



NEWSLETTER

YOUNG PROFESSIONALS FORUM
INTERNATIONAL FEDERATION OF CONSULTING ENGINEERS

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Chairperson's Message



**Jomanah
AlBtoush
Jordan**

GREETINGS YOUNG PROFESSIONALS (YPS) AROUND THE WORLD

It's my pleasure to welcome you all in my first message as FIDIC Young Professionals Forum Steering Committee's (YPFSC) chairperson, I am really proud to report remarkable Young Professionals (YPs) achievements in this issue of YPF newsletter.

The FIDIC International Infrastructure Conference was held in Marrakesh, Morocco from 25 to 27 September 2016. The YPFSC have the pleasure to meet and listen to the YPs from all over the world and to arrange or participate in a lot of distinguished YPF activities such as the YPF open forum, Technical Tour, future leader session, etc.

The excited part of this year conference was the acknowledgment of the role of the YPs by announcing the results of the 1st YPs Awards (2016) that is running by the YPFSC help. The winner was Nader Shokoufi for his overall professional success achievements and his role in promoting the young professionals and FIDIC. Also special recognitions were given to Francis Kofi Yankey and Takashi Matsuo ...Congratulations Nader, Francis and Takashi!

Also in this issue you can read feedback about the magnificent experience of attending the FIDIC Young Professionals Management Training Programme (YPMTM) (<http://ypmtm.org/>.)

Finally I would like to congratulate Cosmin Tobolcea for his selection as the YPFSC Vice Chair for the next two years and to welcome 2017 YPFSC members and sub committees' members from 22 countries from all over the world:

Francis Kofi Yankey, Jennifer Ogazie, Hicham Slimani, Cory Wilson, Wafaa Balla, Sonya Zhang, Adam Bialachowski, Rafael Delgado, Wael Darkazanli, Ahmed Stifi, Arash Emambakhsh, Takashi Matsuo, Alonso Rios, Rafat Al Bouri, Michael Walker, Jeshika Ramchund, Michael Chon, Lyubomir Petrov, Nguyen Nam Trung, Oluwaseyi Adedeji Adesina, Hugh Tait, Jorge Santamaría Cases, Vlad Popescu, Joseph Declan Nolan, Kaveh Heshmati, Awab Abdelrazag Elameer, Meera Bawarish, Yukiko Itami and Eleonora Smargiassi (http://fidic.org/YPF_SC).

Enjoy the Newsletter!

Let's the Young lead

Jomanah AlBtoush

FIDIC YPFSC Chair





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Jomanah
AlBtoush
Jordan



Adam
Bialachowski
Poland

THE YOUNG PROFESSIONAL FORUM (YPF) IN FIDIC INTERNATIONAL INFRASTRUCTURE CONFERENCE/MARRAKESH 2016.

FIDIC International Infrastructure Conference was held from 25th to 27th September 2016 in Morocco/ Marrakesh. This report highlights the main conference's activities with special focus on the Young Professional Forum Steering Committee's (YPFSC) activities that target to reflect the Young Professionals (YPs) vision, point of views and challenges, in addition to recognize the YPs role and achievements.

Best Business Practice Day: 25th September: The Conference started by Best Business Practice Forum, describing the latest activities and achievements of FIDIC during the last year through the following panels:

➤ **Plenary 1 -Young Professionals Open Forum:** The YPF started the conference by holding their morning panel. The main topics of the YP Open Forum were in line with the conference theme: "Engineering for the challenges of Climate Change". The panel was moderated by former FIDIC Presidents Geof French and Richard Kell.

- The 1st presentation was given by **Takashi Matsuo** of Japan, on behalf of **Manoochehr Azizi's** (the YPFSC Chairman). Takashi shared the **status update from the YPFSC**. The YPFSC was active in monthly meetings, publishing the YPF newsletter, working on social media and engaging with its regional member organizations to promote FIDIC and YPs issues. The biggest development this year, however, was the introduction of the FIDIC YPs award. This was also the year that Manoochehr Azizi's term in office as Chair ended and Jomanah AlBtoush of Jordan formally takes over his responsibilities. Manoochehr has been an active YP for the last 8 years and has many accomplishments to be proud of.

- The 2nd presentation was given by **Jomanah AlBtoush** the title of which was "**The UN Sustainable Development Goals (SDGs) in relations with YPs & the Engineering Industry**" Jomanah introduced the UN SDGs and provided the results of a survey that was ran by Jomanah in months leading up to the conference. The conclusions of this survey were of importance and pointed out to several interesting facts (to mention a few):

- ✓ only 47.2% of the people surveyed knew of UN SDGs
- ✓ 44.5% of the respondents believed the role of the Engineering industry in promoting, supporting the implementation of SDGs to be high.



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- ✓The two key factors chosen by respondents required to expedite the implementation of SDGs where financial resources and knowledge and training. At 16.6% and 16.3% respectfully.



YPF Open Forum

- The 3rd presentation was delivered by **Shahram Sandiani** of Iran, titled "**The Future of Engineering Industry**". The presentation was a call for action for the industry and the FIDIC community. Shahram mentioned the importance of thinking of the future while delivering infrastructural projects today. He used the analogy of "Le Petit Prince" to show our role in taking care of our earth as the Little Prince took care of his rose. Learning on challenges and mistakes that have been made, an example of which would be the exploitation of the Orumieh Lake in Iran we as Engineers can prepare projects for the future. Among other things Shahram also pointed out the importance of changing the performance esurience we use for our impact from traditional Gross Domestic Product to Gross National Happiness and Gross Development Index.
- The 4th presentation was delivered by **Cosmin Tobolcea** of Romania and **Adam Bialachowski** of Poland and focused on the tools and issues surrounding sustainability projects. The title of their presentation was "**Consulting Engineering and Climate Change Approach from the European YP point of view**". Cosmin and Adam pointed out the importance and urgency of climate change today. They mentioned the EU SDI Framework and the fact that introducing sustainable projects has issues in less developed countries as per the Maslow Theory of Human needs. Cosmin and Adam presented their survey results with key points being:
 - ✓The majority of respondents graded their government poorly on the implementation of sustainability projects.



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- ✓ 50% of respondents believed return on investment as the key single most important sustainability related issue consultancy companies face, the second being competing pressures Profit vs Sustainability at 30.4.

- ✓83% of the respondents believe that infrastructure design regulations in their countries have to change in order to be able to meet sustainable project demands.

- The 5th presentation was delivered by **Jeshika Ramchund** and **Keamogetswe Mmekwa** of South Africa. The title of their presentation was "**The Role of YPs in Achieving Engineering Sustainability**". Jeshika and Keamogetswe introduced a literature review which pointed out some interesting facts such as the top ten countries with most engineering graduates (excluding China and India) and these where the Russian Federation, USA and Iran to name the top 3. They mentioned that the infrastructure need of sub-Saharan Africa exceeds us \$93 billion annually over the next 10 years and that to date less than half of that amount is being provided. They also produced the results of a survey they conducted. To point out some key results:

- ✓more than 90% of respondents believe the application of sustainability principles should be incorporated with technical content at University;

- ✓More than 60% of respondents were unsure whether the countries membership association encouraged the use of sustainability guidelines for its members.

- ✓More than 40% of respondents were unsure whether their company incorporated the sustainability guideline into project planning and execution.

The presentations ended on a Greek proverb presented by Jeshika and Keamogetswe: "**A society grows great when old men plant trees whose shade they know they shall never sit in.**"

➤ **Plenary 2 - Sustainability, Capacity Building, Integrity**

➤ **Plenary 3 - Risk & Quality, Contracts, Business Practice**



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Day One: 26th September: started with the Conference opening ceremony by Mr. Jae Wan Lee (FIDIC President), Mr. Moncef Ziani and the Mayor of Marrakesh. The following panels were presented:

- **Plenary 1 – Infrastructure in Africa**
- **Plenary 2 - Strategies to Mitigate Climate Change**
- **Plenary 3 - Innovative Technology and Management Systems**
- **Plenary 4 - Future Leaders Forum:** in this session the 2016 Young Professional Management Training Programme (YPMTP) participants presented their point of view and findings to the conference attendees and at the end the FIDIC president Mr. Lee distributed the certifications. YPMTTP is a program targeted the YPs worldwide in the engineering industry started in February till August as online sessions and end with 5 interactive/face to face days directly before the conference. During these 5 day participants and the Moderators discuss in details important related topics such as Human resources management, Business development, financial management and control, risk management, sustainable management, quality management and Business integrity Management.



2016 YPMTTP

- At the evening, The Gala Dinner Award Night was held at Beldi Country Club including different speeches and activities, mainly related to FIDIC awards for professionals and projects. The excited part of this year was acknowledging the role of the YPs by announcing the results of the 1st YPs Awards (2016). The winner was **Nader Shokoufi** for his overall professional success achievements and his role in promoting the young professionals and FIDIC. Also special recognitions were given to **Francis Kofi Yankey** and **Takashi Matsuo**, both are members of YPFSC.



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**Winners for
2016 YPs Award**

Day Two: 27th September: the activities started at 7.30 am by an invitation for breakfast from FIDIC Executive Committees (EC) members to YPFSC and YPMTP participants. The EC & YPFSC informed YPs about the uniqueness of this meeting and how it offers great opportunity for YPs to learn more about FIDIC and its activities. In addition different topics were discussed related to enhancing the YP's roles in FIDIC and the Industry. At the end YPFSC thank Manoochehr Azizi (YPFSC chairman from 2015-2016) for his great works and efforts for the success of the YPFSC. After that the conference continued through the following panels:

- **Plenary 5 – Water Challenges**
- **Forum II - Engineering Leaders towards COP22**
- **Plenary 6 - Renewable Energy Solutions**
- **Plenary 7 - Building Information Modelling (BIM) – What implications for the industry**

In the afternoon, YPFSC with generous sponsor from **CID – Conseil, Ingénierie et Développement**, arranged a technical Tour to **Marrakesh Wastewater Treatment Plants (WWTP)** for all YPs participants in FIDIC Conference.



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Technical Tour to Marrakesh WWTP

The Conference was closed by, Conference Closing session, General Assembly Meeting and Local Colour Night Dinner at "Palais Gharnata".



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Awab Elameer

Sudan

THE YOUNG PROFESSIONAL MANAGEMENT TRAINING PROGRAM 2016



The FIDIC Young Professional Management Training Program (YPMTP) is an intensive training programme with the aim to develop management skills to the Young Professionals working in consulting engineering firms, the skills which are the real needs for future leaders of the consulting engineering industry.



It was my first online training I ever had, at the beginning I wasn't sure how much I will benefit from the course and how the program will be conducted, but now I consider it the most beneficial training I ever had.



My motivation for taking the YPMTP and applying for the BST Global Young Professional Scholarship Award is knowing that Studying with FIDIC is beyond question a first-class boarding pass in accessing genuine global knowledge and the very spectacular international experiences, I have been extremely fortunate to be awarded the Scholarship Award which gives opportunities to Engineers from less developed countries to be part from such a great program.



The program is part of the FIDIC role and Objective to promote and encourage the development of Young Professionals in the Consulting Engineering Industry, It is very obvious that FIDIC Training Department and the program coordinator Mr. Steen Frederiksen have put great effort in designing the course contents and structure to suit the need of young consulting engineers.

I am very pleased with my training and the experience I have had in the program through the online sessions and the 5 days conference sessions. The classes was informative, engaging and really fun too! The knowledge of the instructor seems endless and their will to share their work life experience to the young professional is unlimited, also The course offered valuable hands-on experience.





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There were a diversity of topics that provided participants with the skills needed for the consulting industry.

The course topic's covers many areas that fill the needs of young consulting engineers which includes but not limited to; Organization start, business development, financial management, HR management, risk management, sustainable development, business integrity and many other topics

We spent more the 50 hours of online sessions, case studies and responding interactively with the topics questions using the Podio platform in addition to the wonderful five days classes and sessions as part of the FIDIC International Infrastructure Conference in Marrakech, Morocco, We had Student representations from more than 15 countries which makes it truly international experience

The chance to meet and interact with people from all over the world is rare chance to experience different knowledge and ideas from different backgrounds and perspectives, I made great friends and shared really great time inside and outside the classes. Also one of the greatest opportunities this program offered me is that I became part of the FIDIC family through the YP Forum which I have been introduced to their activities during the conference.

Also presenting our vision as a young professionals to the consulting industry leaders at the future leaders' workshop at the FIDIC International Infrastructure conferences was a great opportunity to express how we expect and hope the future to be as young professionals and transfer this message to the industry.

I would definitely recommend the YPMT program to any Engineers who is planning to be part of the industry future leaders.





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Louis de Waal

South Africa

THE YOUNG PROFESSIONAL MANAGEMENT TRAINING PROGRAM 2016 = WHAT A YEAR!

During 2016 I was fortunate enough to experience multiple opportunities and adventures: Participating in the FIDIC and CESA Young Professional Programs, Receiving awards and commendations... these all contributed to a truly blessed year!

In September 2016 came the opportunity to participate in the FIDIC Young Professional Training Program (YPMTP). Without knowing what to expect, the rest of the international team and I went head first into a new adventure, and what an adventure it turned out to be.

The online training kicked off in early March this year, and the learning continued into late August. It then all culminated in Marrakesh, Morocco, with a 5-day training course. During those five days we covered the main principles that need to be mastered when supporting, running and operating a successful consulting firm. The mentors' team and the main guru, Mr. Steen Frederiksen, surpassed our expectations: what all of us learned during this year and in those five days will stay with us for years and years to come.

The final icing on the cake was presenting to the whole FIDIC Executive Committee and the larger FIDIC community. While the presentation fortunately went swimmingly, we will cherish forever that we got to also know some of the key names in our industry and created friendships with our fellow Young Professionals (YPs) and senior personnel from across the world. Achieving Top 3 in the Class was, of course, an added bonus.





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FIDIC YOUNG PROFESSIONAL AWARD 2017

The FIDIC Young Professional Forum Steering Committee (YPFSC) is excited to announce the return of the annual Young Professional's Award. The purpose of the YP Award is to acknowledge and promote the remarkable achievements of YPs to the consultancy engineering industry worldwide, and encourage effective participation of YPs in FIDIC. The award is intended to provide the following benefits:

- YPs become more active and understand their responsibility for the future of the industry.
- Member Associations (MAs) and Member Firms become more aware and positive of YP activities with special focus on related FIDIC activities.
- Showcases best practices to other YPs, MAs, and Member firms.
- Shows the pivotal role of FIDIC in empowering YPs all over the world.

The YP Award was first introduced in 2016, with the winners being announced during the Gala Dinner at the annual International Infrastructure Conference in Marrakesh, Morocco. Congratulations to last year's winners:



Cory Wilson
Canada

WINNER

Nader Shokoufi
Iran



Special Recognition
Francis Kofi Yankey
Ghana





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Special Recognition Takashi Matsuo Japan



We look forward to the continued success of this award and its acknowledgement of the hard work of young professionals in our industry, not only in the technical aspects of their job, but also in supporting their professional committees, communities, and colleagues,

We are pleased to announce the call for this year's nominees is very close. The award will be opened to all young professionals aged 40 years and under and working for a FIDIC member firm. Nominations are due to your Member Associations by May, 2017. Additional details about the award, including instructions on how to apply, can be found here:

<http://fidic.org/node/9114>

The winner of the award will be selected by a jury composing of member of FIDIC Executive Committee and other industry experts. Nominees will be evaluated based on the following criteria:

- Contributions to Consulting Engineering Industry (15%)
- Contribution to Consulting Engineering Associations (10%)
- Technical Achievements (25%)
- Leadership Achievements (40%)
- Social and Community Contributions (10%)

The winner of the award will be provided a complementary conference registration and attendance to the Gala Dinner at the 2018 FIDIC International Infrastructure Conference.

We look forward to a strong showing for this year's awards and encourage all young professionals to consider nominating themselves or a fellow colleague. Best of luck to all of those that apply!



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FIDIC - SIDIR - EFCA REGIONAL INFRASTRUCTURE CONFERENCE, KRAKOW, POLAND, 7/8 MARCH 2016

CONSULTING ENGINEERING IN EUROPEAN PUBLIC PROCUREMENT

"Delivering Sustainable Infrastructure Projects"

Session: Consulting Engineering companies

Topic: Consulting companies in the phase of contract implementation in public sector - Speaker: Cosmin Tobolcea

1. History regarding FIDIC contract implementation in Romania

2008 In **Romania**, the importance of such contracts it was understood in **2008**, when it was introduced in the obligation for contracting authorities to use the **FIDIC** model contracts standard "**Red**", "**Yellow**" and "**Green**"

2009 Unfortunately, the order in which FIDIC type contracts were approved was revoked in **2009**, which created **confusion among Contractors and also among Clients and thus led to application of financial corrections by the European Commission** because of problems encountered in the implementation of projects financed from European Funds. Since time of its publication, the Order which introduced FIDIC type contracts has created **problems of interpretation and application extremely difficult, mainly generated by faulty legislative technique, the use of inappropriate Romanian legal system and insufficient correlation** - up to and flagrant contradiction - provisions its mandatory legal norms of higher legal force in key areas the conclusion and performance of contracts, such as public procurement and public finances.

The Order implemented the **FIDIC General Conditions** of the contract, while the Mandatory **Particular Conditions**, including special provisions derogating from the General Conditions have been developed in order to conform to the Romanian law.

2011 Since **2011** standard model FIDIC contracts "Red" and "Yellow" were reinstated for investments in transport infrastructure of national interest and then, for all the contracts under funded by EU, carried out by all units subordinated to or under the Ministry of Transport and Infrastructure and Ministry of Environment.



Cosmin Tobolcea

Romania



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According to the Order, to conclude a works contract, **contracting authorities from public sector are required to use both the General Conditions and the Particular conditions.** The order also states that the application of the general conditions can only be done by matching them with the provisions of particular contractual conditions, including these special provisions derogating from the general contract conditions.

So, the contracting authorities have to use these contractual terms on the one hand, and on the other hand, to bring **CHANGES in General Conditions, in addition to the Particular conditions.**

2. Problems regarding FIDIC contract implementation in Romania, in the first phase of funding 2007-2013

As a lot of tenders took part starting with the year 2011, most EU financed projects have used the **FIDIC Conditions of Contract - Red & Yellow Book.**

So, applying our modified the Red Book meant that the technical project was done by the Client and only the Detailed Design had to be presented usually by a Joint Venture from an engineering and a construction company.

Our modified Yellow book was saying that the Joint Venture between engineering company and a construction company had to do all the design, but based 100% on what was written into the Tender Specifications. Even if the name is Design and Build, in none of the contracts an optimisation or a change of the initial proposal could be done. This led in doing projects that were based on feasibility studies made many years before the tender, feasibility studies which had quite old technologies and even if JV wanted to optimize the project (technology, time of execution, exploitation costs) it was impossible.

The public sector had to work together with the consulting companies for understanding the contract implementation according to the FIDIC rules. And this was the moment when all the **problems** started: as **the public authorities wanted to have a minimum level of risk**, fact that changed unofficially the FIDIC regulations and principles.

NO SIGNATURE = NO DECISION = NO RISK = NO PROJECT



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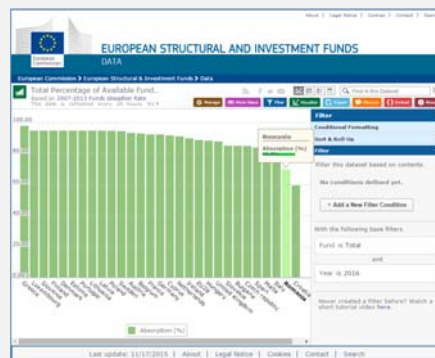
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Why did this happened? To answer to this question we have to go back to the foundation or the start of a contract implementation, which is the Procurement Law, in our country an Ordinance, OUG 34/2006. As almost all the public sector used for procurement (services/works) the criteria of lowest price, all according to the law, a lot of problems were starting from the moment of signing the contract.

What does this mean.....from EU allocation for 2007 - 2013 of 19 billion euro, the final value deducted from EU was approximate 13.2 billion euro, so Romania lost 5.8 billion euro due to the "system problems".

The system problems are centralised into two parts: first is a **constant change of the Public Procurement Law**, which conducted to **confusion** in its application and second is the **lack of understanding, the way of changing or interpreting the FIDIC contracts according to each public authority**. Even if, the consultant companies are trying to implement as much as possible the FIDIC contracts, there is always a big misunderstanding of them.



3.How can we improve the FIDIC contract implementation in Romania, in the second phase of funding 2014-2020?

If we are still going to work in the same system, based on the **lowest price**, we will have the **same problems** and **we are going to lose European funds again**. When you are dealing with the **lowest price in consulting companies**, which are supervising the contractors that won the contracts, again, with the lowest price, at what can you **expect**? Of course, that there are going to be problems. One of my fears is, that because we didn't adapt to the **new EU Directive 2014/24/UE**, this should be happening until **April 2016**, but until then the contracts for Technical Assistance are going to be awarded still on the lowest price offered by consultant companies



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As the new law of procurement is going to be **implemented from April 2016** and as the new criteria for awarding the price in **services contract** is going to be **MEAT**, my opinion and hope is that we will have an improved system.

But, this improved system should also have **another directions**:

- *more involvement in training the public sector into the FIDIC contracts,*
- *More debates where we, as consulting engineers, can prove and demonstrate that the original FIDIC principles are working and we do not have to change them.*
- *More communication between the consulting companies and the public sector is needed, but a communication based on trust and respect, according to FIDIC principles.*

I hope, that in the next phase of 2014-2020, maybe a formula, between Trust and Risk Equity could be equal with being able to absorb much more European funds, as we are speaking in the phase.



A quote by Pierre Corneille, says that:

"To win without risk is to triumph without glory." 2014-2020 of a value of 30 billion euros"



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WORLDWIDE YOUNG PROFESSIONALS

World is changing very fast. Increasingly and all over the world, professional are moving to foreigners' countries to develop and sustain their professional careers.

Looking for better opportunities or running away from high unemployment rates, many young professionals are being forced to move abroad, even after the completion of their degree, in some cases just to have an opportunity to find their first job.

Further to the above, in some parts of the world, like Europe, the financial crisis has changed the mind of the young people who, before that, could develop their careers at their own country, and at present are focusing their expectations abroad.

Despite the above, educational engineering programs have not encountered major modifications along the time, including in some cases the study of foreign languages, mentioning the international codes or introducing the different cultures and ethical difference. This could make us wonder whether:

- ✓Is it enough? What else is required?
- ✓Would be necessary to introduce new subjects for preparing young professionals for these global challenges?
- ✓Should international procedures and business players (financing organizations, international bodies, etc.) be studied at Universities?
- ✓Are these new challenges (working in a different country, probably in a different language, with different procedures, codes and requirements...) enhancing the young engineers' skills?
- ✓Is this globalization is a real opportunity to YPs?
- ✓Do we need more applied training programs?



**Rafael Delgado
Jimenez**

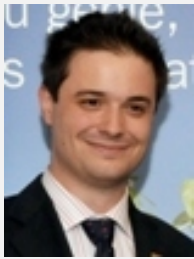
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Simon Davidson
Canada

SOCIAL INVOLVEMENT OF YPS

On a daily basis, consulting engineers are not evidently noticed as a part of our society. We rarely have to work for individuals instead mostly worked for private or public entities. But our designs are accomplished to enhance the quality of life of the whole community. Through the design of roads, buildings, schools and other infrastructures, our work is the ground base of any functioning cities.

For years, our corporations, sometime even individuals have been funding charity foundations, sports activities, as well as local and international events. It is an efficient way to redistribute wealth among our societies and increase our visibility and reputation. But the main disadvantages remains always the same. Who are these engineers? What do they do?

Without these means at hand, Young Professionals (YPs) all across Canada have find a way to raise awareness among the communities as well as contribute significantly to its prosperity. Two great example of such implication and their impact on communities are from Québec and British Columbia.

In the Province of Québec, a special initiative to unite YP`s from different work sectors such as law and finance has also been launched this year. Project Parallel 40, is thriving and progressing with great interest. This project is consisting of painting artistic patterns on concrete structures below the TransCanada highway passing through Montreal, the project aims to beautify the urban structure and provide a green space oasis in a once deserted space. The project also pairs young engineers with children to inspire and teach, through mentoring, about consulting engineering. Individual Montreal citizens and companies have volunteered their time to help paint the structure and collect funds to finance the project.



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In British Columbia, the provincial YP Group is very active within the community and offers many outreach initiatives to its members. This year the group is organizing a Consultants' Contraption event in which YPs from five member companies will be participating. Each company will be designing and building their own Rube Goldberg (chain reaction) module and all modules will then be connected together to transfer a golf ball from one end to the other. All the proceeds raised from the event will be donated to "Geering Up UBC Engineering & Science for Kids".

Furthermore, the YPG-BC in partnership with Science World, is providing, over the summer, to its members with an opportunity to volunteer at the SciTech summer camp. Young professionals will be hosting a 60-minute engineering workshop once a week for kids aged 10-12 years old, introducing them to engineering through a fun activity such as building a paddle powered boat. YPG- BC believes that investing in youth and YPs ensures the development of the next generation of leaders in consulting engineering.

How consulting engineers in your country contribute to the enhancement of their communities? Is their involvement recognized by society as a contributor to their prosperity and quality of life?

Note:

I would like to specially thank **Christine Harries** and **Tijana Smiljanic** for their contribution to this article.



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THE DILEMMA OF A YOUNG PROFESSIONAL IN A CONSULTING ENGINEERING INDUSTRY

Many young professionals join the consulting engineering industry with lots of expectations. While some of the expectations may be unrealistic and remain unfulfilled, others may be realized within the career life of the young professional. Some of the expectations of the young professional includes but not limited to good salary, better working conditions, opportunity for further studies, training and development opportunities, career progression, clearly defined succession planning of the organization or firm, etc.

Often what some young professionals do not realized is the fact that employer's also have expectations. They hire with the hope of making young professionals leaders of the future and expect them to go through the mill in order to get to the top of the company. This may require loyalty, faithfulness and dependability, on the part of the young professional.

As the young professional remains in the industry and his or her expectations gradually remains unfulfilled while the employer on the other hand continue to demand results, hoping to achieve targets, the young professional becomes disillusioned. This may lead to low productivity as a result of the expectation gap which must be filled by way of decision making either on the part of the young professional and or the employer.

What we fail to do as young professionals most often before entering the industry is making the necessary background checks about the remuneration and other conditions of service that exist within the industry.

The employer and the young professional therefore need to be honest and transparent about their demands from the onset in order to help meet each other's expectations, resulting in a higher chance of long-term success.



**Francis Kofi
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NEWSLETTER

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INTERNATIONAL FEDERATION OF CONSULTING ENGINEERS

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Until this is realized, the young professional especially, will continue to be in a state of dilemma. Whiles the employer may be considering terminating the contract of the young professional or given him or her another opportunity as a result of non-performance for instance, the young professional will be considering either resigning or staying hoping things may improve. Whatever the decision, the following options among other considerations will be playing in the mind of the young professional:

1. Get some experience, exit and form own firm;
2. Get experience and requisite knowledge and help firm grow and eventually become a partner or shareholder;
3. Get experience and move to a better paid industry;
4. Stay, register and write professional exams and exit;
5. Stay, get experience and join like-minded professionals to improve the industry.

The young professional in most instances, may choose the path of least resistance in addressing the issues by choosing option three as listed above.

Whiles we may have the right as young professionals to either resign or stay and the employer likewise having the right to either hire or fire, who suffers? Your guess is as good as mine! It is the consulting engineering industry!

Studies conducted by Career One Stop, a career exploration, training and jobs institution, in 2013, about the 50 highest paying industries based on the average weekly and annual wages, the consulting engineering industry was nowhere near the first fifty. This is sad, isn't it? Could the low wages paid perhaps the main reason why the industry remains unattractive to young professionals? Or there could be other reasons?

The sustainability of our industry without no doubt depends on the young professional and the ability to attract and retain them. The Employer cannot therefore pretend to be paying realistic wages whiles the young professional pretends to be working. This may not create the right working environment leading to mistrust, suspicion and ultimately, low productivity.



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Our colleges, universities and training institutions likewise cannot continue churning out engineers and allied professionals only to lose them to other industries. Our consulting engineering firms cannot continue to practice sole proprietorship type of business with the expectation of remaining competitive without looking at mergers and acquisitions, intra and regional partnership. The latter will help our firms build capacity and become competitive and invariable increase their revenue base.

What about our industry educating our clients on best practices such as innovative and environmentally sustainable designs, life-cycle costs, etc. which will lead to savings in the long term for both clients and the consulting firms, which will invariably make us more competitive? Can the young professional also be patient and modest in demand and help build the industry?

What role can institutions like FIDIC, GAMA, EFCA, ASPAC, professional registration and licensing councils, colleges, universities, governments and multilateral donors like the World Bank, African Development Bank (AfDB), Asian Development Bank (ADB), etc. play, to making our industry better?

We do not have any other industry except the consulting engineering industry and until we start making the industry attractive, by putting in place the right systems and structures, to create a win-win situation for our clients, the employer, the young professional and other related institutions, the young professional especially, will continue to be in a state of dilemma.



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Wafaa Balla

Sudan



FOR A LIVING PLANET LET'S USE LESS PAPER IN OUR OFFICES

From daily pollution to the rising threat of global warming, it's pretty obvious that we all need to clean up our act a little. Much has been said about how to go about doing this at home, but what about in the workplace? Copiers, computers, can make a huge impact on the environment.

On the other hand reducing or eliminating paper at the office has so many potential business benefits that it's hard to believe companies of every size still consume so much of it. According to CNN, American workers print, copy, and fax TRILLIONS of sheets of paper per year.

When you consider the other pulp products — sticky notes, notepads, envelopes, pamphlets, business cards, calendars, paychecks, and legal documents — that routinely cross our desks, we really do use an inordinate amount of paper.

By minimizing our paper trails (if not going entirely paperless), all business owners can lower expenses, increase productivity, enhance customer service, free up storage space, and enable people to work remotely.





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Here are few ways to limit paper consumption in our office:

- ✓Collaborate ONLINE (lets enable teamwork to happen virtually, without passing around paper notes, print outs and etc. let's use e-mails and shared drives)
- ✓THINK BEFORE YOU PRINT (Do I really need a paper copy of it).
- ✓Use both sides of paper when printing.
- ✓Reuse unwanted paper (Collect drafts and unwanted papers to be used as notes, drafts or scratch pads.
- ✓Draft, reviewed, and edited all documents and share on-screen.
- ✓Reduce margins: Reduce your margin settings so that printer uses less paper.





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HOW TO BECOME PART OF THE FIDIC YPF GROUP

Become part of this young dynamic group of people and receive updates, newsletters and information on upcoming events such as FIDIC conferences and training opportunities. International YPF Groups: find out what the YPs in your country are doing and how to connect with them! Please register on the YPF homepage listed below.

Once we have your details, we will send you our newsletter and other info as it comes up. Please remember to keep your details updated!

For general information please visit the FIDIC website at www.fidic.org or the FIDIC YPF page <http://fidic.org/ypf>

For more information or personal assistance on how to connect please contact us at ypf@fidic.org, Wafa Balla, Communications Chairperson, FIDIC YPF Steering Committee

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STARTING YOUR OWN YPF IN YOUR COUNTRY

If you liked what you saw in the FIDIC YPF and YPFs across the world, why not start your own local group and join the international Forum? This is best achieved through the FIDIC Member Association (MA) in the country you are based. However, if no such association exists, or your MA can't support the creation of a national YPF, you can contact us to assist you. FIDIC can also provide support and resources to assist you in creating an YPF group in your country. All you need is your enthusiasm for Engineering! From there you decide what it is that you want your YPF to represent. What is your focus? Is it just socializing with your peers? Or is it all of the above? As the FIDIC YPF, we will do all we can to support your new endeavor!

Contact us at ypf@fidic.org

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CALL FOR ARTICLES AND NEWS FOR PUBLISHING IN YPF NEWSLETTER

If you would like to publish any articles or post any news and activities of your YP group in the YPF Newsletter, please contact us by email at ypf@fidic.org

Communications

Chairperson

FIDIC YPF
Steering

Committee



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