The FIDIC YPFSC will welcome all YPs to the FIDIC annual Conference at an informal setting before the Conference opens i.e. an “YP Meet and Greet event”. This will allow YPs worldwide to communicate face-to-face. YPs of MAs are invited to the “YP Open Forum” event at the FIDIC World Conference which is designed specifically for YPs within the FIDIC Community.

YPs of MAs are invited to meet with the FIDIC Executive Committee. This event “YPs Meet FIDIC EC” affords YPs the opportunity to engage with the FIDIC EC in an informal manner, where they are free to ask the EC any questions or discuss pertinent FIDIC issues.

YPs are encouraged to take advantage of all YP activities planned by the FIDIC YPFSC, including technical tours, social evenings, and networking opportunities.
5 Appendix

1. **Appendix 1**: Young Professional Group - Association of Consulting Engineering Companies
   British Columbia

2. **Appendix 2**: Young Professional Forum - China National Association of Engineering Consultants

3. **Appendix 3**: Young Professionals - Danish Association of Consulting Engineers

4. **Appendix 4**: Young Professional Group – Finnish Association of Consulting Firms

5. **Appendix 5**: Young Professional Group – German Association of Consulting Engineers

6. **Appendix 6**: Young Professional Forum - Iranian Association of Consulting Engineers

7. **Appendix 7**: Young Professional Group - Association of Japanese Consulting Engineers

8. **Appendix 8**: Young Professional Forum - Jordan Architects and Consulting Engineers Council

9. **Appendix 9**: Young Professional Group - Dutch association of consulting engineers

10. **Appendix 10**: Young Professional Forum - Association of Consulting Engineers in Nigeria

11. **Appendix 11**: Young Professional Group – Norwegian Association of Consulting Engineers

12. **Appendix 12**: Young Professional Group – Polish association of natural persons and private companies

13. **Appendix 13**: Young Professional Group – Swiss Association of Consulting Engineers

14. **Appendix 14**: Young Professional Group - Association of Turkish Consulting Engineers and Architects
# British Columbia

## Background

The Young Professionals' Group (YPG) was established in early 2006 to promote and empower the development of Young Professionals' careers in the Consulting Engineering Business.

Directed towards individuals in member firms with less than 10 years experience in their field, YPG hosts a series of breakfast seminars, socials, and outreach events to develop and teach the networking and business skills necessary to succeed in the consulting industry.

YPG is a main line committee of the Association of Consulting Engineering Companies - British Columbia (ACEC British Columbia). ACEC British Columbia lobbies clients and policy makers in municipalities, regional districts, and the provincial government, as well as clients in the private sector. The association coordinates a common industry approach on procurement, contract language and liability issues.

## Core Objectives

To promote and empower the development of Young Professionals' careers in the Consulting Engineering Business

## Organizational Structure

One Provincial Steering Committee consisting of:

- Chair (typically of Vancouver),
- Past Chair,
- Vice Chair,
- Regional Chairs (Vancouver, Okanagan, Vancouver Island)
- Provincial Education/Professional Development
- Provincial Communications

Each Regional Committee consisting of:

- Chair
- Vice Chair
- Past Chair
- Optional other positions depending on Region. For Vancouver:
  - Communications
  - Education/Professional Development
  - Networking/Social Events
  - Volunteer Management
  - Student Outreach
  - Community Involvement

Also, YPG members are also invited to sit in on ACEC-BC level mainline committees and report to the Provincial Vice Chair.
### Alberta

**Background**

Formed in 2005, the Consulting Engineers of Alberta (CEA) Young Professionals Group (YPG) was designed as an initiative to involve current young professionals with the CEA and to attract new young professionals to the consulting industry.

**Core Objectives**

- To contribute to the growth of the engineering consulting industry within Alberta.
- To better understand the function, role and business of the CEA.
- To promote, grow and understand the relationships between clients and consultants.
- To create a network of cross discipline young professionals within the engineering consulting industry.
- To actively participate in the committees and events sponsored by the CEA.
- To promote the benefits of and increase the membership of the Young Professionals Group.
| Organizational Structure | • CEA Board Liaison  
• Past Chair  
• Chair  
• Vice-Chair  
• Treasurer  
• Sub-Committee Positions  
  o Communication Director  
  o ACEC representative  
  o AGM Coordinator  
  o Post-Secondary Coordinator  
  o Speaker Series Coordinator  
  o External Relations  
  o Transportation Committee Representative  
  o Environmental Committee Representative  
  o Buildings Committee Representative  
  o City of Edmonton Committee Representative  
  o City of Calgary Committee Representative  
• Members at Large |

| Activities | • Technical Tours  
• Professional development seminars  
• Speaker Series  
• Networking events  
• YPG Executive meetings  
• CEA Committees meetings  
• University group cross promotion  
• Engineering group cross promotion  
• Participation with ACEC-Canada |

| Statistics | Turnout depends on timing of events and content. Technical tours have had excellent turnout as well as Speaker Series events. The Executive is re-thinking the scheduling of certain events to times that will work better with YP schedules. |

| Contact Information | http://www.cea.ca/committees/young-professionals-group-ypg  
Phone: (780) 421-1852  
Fax: (780) 424-5225  
email: info@cea.ca |

<p>| Saskatchewan | The Consulting Engineers of Saskatchewan (CES) Young Professionals Group (YPG) was formed in 2007 to support Young Professionals (YP) within the consulting engineering and geoscience industry in Saskatchewan, and to promote consulting engineering and geosciences to those considering a career in the industry. |</p>
<table>
<thead>
<tr>
<th>Core Objectives</th>
<th>The YPG will consist of a Committee made up of young professionals from member firms who will function as a recognized Committee of CES. The roles of each Committee member are described below. Executive positions on the YPG Committee will be voted on by the Committee in April of each year, at which time consideration for Vice-chair, Past chair, and any other positions deemed necessary by the committee or its members will be determined. Executive positions will be agreed upon by 2/3 of the YPG Committee on an annual basis. New positions will be added as deemed necessary by approval of 2/3 of the YPG Committee members, and at a minimum will be reviewed on an annual basis. The terms of office for the CES YPG Committee will follow those outlined in the CES Bylaws. Members will hold a place on the Committee for a 3 yr term, with the possibility for re-election for 1 successive term. A maximum of one third of the YPG Committee will turn over annually. The YPG Committee will meet no less than four (4) times per year. Notice of time and place of all Committee Meetings shall be in writing and shall be emailed, mailed or handed to all members by the chair at least five days before the date for holding the Meeting; provided, however, that the members may meet on regular dates without notice or may, by unanimous consent, meet at any time or place without notice. These meetings will consist of a combination of face to face meetings or teleconference. Minutes will be recorded by the Secretary and distributed to the Committee and to the CES Board of Directors. Four (4) voting members present shall constitute a quorum for the purpose of a meeting of the Committee. If any one committee member misses 3 consecutive meetings, the YPG Committee members can choose to replace that member by a 2/3 majority vote. If any dispute shall arise at any meeting on a matter of procedure, it shall be settled in accordance with Bourinot's Rules of Order.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Organizational Structure</td>
<td>Activities</td>
</tr>
<tr>
<td>Contact Information</td>
<td>Current Chair – Geoff Sarazin, <a href="mailto:sarazing@ae.ca">sarazing@ae.ca</a></td>
</tr>
</tbody>
</table>
## Manitoba

### Background
ACEC Manitoba established the Young Professionals Committee in 2010 in an effort to help attract, retain and develop the YPs in the member organizations.

### Core Objectives

**Mission**
To enhance the growth and advancement of the consulting engineering industry by supporting the development of Young Professionals.

**Goals**
1. Provide Young Professionals with a greater understanding of the consulting engineering business and ACEC Manitoba’s role in it.
2. Provide Young Professionals with networking opportunities and venues to further develop their skills.
3. Advocate on behalf of Young Professionals to promote their interests within the consulting engineering industry.
4. Provide Young Professionals with opportunities to actively contribute to the consulting engineering industry and ACEC Manitoba.
5. Facilitate the progression from post-secondary education to involvement in the consulting engineering industry and ACEC Manitoba.
6. Communicate and coordinate with other organizations to exchange ideas and find mutually beneficial opportunities.

### Organizational Structure
- Chair (Also serves as ACEC-Manitoba Board Director)
- Co-Chair
- Committee Members
  - Events planning team
  - Gala planning team
  - University Liaisons
  - Communications and promotions team
  - Various ACEC committee liaisons

### Activities
- **(Internal) Networking Activities**
  - Pub Nights
  - Annual Gala
  - Monthly YP Newsletter (Distributed to member firms)
- **Educational Events**
  - Breakfast seminars
  - Lunch presentations (Directly to individual member offices)
- **Outreach Activities**
  - Annual networking event (with contractor, clients, etc.)
  - University of Manitoba Outreach/Mentorship Program

### Statistics
Good participation on the part of member firms. Some difficulty attracting outside participants to networking events (with contractor, clients, etc.)

### Contact Information
yp@acec-mb.ca

Appendix 1: Young Professional Group - Association of Consulting Engineering Companies in Canada
### Ontario

**Background**
Consulting Engineers of Ontario (CEO) established the Young Professionals Group (YPG) in June 2010 in recognition of the need for CEO to engage YPs to help foster growth for the organization.

**Core Objectives**

**Mission:** To engage and empower young professionals to foster a sustainable business environment.

**Objectives**

I. To increase awareness of CEO to Young Professionals in member firms.
II. To promote and support the development of YP’s in the consulting engineering sector.
III. To increase awareness of CEO and consulting engineering to stakeholders and the general public.
IV. To communicate and collaborate with other committees within CEO to further CEO’s mission.
V. To create a province-wide network of cross discipline YPs within the consulting engineering industry.
VI. To promote the involvement and participation of YPs in CEO activities.
VII. To actively encourage participation of YPs from all locations in Ontario in both the executive committee and the activities of the group.

**Organizational Structure**

- Past Chair
- Chair
- Chair Elect
- Secretary
- Events Director
- Communication Director
- Membership & Outreach Director
- CEO Liaison Director
- Members at large (at discretion of committee)
- Co-directors are welcome for positions noted above.

**Activities**

- Professional development and networking seminars
- Social Media – LinkedIn Discussions
- Executive meetings
- Participate in Consulting Engineers of Ontario Board Meetings
- Outreach with universities and related engineering groups
- Work with YPs from around Canada

**Statistics**

- Statistics have varied from event to event. General direction is growth.

**Contact Information**

- yp@ceo.on.ca
- (416) 620-1400

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### Quebec

**Background**
The FORUM was created to reinforce the Quebec consulting engineering by providing to YP an innovative continuing development as well as a platform for networking.

YP in Quebec is defined as: professional below 35 years old that work for a member firm of the Association of Consulting Engineering Companies of Quebec (AICQ).

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Appendix 1: Young Professional Group - Association of Consulting Engineering Companies in Canada
Appendix 1: Young Professional Group - Association of Consulting Engineering Companies in Canada
### Activities

<table>
<thead>
<tr>
<th>Activities</th>
<th>In planning stages for the 2013 schedule. To date:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• Full day professional development seminar in Moncton this February.</td>
</tr>
<tr>
<td></td>
<td>• Networking session scheduled with Provincial AGM in April.</td>
</tr>
<tr>
<td></td>
<td>• Ongoing participation with ACEC-NB Board meetings</td>
</tr>
<tr>
<td></td>
<td>• Ongoing outreach with UNB engineering students</td>
</tr>
<tr>
<td></td>
<td>• Awareness and general promotion with Member Firms and allied industry groups</td>
</tr>
</tbody>
</table>

### Statistics

| Statistics | N/A |

### Contact Information

| Contact Information          | 2013 Chair – Ben Coles (bcoles@rjbartlett.com) |

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### Prince Edward Island

### Background

The YP group for Prince Edward Island was founded in July of 2012. People in the consulting engineering profession who are under 35 years of age or who have less than 10 years’ experience in this field are welcome to join the PEI YP group.

### Core Objectives

The objectives of the YP group on PEI are to:

- Further the knowledge of each YP as it pertains to consulting engineering
- Engage YP’s in discussions and activities that can benefit their career
- Act as a channel through which information can be passed between ACEC PEI, the PEI YP group and other groups such as Engineers PEI
- Engage YP’s on a social level and have some fun.

### Organizational Structure

Still in fledgling stages, only one person on the PEI YP committee.

### Activities

Partnering with NB chapter on promoting a PD event in Moncton, more to come.

### Statistics

Several young engineers have expressed interest, kick-off to formal memberships will happen following the first PD event in Moncton.

### Contact Information

Kevin King – kking@colesassociates.com
Appendix 2: China National Association of Engineering Consultants Young Professional Forum

CNAEC - YPF
# China National Association of Engineering Consultants
## Young Professional Forum
### Summary for FIDIC YP Reference Document

**CNAEC - YPF**

<table>
<thead>
<tr>
<th>Background</th>
<th>In early 2004, China National Association of Engineering Consultants (CNAEC) decided to establish China Young Professional Forum (CYPF). CYPF aims to gather all promising young professionals in the engineering consulting industry, and to provide professional development training to its members. Furthermore, CYPF also offers a platform for communications and co-operations between the young professionals not only within the country but also around the world.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Core Objectives</td>
<td>CYPF is responsible for creating opportunities for its members to exchange information, establishing the connection with FIDIC and other international engineering consulting organizations, and encouraging young engineers to participate in national and international academic conference and training.</td>
</tr>
<tr>
<td>Organizational Structure</td>
<td>CNAEC established a Preparatory Committee of CYPF. The Preparatory Committee was consisted of 10 members from member firms of CNAEC. President and Secretary-General of CNAEC were also members of the Preparatory Committee.</td>
</tr>
<tr>
<td>Activities</td>
<td>Since the establishment of CYPF, it has held a great number of events and participated in several FIDIC activities.</td>
</tr>
<tr>
<td></td>
<td>• The annual conference of CNAEC has formed an YP Forum for Young Professionals, and normally the YP Forum has generally 100 attendants and around 10 young speakers who are willing to share their ideas and views with other professionals in the field. The themes of YP Forum include “Roles of YPs in Sustainable Development” (2005), “Engineering, Our Future”(2007), “Face the challenge of Finance Crisis, Provide Sustainable Solutions” (2009), “YPs and the Future Consulting Industry” (2010), etc.</td>
</tr>
<tr>
<td></td>
<td>• CYPF also promote the professional developments of young professionals, which include sending YPs from China to attend FIDIC YPMTP training (around 10 attendants yearly since 2007).</td>
</tr>
<tr>
<td></td>
<td>• In 2008, CYPF, together with CNAEC and FIDIC, have carried out the “1st FIDIC Excellent China Young Professionals Awards” event in order to honor the young professionals who contributed great efforts in the development of the engineering consulting industry, and received acknowledgements from their specialized fields. There were 24 winners out of 400 candidates, who are also the first group of engineers receiving this accomplishment in the 95-years history of FIDIC.</td>
</tr>
<tr>
<td></td>
<td>• In December 2010, 20 young professionals were awarded as “The 2nd FIDIC China Young Professionals Excellence Awards”. FIDIC President issued the certificate to the winners.</td>
</tr>
</tbody>
</table>

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Appendix 2: Young Professional Forum - China National Association of Engineering Consultants
| Contact Information | CNAEC - YPF  
Tian Feng  
Email: t_feng@126.com  
Telephone: 86 68 33 26 83  
Fax: 86 68 36 48 43  
No1 Fuchengmen Wai Street 11th Floor, Sichuan Mansion  
100037 Beijing-China  
Appendix 3: Young Professionals - Danish Association of Consulting Engineers

FRI - YPs
### Background

FRI|YP (FRI Young Professionals) was established in 2004, when FRI celebrated its 100th anniversary. The kick-off to FRI|YP was taken at the FIDIC Conference in Copenhagen in September 2004.

FRI established its Young Professionals Forum (FRI|YP) based on the positive experience which NL Engineers (then ONRI) had had with their Young Professionals Forum (YONRI). For the FRI Board of directors, the strategic purposes behind establishing FRI|YP were threefold:

1. Strengthening the FRI brand within the members firms
2. Strengthening the value for young employees that are working in FRI member firms (i.e. to retain talent in the industry)
3. Getting input from the young professionals when outlining the future of the consulting engineering industry – and in the daily work performed by FRI.

### Core Objectives

The primary objective for FRI|YP is to strengthen the consulting engineering industry through the ideas and drive of talented young minds, as well as to promote the industry and kindle an interest in working as a consulting engineer, among the younger generations in order to secure a stable flow of capable young professionals to the industry's workforce.

### Organizational Structure

The Young Professionals Forum in Denmark is led by the FRI|YP Steering Committee, which formulates and implements the strategy of the YP-network within the framework laid out by FRI. The committee is based in Copenhagen and represented by a smaller subdivision in Jutland. The steering committee consists of 13 members from FRI’s member firms (max. two from the same company) including two representatives from the FRI secretariat, thus sustaining the connection between the committee and its parent organization. The steering committee is formally organized under a Chairman and a Vice Chairman as well as a Regional Chairman of the Jutland subdivision. In addition to the chairmanship, a member of the board in FRI is also part of the YP Steering Committee to facilitate collaboration between the YP’s and the FRI’s board.

FRI|YP obtains influence on the work and strategy of FRI through representation in each of FRI’s five main committees. Each representative briefs the YP steering committee about the work in the other committees, thus securing insight in the overall labor of FRI as well as optimizing the synchronization of (and synergy from) the various committees’ endeavors.

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Appendix 3: Young Professionals - Danish Association of Consulting Engineers
| **Activities** | FRI YP spurs networking and knowledge-sharing between young professionals and generates awareness and recognition of the consulting engineering industry in the public. 
This is done through:  
- Networking events and educational seminars.  
- Newsletters  
- Involvement of YPs in every FRI committee  
- Presence on social media (LinkedIn and Facebook)  
- Facilitating communication between young professionals and the FRI secretariat  
- Promotion campaigns in the national media  
- “Inspiration meetings” and guest lectures on Danish universities  
- Enabling member firms to make meaningful and educational internships for 14-15 year old students |
| **Statistics** | The YP Steering Committee has a budget like every other FRI committee.  
- FRI YP has 665 members from 46 different member firms  
- In 2012 membership grew by 20%  
- Approximately 7 YP-events are arranged each year with an average participation of 41 YPs  
- 4-5 newsletters per year |
| **Contact Information** | **Foreningen af Rådgivende Ingeniører, FRI**  
Sundkrogskaj 20  
2100 København Ø  
Web: [www.frinet.dk](http://www.frinet.dk)  
Email: fri@frinet.dk  
Tel: +45 3537 3535  
**FRI Young Professionals**  
[www.frinet.dk/yp](http://www.frinet.dk/yp)  
**Chairman:** Stinne Katrine Larsen ([stinne.larsen@atkinsglobal.com](mailto:stinne.larsen@atkinsglobal.com))  
**Vice Chairman:** Pernille Karstoft Bak-Jensen ([pkb@alectica.com](mailto:pkb@alectica.com))  
**Secretary:** Christoffer Fuglsang Andersen, **FRI** ([cf@frinet.dk](mailto:cf@frinet.dk))  
**Secretary:** David Meyer, **FRI** ([dm@frinet.dk](mailto:dm@frinet.dk)) |

Appendix 3: Young Professionals - Danish Association of Consulting Engineers
Appendix 4: Young Professional Group – Finnish Association of Consulting Firms

SKOL-YPG
# Konsulttinuoret

## Background
In autumn 2012, The Finnish Association of Consulting Firms SKOL started a project regarding young professionals with a goal to improve the attraction and predictability in Finnish consulting branch of business. As a result of this on-going project a young consultant network called Konsulttinuoret will be announced during the year 2013.

In the first year, Konsulttinuoret will have a steering workgroup based on members of the original project: Niina Erkkilä, Joonatan Haukilehto, Suvi Heikkilä, Timo Häll, Thomas Johansson, Aleks Keskinen, Sini Larsen, Mika Lindroos, Emil Matintupa, Jenni Neste, Pekka Nurmi, Tuomas Rantanen, Kuism Reinkainen, Sonja Sahlsten, Noora Salonen, Anna-Liisa Syrilä and Mikko Tuomisto.

## Core Objectives
To improve networking of young consultants and clients in all different ways, separately and among each other. To develop and maintain young consultants’ professional skills. To promote consulting branch of business to educational institutions such as universities. To inform members of the network regarding educational or work related opportunities and stand for young consultants’ assets and preferences.

## Organizational Structure
Steering workgroup of Konsulttinuoret will be a committee working underneath SKOL.

After the first year the committee will consist
- chair
- persons in charge of
  - communication and information
  - education
  - international matters
  - events
  - members and memberships
- six other members (one student member)

This 12-person committee has a half-election every year, when six new members will be elected and six members remaining. First committee will be elected in autumn 2013.

Separate organizing groups will be established for events.
### Activities
Activities for social networking opportunities:
- annual main event in autumn
- annual get-together in early summer
- seminars and get-togethers during the year
- recruitment events in universities and universities of applied sciences

Other activities:
- newsletters and promotion (email)
- active social media: Facebook, Twitter
- homepage
- articles in magazines

### Statistics
Steering workgroup: 12 members, volunteers.
Membership registration will be opened during the year 2013.
There will be two main events annually, which will be funded with sponsor assistance. Event arrangements will require volunteers.

### Contact Information
[www.konsulttuore.ti](http://www.konsulttuore.ti) (opens in March 2013)
SKOL ry
Eteläranta 10, PL 10
FI-00131 Helsinki
Finland
Tel: +358 9 19 231
[http://www.skolry.fi](http://www.skolry.fi)
Email: skolry@teknologiateollisuus.fi
Appendix 5: Young Professional Group – German Association of Consulting Engineers

VBI-YPG
## VBI-YP group

<table>
<thead>
<tr>
<th>Background</th>
<th>The Young Professionals Group of the VBI was established in 2008 due to an initiative of the German Association of Consulting Engineers (VBI). The idea was to “activate” the young professionals in Germany and to motivate these people to join the association. There is a potential of approx. 300 young people within the member companies of the VBI. Approx. 50 of them are involved in regular meetings and activities. The group is headed by a 5 people board.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Core Objectives</td>
<td>The group is a perfect basis for networking and exchange of best-practice and know-how between young engineers in Germany. Furthermore, the group actively supports the association in different fields, e.g. attracting young academics for the profession of engineer, PR activities etc.</td>
</tr>
<tr>
<td>Organizational Structure</td>
<td>The YP group has a direct counterpart in the association board. Since end of 2012 this person is a former member of the YP group (and the youngest member of the association board now). The YP group itself has a 5 people board (max 6 people possible) including one spokesman. Members of the group must be younger than 45 years, must be member of the VBI, whether individual (self-employed) or staff of a member company) and must attend regular to the meetings of the YP group.</td>
</tr>
<tr>
<td>Activities</td>
<td>The board of the YP group organizes 3 regular meetings a year plus one socializing and team-working activity. The regular meeting stars usually with a socializing event, e.g. site visit of an interesting project, a dinner of the group and the next day with a seminar of a topic which was chosen by the group before, e.g. time management, team leadership etc. followed by the main meeting of the group. The team-working activity event is usually an out-door event like climbing, sailing, kayaking etc. Publishing of newsletters. Networking and information via social media (Xing: VBIYP group). Support of special initiatives and working groups like succession planning of companies.</td>
</tr>
<tr>
<td>Statistics</td>
<td>Members: approx. 300 active members: approx. 50 Board: 5 (max 6) 3 educational events per year, attendants approx. 35 1 socializing event per year, attendants approx. 25 The MA supports the YP group by sponsoring of the educational events, by organizing of all events. There is one responsible contact person in the MA and one responsible counterpart in the board of the MA.</td>
</tr>
</tbody>
</table>

Appendix 5: Young Professional Group – German Association of Consulting Engineers
<table>
<thead>
<tr>
<th><strong>Contact Information</strong></th>
<th><strong>Young Professionals:</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><a href="http://www.vbi.de/young-professionals/">http://www.vbi.de/young-professionals/</a></td>
</tr>
<tr>
<td></td>
<td><a href="mailto:matthias.zaehringer@zaehringer-ing.de">matthias.zaehringer@zaehringer-ing.de</a></td>
</tr>
<tr>
<td></td>
<td><a href="mailto:matthes.peter@iproplan.de">matthes.peter@iproplan.de</a></td>
</tr>
<tr>
<td><strong>Member Association:</strong></td>
<td>Verband Beratender Ingenieure VBI</td>
</tr>
<tr>
<td></td>
<td>Budapester Straße 31</td>
</tr>
<tr>
<td></td>
<td>10787 Berlin</td>
</tr>
<tr>
<td></td>
<td>Telefon: 030 / 260 62 0</td>
</tr>
<tr>
<td></td>
<td>Fax: 030 / 260 62 100</td>
</tr>
<tr>
<td></td>
<td>E-Mail: <a href="mailto:vbi@vbi.de">vbi@vbi.de</a></td>
</tr>
</tbody>
</table>
Appendix 6: Young Professional Forum – Iranian Association of Consulting Engineers

ISCE-YPF
ISCE-YPF

| Background | ISCE YPF was initiated in December 2004. For start, ISCE sent a letter to all members asking the "managers and shareholders below 35 years old" to attend a meeting. There they suggested the idea and a primary Steering Committee chose to plan for the YPF. The primary SC had 7 members. It took about 6 months to prepare a business plan and to set the outlines for the activities of the ISCE YPF. The Pre-SC finished its activities by holding the first YP General Assembly and selecting the first YPF Steering Committee. The SC members are selected for two years. |
| Core Objectives | • Preparing the ground for promotion of Member Firms in Current IRSCE Activities.  
• Developing Innovations in line with IRSCE Objectives and providing efficient projects by increasing the level of productivity for such activities.  
• Promoting Knowledge and Scientific Level of Young Professionals  
• Promoting the position of IRSCE-YPF in Domestic/International Level.  
• Promoting the Position of Research & Development within Consulting Engineering Firms in the Country.  
• Achieving the Technical Knowledge/ Advanced up-to-date World-class Technology, according to Cultural-Social-Climatic- and Economic Conditions of the Country.  
• Performing required activities in order to communicate with and unify Members onto Domestic/International Organizations.  
• Promoting and Developing Engineering Ethics. |
| Organizational Structure | The steering committee:  
• YPF Chair  
• Vice Chair  
• Treasurer  
• 4 Executive members  
• 2 Alternative SC member  
• Cooperating with ISCE Management Council  
• Conducting Seminars, Meetings & Site Visits  
• Transferring Knowledge & Experience  
• Providing Educational Seminars, Courses, Conferences |
### Activities
- Cooperating with ISCE Management Council
- Conducting Seminars, Meetings & Site Visits
- Transferring Knowledge & Experience
- Providing Educational Seminars, Courses, Conferences
- Cooperating with ISCE Integrity Council
- Cooperating with some ISCE Committees, such as: Education, Publication, Seminars and Site Visits, IT, FIDIC Affairs, Public Relations
- Having some close activities with FIDIC such as FIDIC YPFSC, Integrity Management Committee, QBS Task-Force

### Statistics
- Steering committee 9
- Maintain a data base of about 300 YPs

### Contact Information
ISCE YPF  
ISCE Building  
No25, Daneshjou Boulevard, Velenjak Ave, Tehran, IRAN  
Tel : (+98 21) 22406259-60  
Fax : (+9821) 22406258  
www.irsce.org/irsce-en/Committee/YPF/Pages/Introduction.aspx  
Contact Person: Mr. Nader Shokoufi  
Email: Nader@tavon.ir
Appendix 7: Young Professional Group - Association of Japanese Consulting Engineers

AJCE-YPG
# AJCE-YPSC

## Background

The Young Professionals (YP) Sub-Committee (SC) was established in 2009 and organized to act as a core group to promote YP activities. As the core members, young engineers in their 20’ and 30’ play a key role in every aspect of the activities. Its activities include:

- Support training and networking of young engineers through the participation to FIDIC/ASPAC activities,
- Promote young consulting engineers’ skills to be competent in the international market,
- Promote the participation of young engineers in Consulting Industry including students.

## Core Objectives

The biggest objective of YPSC is to develop capacities of Young Professionals through various events and channels.

## Organizational Structure

Young Professional sub-committee (YPSC) consists of:

- Chair
- Vice Chair(s)

## Activities

- **YPEP (Young Professionals Exchange Program)**
  Young Professional Exchange Programme (YPEP) was established in 1996 according to the Memorandum of Understanding between AJCE and ACEA (Association of Consulting Engineers Australia) to promote good relationship and friendship between Japanese and Australian young consulting engineers, in view of possible future collaboration among participating firms. In the past 15 years, more than 100 young engineers from Australia, New Zealand and Japan attended this program. The trainees from YPEP are now taking major roles in the YPSC.

- **YP Award (Young Professionals Award)**
  In 2013, 2nd YP Award was organized by YPSC. 6 groups participated in to introduce several youth-basis activities of AJCE YPs.

- **“Yakai”, Social Networking Event**
  Since 2010 YP social networking event was hosted by YPSC. In 2014, around 40 YPs from several companies participated and enjoyed communication among them. This event provided opportunity to disseminate activity of AJCE YPs.

- **Sports exchange**
  Since 2013, sports exchange event was hosted by YPSC. The AJCE-cup futsal game held in 2013 and 2014 contributed to YPs’ networking and health promotion.

- **Contribution to FIDIC YPF and ASPAC YPF**
  A member of AJCE YPSC is serving as FIDIC YPFSC and ASPAC YPFSC member

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Appendix 7: Young Professional Group - Association of Japanese Consulting Engineers
to contribute YPF activities by sending representative from AJCE.

- **Introduction of CE Industry to University**
  
  YPSC conducted promotional lectures on Consulting Engineers industry and role of consultants for university students since 2010.

- **Career path and work-life balance for female consulting engineers**
  
  2nd panel discussion titled “Career path and work-life balance for female consulting engineers” was hosted by YPSC, and 3 senior female managers as panellists, around 30 YPs including 8 male participated in the discussion.

- **Translation of FIDIC news and FIDIC YPF newsletter**

- **Site visit**
  
  In 2014, 1st site visit was organized by YPSC. Around 20 YPs participated in the event.

In addition, AJCE-YPSC continues its activity as the optional group where young engineers can participate in freely. We also plan site visit events and give lectures for students in the future.

### Statistics

- YPSC representatives: 19
- YPFP participants: ~10 in each year since Year 1996
- YP Award: 1 in Year 2013 (Presenters: 6 groups)
- “Yakai”, Social Networking Event: Attendance: ~40 in each year since Year 2010
- Introduction of CE Industry to University Attendance: 90 in each year since Year 2010

### Contact Information

Association of Japanese Consulting Engineers (AJCE)
Address: 3-16-4, Ueno, Taito-ku, TOKYO 110-0005 JAPAN
Tel : +81-3-3839-8471
Fax: +81-3-3839-8472
Email: info@ajce.or.jp

Appendix 7: Young Professional Group - Association of Japanese Consulting Engineers
Appendix 8: Young Professional Forum – Jordan Architects and Consulting Engineers Council
# Background

The initiative for Building Young Professional Forum in Jordan (YPFJ) was started in early February 2012 by full support of Mr. Bisher Jardaneh and Arch. Samar Kilani. Jomanah Al Btoush was coordinator from Jordanian YPMTP Participants side.

YPFJ: is a group of Young Professionals (YPs) established through Jordan Architects and Consulting Engineers Council (JACEC); A FIDIC National Member Association and which will work and act as part of Young Professional Forum (YPF) within International Federation of Consulting Engineers (FIDIC).

## Core Objectives

**Spirit:**

YPFJ will provide a space and platform for all YPs to communicate and grow effectively; in addition to expand and raise the awareness of FIDIC’s global Vision and Practices.

**Objectives:**

- Enhance networking within YPs, through effective discussions and opportunities
- Exchange ideas, share experiences and knowledge
- Provide on-line discussions through YPFJ group profile on ”LinkedIn”
- Improve personal development in line with engineering profession development
- Enhance and protect the image of engineering profession
- Arrange and coordinate related events
- Work closely with YPF within FIDIC
- Raise the awareness and understanding of the profession’s requirements and practices and explore global developments and activities within FIDIC
- Encourage volunteering work and team spirit

## Organizational Structure

YPFJ is part of JACEC.

YPFJ is open for YPs who are passionate about the engineering industry and are interested in ensuring the development, sustainability and promotion of the profession.

Membership eligibility for YPFJ is open to any engineer, architect, planner, environmental and sustainability scientist, in addition to all FIDIC YPMTP participants to share and benefit experiences & knowledge.

YPFJ is targeting all YPs in Jordan, and is welcoming all YPs from other surrounding countries to join.

Recommended age for membership is for age 22 to 40 years.

## Activities

- Jordanian YPMPT participants experience brochure
- Business Plan

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Appendix 8: Young Professional Forum - Jordan Architects and Consulting Engineers Council
<table>
<thead>
<tr>
<th>Contact Information</th>
<th>A/E Business Council</th>
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<tbody>
<tr>
<td></td>
<td>Tel: +962 6 5603880</td>
</tr>
<tr>
<td></td>
<td>Telfax : + 962 6 5603881</td>
</tr>
<tr>
<td></td>
<td>P.O.Box 930786</td>
</tr>
<tr>
<td></td>
<td>Amman 11193, Jordan</td>
</tr>
<tr>
<td></td>
<td>E-mail : <a href="mailto:info@aeb-council.org">info@aeb-council.org</a></td>
</tr>
</tbody>
</table>

Appendix 8: Young Professional Forum - Jordan Architects and Consulting Engineers Council
Appendix 9: Young Professional Group - Dutch Association of Consulting Engineers

jNLing - YPG
**jNIng - YPG**

<table>
<thead>
<tr>
<th><strong>Background</strong></th>
<th>jongNLingenieurs (which translates to ‘young Dutch engineers’) is the network organization for young engineers in The Netherlands, ages 20 to 35. It was established as an independent committee under NLingenieurs, the official Dutch branch organization for engineering and consultancy firms, and represents all Young Professionals employed by engineering and consultancy firms in the Netherlands. jongNLingenieurs organizes network meetings, project visits, outreach events and design contests and facilitates promotion and organization of our (inter)national partners’ YPG’s activities. jongNLingenieurs provides solicited and unsolicited feedback on the strategy of its parent branch organization.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Core Objectives</strong></td>
<td>To represent the Young Professionals of the NLingenieurs branch members, by:</td>
</tr>
<tr>
<td></td>
<td>• Organizing and facilitating networking opportunities and exchange of knowledge and experience;</td>
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<tr>
<td></td>
<td>• Looking after Young Professional’s interests;</td>
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<tr>
<td></td>
<td>• Adding to the improvement of the general image of the engineer.</td>
</tr>
<tr>
<td><strong>Organizational Structure</strong></td>
<td>One executive board formed by Young Professionals from branch members. A minimum of 7 board members, with at least the following portfolio’s:</td>
</tr>
<tr>
<td></td>
<td>• President</td>
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<td></td>
<td>• Vice-President</td>
</tr>
<tr>
<td></td>
<td>• Secretary</td>
</tr>
<tr>
<td></td>
<td>• External affairs</td>
</tr>
<tr>
<td></td>
<td>• International affairs</td>
</tr>
<tr>
<td><strong>Activities</strong></td>
<td>• Facilitate and promote network meetings and activities organized by YPG of our partner organizations and branch members;</td>
</tr>
<tr>
<td></td>
<td>• Liaise with (inter)national partners’ and branch member’s YPG;</td>
</tr>
<tr>
<td></td>
<td>• Form and publish opinions about current affairs and pressing issues for our parent branch organization or media;</td>
</tr>
<tr>
<td></td>
<td>• Draft and execute annual plan, for 2013 planned:</td>
</tr>
<tr>
<td></td>
<td>o Financial crisis case study, on the affect the crisis has on engineering firms and their partners and clients;</td>
</tr>
<tr>
<td></td>
<td>o Annual general meeting for the branch member’s YPG boards;</td>
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<td>o Project visits;</td>
</tr>
<tr>
<td></td>
<td>o ‘Engineering for social development’ design contest;</td>
</tr>
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<td></td>
<td>• Publish monthly news letter;</td>
</tr>
<tr>
<td></td>
<td>• Attend NLingenieurs’ board meetings and presidents meetings.</td>
</tr>
</tbody>
</table>

Appendix 9: Young Professional Group - Dutch association of consulting engineers
### Statistics
- Board members: 8
- Branch member’s YPG boards general meeting 2012 attendance: ~60
- Rotterdam design contest attendance: ~30
- Systematic contract control workshop attendance: ~40
- Publications and opinions for 2012: ~18 + one movie
- Social event attendance: ~20 depending on event
- Newsletters in 2012: 10
- Promoted and facilitated events of other YPG in 2012: 3

### Contact Information

*Visiting address:*
Causariestraat 11
2511 VB, The Hague
The Netherlands
Tel: +31 (0) 70 - 31 41 868
[www.nlingenieurs.nl/jong](http://www.nlingenieurs.nl/jong)
Email: [jong@NLingenieurs.nl](mailto:jong@NLingenieurs.nl)
Direct contact jNLing board: [maarten.wessels@mottmac.com](mailto:maarten.wessels@mottmac.com),
Tel: +31 (0)6 23 85 68 01
Appendix 10: Young Professional Forum – Association of Consulting Engineers in Nigeria

ACEN-YPF
**ACEN-YPF**

| **Background** | The ACEN Young Professionals' Forum (YPF) was established on the 10th of June 2010 to promote and empower the development of Young Professionals' careers in the Consulting Engineering Industry. Directed towards individuals in member firms with professionals less than 40 years of age. The YPF is most active during the Annual conferences with the Association of Consulting Engineers in Nigeria. Members of the YPF have been involved in Participation in FIDIC Conferences and the FIDIC YPMTP over the last 6 years. |
| **Core Objectives** | To promote and empower the development of Young Professionals’ careers in the Consulting Engineering Industry. |
| **Organizational Structure** | The steering committee:  
  - YPF President  
  - Vice president  
  - Secretary  
  - Financial Secretary  
  - Treasurer  
  - Public Relations officer  
  Some members of the steering committee are required to seat in while the Council of ACEN are having their meetings |
| **Activities** |  
  - Seminars during the conferences  
  - Other intended activities which are yet to be finalized are  
  - Newsletters/emails for YPs  
  - Breakfast meeting  
  - Community development i.e. reaching out to high schools for enlightenment |
| **Statistics** |  
  - Steering committee 6  
  - Maintain a data base of about 60 YPs |
| **Contact Information** | ACEN YPF  
 3, Akintoye Street, Off Herbert Macaulay way  
Sabo yaba Lagos, Nigeria  
Tel: 234 -1-7748910  
Email: info@acen.org.ng |
Appendix 11: Young Professional Group – Norwegian Association of Consulting Engineers

RIF-YPF
# Background

The Association of Young Consulting Engineers (URIF) was established in 2006 by its mother organization, the Association of Consulting Engineers, Norway (RIF). URIF was first established in Norway’s capital city of Oslo. URIF then spread elsewhere in Norway by means of original URIF members moving to other parts of the country and establishing new URIF groups in various cities. The local URIF groups have developed in different ways in the various locations. This summary is composed by URIF in Trondheim.

URIF in Trondheim has established itself as a key organization among young consultants in the local area because:

- URIF pursued small and reasonable arrangements in the initial start-up phase
- Good chemistry and stability in the committee
- All committee members have projects and thus build a sense of personal involvement in their work for URIF
- URIF uses email lists from its mother organization RIF and challenges senior engineers to encourage young consultants to participate in URIF arrangements
- Support and encouragement from RIF

## Core Objectives

Through knowledge/experience-exchange, courses and visibility, URIF will set focus on today’s problems which young people are particularly interested in and will assist RIF in reaching its goals.

## Organizational Structure

URIF is made up of consulting engineers, less than 35 years of age, who are employed in firms which are members of RIF. The committee in Trondheim’s section of URIF includes members from various consulting firms. URIF works actively to staff the committee with representatives from all of the largest consulting engineering firms in the local area together with some representatives from small-to-medium sized firms.

The local groups in URIF have a desire to establish a common arena with the name URIF Norway. The purpose of URIF Norway will, among other things, be:

- To exchange experiences and knowledge between the various localities
- To give the various URIF groups a collective voice in communication with URIF’s mother organization RIF
- To coordinate communication with the international network of Young Professionals
### Activities
The committee in URIF Trondheim meets 6 times/year and plans one arrangement during each committee meeting.

URIF Trondheim arranges:
- Mini-courses: Young engineers gather after work, eat pizza and listen to a 2 hour introductory presentation about a relevant theme for young consultants. Examples include standards, law, project management, passive-houses, etc.
- Excursions: Visits to, for example, new and exciting buildings or construction sites, key firms in the area or important components of the local infrastructure. Examples include clay landslides, sewer cleaning facilities, district heating facilities, etc.
- Social meeting place: Summer grilling with activities
- URIF committee participates in RIF meetings and arrangements

URIF Trondheim has identified success criteria for arrangements and finds that a successful arrangement should be:
- Free (cost) to participants
  - Achieved with the use of presenters from RIF-member firms which receive a symbolic fee
  - No cost for participation means lower administrative costs for the URIF committee
- Arrangements/excursions after work hours
  - Young professionals have busy workdays
  - This criteria can be difficult because of opening hours and external guides
- Combination of discipline/social aspects
- Serving of a simple meal

### Statistics
- Mini-courses: 4 courses/year with 30-50 participants per course
- Excursion: 1-2 excursions/year with 10-30 participants per excursion
- Social meetings: 1 social event/year with approx. 20 participants

### Contact Information
Marika Nilsen  
c/o RIF  
Essendrops gate 3  
Postboks 5491 Majorstuen  
0305 Oslo  
Norway  
Tlf: +47 936 75 345  
Email: marika.nilsen@rif.no  
www.rif.no  
Marion Trøan  
c/o Rambøll Norge AS  
Postboks 9420 Sluppen  
7493 Trondheim  
E-mail: marion.troan@ramboll.no
Appendix 12: Young Professional Group – Polish association of natural persons and private companies

SIDiR-YPG

STOWARZYSZENIE INŻYNIERÓW DORADCÓW I RZECZOZNAWCÓW (SIDiR)
# SIDiR-YPF

## Background

The Young Professionals’ Group (KMP) was established in 2006 to represent Young Professionals within the Consulting Business and promote their careers. Directed towards persons less than 35 years of age, with smaller professional experience. KMP is a working group within SIDiR. SIDiR lobbies policy makers within government and municipalities as well as clients in private sector.

## Core Objectives

Mission:
- to represent KMP within the Business,
- to observe ethical standards coherent with Ethical Code of SIDiR,
- to build strong professional position of KMP group on the market,
- to gain professional experience and qualifications,
- to implement innovative methods of management.

## Organizational Structure

A working group with a Chairman.

## Activities

- Seminars,
- Organisation and participation in the YP competitions (EFCA YP Competition 2012, Europolis 2050 Competition for students, Brussels),
- Participation in Conferences (SIDiR, EFCA, FIDIC),
- Membership in international federations and involvement on Committees (EFCA).
- Involvement on SIDiR Committees.

## Statistics

Total nr of Members: 52.
- Seminar on the Role of Consulting Engineer: 20,
- Seminar on the practical problems relating to the process of realisation of a project “National Stadium”: 15,
- Participation in Conferences: 10,
- EFCA YP Steering Committee Membership: 1,
- Participation in international Competitions: 2,
- Involvement on SIDiR Committees: 3.

## Contact Information

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Appendix 12: Young Professional Group – Polish association of natural persons and private companies
Appendix 13: Young Professional Group – Swiss Association of Consulting Engineers

USIC YOUNG PROFESSIONALS

USIC-Yps
### usic -YPs

| **Background** | The first Young Professionals meeting took place in 2008. usic invited all Young Professionals (up to the age of 35) of our member firms to get to know each other and to discuss the needs and wishes of young engineers. |
| **Core Objectives** | To keep enthusiasm for their profession high and provide a platform for networking activities as well as meeting like-minded people. |
| **Organizational Structure** | There exists no formal organizational structure so far. The usic office holds a list of about 200 Young Professionals who participated at least once in a usic YP-activity. The events and activities are planned and organized by the usic office with the support of the usic workgroup ‘Public Relations’. |
| **Activities** | - Inspections of exceptional construction sites or buildings - Professional training seminars on selected topics - Social events for networking opportunities - Launch of the Facebook-profile ‘k.ING’ in 2011 |
| **Statistics** | - YP address data base: >200 YPs - Attendance of various events: 20 – 80 YPs |
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Appendix 13: Young Professional Group – Swiss Association of Consulting Engineers
Appendix 14: Young Professional Group - Association of Turkish Consulting Engineers

GEM-YPG
### GEM-YPF

**Background**

Young Engineers and Architects Platform (GEM) was established on May 2009, to promote young engineers and architects knowledge and skills. GEM’s members are young engineers and architects under the age of 35. They work at ATCEA’s members firms and in public and private sector. GEM members have organized different meetings, conferences and technical visits since July 2009.

**Core Objectives**

To develop young professionals’ knowledge and skills about engineering and architecture and give them courage to take more responsibilities about their works.

To organize technical and social organizations.

To communicate with FIDIC and EFCA and get international qualifications.

Networking between members.

**Organizational Structure**

YPG consists of four groups

1. Working Group for Membership Development
2. Working Group for Activities
3. Working Group for External Affairs
4. Working Group for Communication

**Activities**

- Bulletins
- Technical visits
- Social events
- Conferences and meetings
- Presentations (for university students)

**Statistics**

Approximately 50 members.

**Contact Information**

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