

FIDIC YOUNG PROFESSIONAL REFERENCE DOCUMENT

Guideline



International Federation of
Consulting Engineers (FIDIC)

FIDIC-YPFSC
Fourth Edition
2018



A GUIDE TO ASSIST FIDIC MEMBER ASSOCIATIONS IN STARTING A YOUNG PROFESSIONALS FORUM



FIDIC Young Professional Reference Document (YP-RD)

Guideline

FIDIC-YPFSC

(FIDIC Young Professional Forum Steering Committee)

**Fourth Edition
2018**



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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 fourth edition of the guideline, where the first edition of this guideline was prepared by FIDIC Young Professional Steering Committee (YPFSC) chaired by Selena Wilson in 2013. The guideline was authored by the Steering Committee Task Force chaired by Ahmad Stifi and including Tomoyuki Kitano, Simon Davidson, Hisham Ghellali and Jomanah Albtoush. And the fourth edition was updated by Rafat Albouri, Eleonora Smargiassi, Jennifer Ogazie, Kaveh Heshati, Andre Assumpcao, and Charles Franks.

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: YPF@fidic.org

The Guide is free of charge and can be downloaded from the FIDIC YPF Webpage (<http://fidic.org/YPF>).

1.2 Purpose of the Guide

This Guide has two main purposes:

1. Outline steps to assist FIDIC 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.

This guideline is a live document which is updated annually by the YPFSC members, and this is the reason of issuing the fourth edition in 2018. It also describes how FIDIC Member Associations have successfully established their own YPFs in their countries. The attached appendices were collected gradually starting from 2012 up to date and the YPFSC welcomes any new ideas to be added.



The YPFSC also intends to issue the YP-RD in different languages; the same was translated into Spanish language and was uploaded in YPFSC Webpage.

2 Establish a Young Professional Forum

2.1 Introduction

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

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

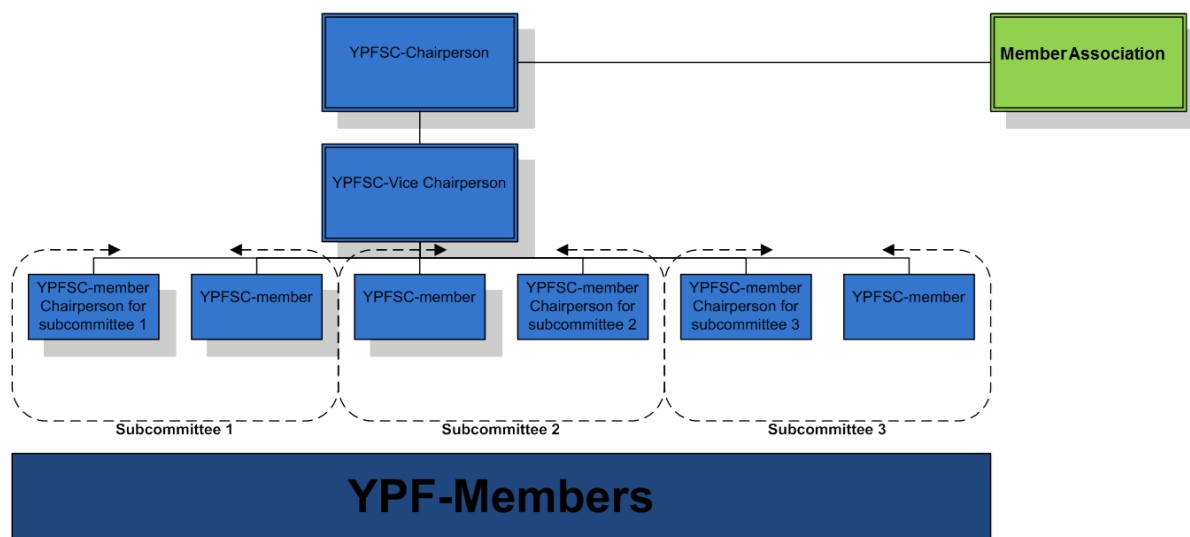
2.2 Steps for Establishing a YPF

The Young Professional Forum within the FIDIC Member Association is a National Community which cultivates and communicates to Young Professionals in the country or continent of that FIDIC 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 a YPF. Each FIDIC Member Association 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 a 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.

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 FIDIC 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;



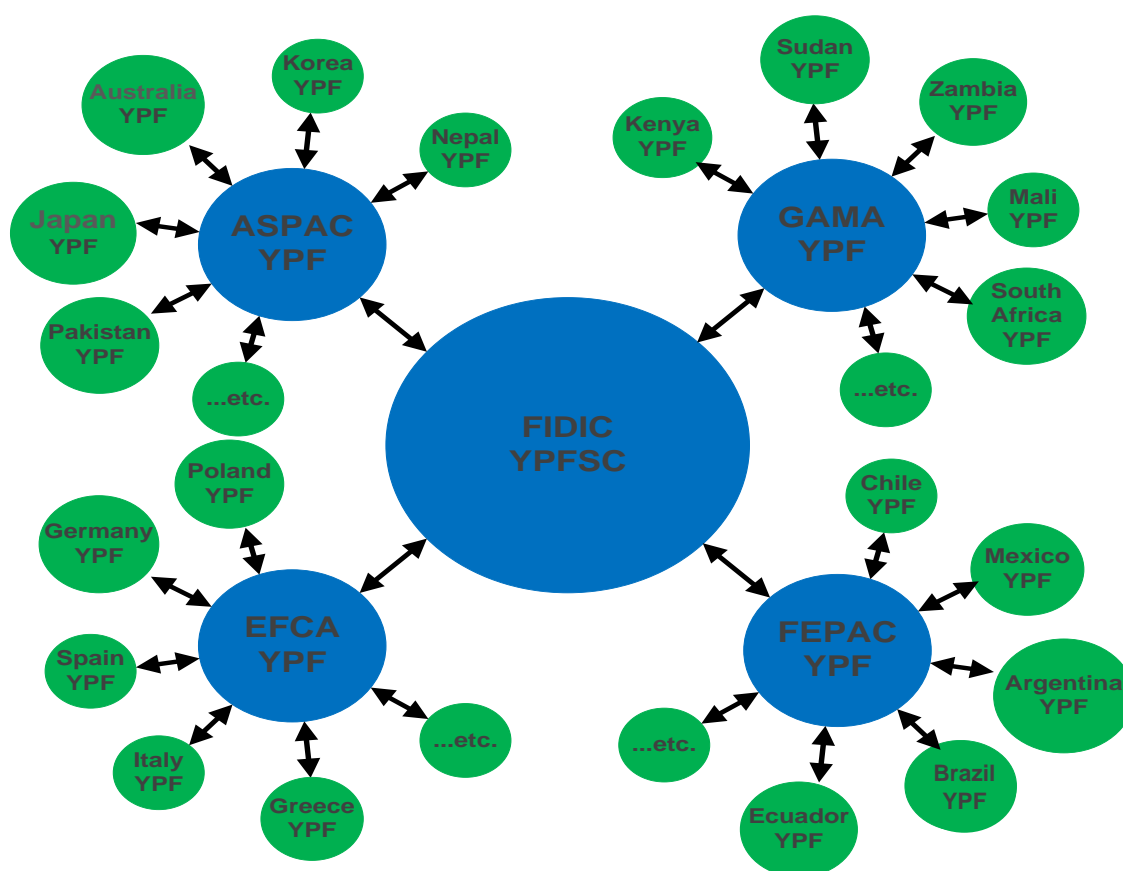
Active involvement within the FIDIC YPFSC by appointing a national YP leader, to apply to join the FIDIC YPFSC and regional YP groups, representing their country's YPs.

The FIDIC YPFSC will appoint one member to participate in the ASPAC, EFCA, FEPAC and GAMA annual Conference (if needed), also will work on having a representatives from each regional groups to be part of YPFSC. This will allow all YPs to meet face-to-face and work together toward YPs development.

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 – Engineering and Consulting Firms Association of Japan
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
15. **Appendix 15:** Young Professional Group – Consulting Engineers Association of India
16. **Appendix 16:** Young Professional Group - Council of Engineering Consultants of the Philippines
17. **Appendix 17:** Young Professional Group –The Consulting Engineers Association of Thailand.
18. **Appendix 18:** Young Professional Group – Korea Engineering and Consulting Association.
19. **Appendix 19:** Young Professional Group – Italian Engineering, Architectural and Technical Economic Consulting Organizations

APPENDIX 01

Young Professional Group

**Association of Consulting Engineering
Companies British Columbia**



ASSOCIATION OF CONSULTING
ENGINEERING COMPANIES | CANADA

ASSOCIATION DES FIRMES
D'INGÉNIEURS-CONSEILS | CANADA



British Columbia

Background	<p>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.</p> <p>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.</p> <p>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.</p>
Core Objectives	To promote and empower the development of Young Professionals' careers in the Consulting Engineering Business
Organizational Structure	<p>One Provincial Steering Committee consisting of:</p> <ul style="list-style-type: none"> • Chair (typically of Vancouver), • Past Chair, • Vice Chair, • Regional Chairs (Vancouver, Okanagan, Vancouver Island) • Provincial Education/Professional Development • Provincial Communications <p>Each Regional Committee consisting of:</p> <ul style="list-style-type: none"> • Chair • Vice Chair • Past Chair • Optional other positions depending on Region. For Vancouver: <ul style="list-style-type: none"> ○ Communications ○ Education/Professional Development ○ Networking/Social Events ○ Volunteer Management ○ Student Outreach ○ Community Involvement <p>Also, YPG members are also invited to sit in on ACEC-BC level mainline committees and report to the Provincial Vice Chair.</p>

Activities	<ul style="list-style-type: none"> • Breakfast Seminars • Newsletters/emails for YPs • Social events for networking opportunities • Community outreach with fundraising for local charities • Recruitment/outreach to local post-secondary institutions for consulting engineering careers • Involvement on various ACEC-BC Mainline committees
Statistics	<ul style="list-style-type: none"> • Steering committee membership among all provincial committees: ~20 • Mainline committee reps: ~10 • Vancouver Breakfast Attendance: ~60 • Okanagan and Vancouver Island Breakfast Seminar Attendance: ~20 • Social event attendance: ~20 depending on event • Community outreach participation: ~30
Contact Information	<p>ACEC British Columbia Suite 1258 - 409 Granville Street Vancouver, BC Canada V6C 1T2 Tel: (604) 687-2811 Fax: (604) 688-7110 Email: info@acec.bc.ca</p>

Alberta

Background	<p>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.</p>
Core Objectives	<ul style="list-style-type: none"> - 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	<ul style="list-style-type: none"> • CEA Board Liaison • Past Chair • Chair • Vice-Chair • Treasurer • Sub-Committee Positions <ul style="list-style-type: none"> ○ Communication Director ○ ACEC representative ○ AGM Coordinator ○ Post-Secondary Coordinator ○ Speaker Series Coordinator ○ External Relations ○ Transportation Committee Representative ○ Environmental Committee Representative ○ Buildings Committee Representative ○ City of Edmonton Committee Representative ○ City of Calgary Committee Representative • Members at Large
Activities	<ul style="list-style-type: none"> • 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

Saskatchewan

Background	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.
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Core Objectives	<ul style="list-style-type: none"> ○ increase networking among young professionals within the consulting engineering and geoscience industry; ○ promote career development and mentoring opportunities by actively involving companies, senior consultants and members of educational institutions in YPG events; ○ raise awareness about consulting engineering and geoscience among young professionals and students in Saskatchewan through participation with the CES in presentations and information sessions; ○ liaise with the CES to become an active and integral part of the Association; and ○ Interact with similar YP organization from other industries to help promote consulting engineering and to provide networking opportunities to YP's from member and associate firms.
Organizational Structure	<p>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.</p> <p>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 $\frac{3}{4}$ of the YPG Committee on an annual basis. New positions will be added as deemed necessary by approval of $\frac{3}{4}$ of the YPG Committee members, and at a minimum will be reviewed on an annual basis.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p>
Activities	Social, Networking and Business Oriented Learning Events
Contact Information	Current Chair – Geoff Sarazin, sarazing@ae.ca

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	<p>Mission</p> <p>To enhance the growth and advancement of the consulting engineering industry by supporting the development of Young Professionals.</p> <p>Goals</p> <ol style="list-style-type: none"> 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	<ul style="list-style-type: none"> • Chair (Also serves as ACEC-Manitoba Board Director) • Co-Chair • Committee Members <ul style="list-style-type: none"> ○ Events planning team ○ Gala planning team ○ University Liaisons ○ Communications and promotions team ○ Various ACEC committee liaisons 	
Activities	<ul style="list-style-type: none"> • (Internal) Networking Activities <ul style="list-style-type: none"> ○ Pub Nights ○ Annual Gala ○ Monthly YP Newsletter (Distributed to member firms) • Educational Events <ul style="list-style-type: none"> ○ Breakfast seminars ○ Lunch presentations (Directly to individual member offices) • Outreach Activities <ul style="list-style-type: none"> ○ 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	

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	<p>Mission: To engage and empower young professionals to foster a sustainable business environment.</p> <p>Objectives</p> <ol style="list-style-type: none"> 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 in 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Statistics have varied from event to event. General direction is growth.
Contact Information	<ul style="list-style-type: none"> • yp@ceo.on.ca or • (416) 620-1400

Quebec

Background	<p>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.</p> <p>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).</p>
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Core Objectives	<p>Mission: to develop YP abilities and unite YP in order to facilitate exchange of their knowhow and their initiatives. To contribute to the visibility of the industry toward the students and other professional organisation.</p> <p>Objectives</p> <ul style="list-style-type: none"> I. To develop YP business abilities. II. To facilitate the contribution of YP in enhancing the industry. III. To contribute in offering a dynamic working environment. IV. To help YP develop their network.
Organizational Structure	<ul style="list-style-type: none"> • Past Chair • Chair • Secretary • Events Director • Communication Director • Outreach Director • AICQ Liaison Director • Active members
Activities	<ul style="list-style-type: none"> • Professional development seminars • Networking events • Social Media – Facebook and LinkedIn Discussions • Technical tours • Executive meetings • Participate in AICQ Board Meetings • Participate in AICQ Committees Meetings • Outreach with universities and related engineering groups • Work with YPs from around Canada
Statistics	<ul style="list-style-type: none"> • More than 1000 members to date. • Seminar per year (4 in Montréal, 2 in Québec City) • Seminar attendance: 200 YPs (in average) • Technical tour attendance: 20 YPs (Limited space) • University Outreach: 10 conferences a year • College Outreach: 2 conference a year • Satisfaction of our activities is very high and new initiatives are still being put together to better serve the need of every YP in Quebec.
Contact Information	<p>2012-2013 – Simon Davidson (YP president)</p> <p>forum@aicq.qc.ca</p>

New Brunswick

Background	Newly formed in Fall 2012. No formal Terms of Reference have been developed to date but are under development and will likely model that seen in other Provinces.
Core Objectives	TBD but will likely model that seen in other Provinces.
Organizational Structure	Early stages of development. Currently consists of the Chair and NB Executive Director who liaise with the Board, well as four Members who will be assigned to the various Executive positions in the near future.

Activities	<p>In planning stages for the 2013 schedule. To date:</p> <ul style="list-style-type: none"> • Full day professional development seminar in Moncton this February. • Networking session scheduled with Provincial AGM in April. • Ongoing participation with ACEC-NB Board meetings • Ongoing outreach with UNB engineering students • Awareness and general promotion with Member Firms and allied industry groups
Statistics	N/A
Contact Information	2013 Chair – Ben Coles (bcoles@rjbartlett.com)

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	<p>The objectives of the YP group on PEI are to:</p> <ul style="list-style-type: none"> • 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 02

Young Professional Group

**China National Association of
Engineering Consultants**





China National Association of Engineering Consultants Young Professional Forum

Summary for FIDIC YP Reference Document

CNAEC -YPF

Background	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.
Core Objectives	CYPF is responsible for creating opportunities for its member 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
Organizational Structure	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.
Activities	<p>Since the establishment of CYPF, it has held a great number of events and participated in several FIDIC activities.</p> <ul style="list-style-type: none"> • 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. • 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). • 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. • 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.

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 http://www.cnaec.org.cn
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APPENDIX 03

Young Professional Group

**Danish Association of Consulting
Engineers**



Foreningen af
Rådgivende Ingeniører
FRI





FRI YP

Background	<p>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.</p> <p>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:</p> <ol style="list-style-type: none">1. Strengthening the FRI brand within the members firms2. 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	<p>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.</p>
Organizational Structure	<p>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.</p> <p>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.</p>

Activities	<p>FRI YP spurs networking and knowledge-sharing between young professionals and generates awareness and recognition of the consulting engineering industry in the public.</p> <p>This is done through:</p> <ul style="list-style-type: none"> - 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	<p>The YP Steering Committee has a budget like every other FRI committee.</p> <ul style="list-style-type: none"> - 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	<p>Foreningen af Rådgivende Ingeniører, FRI Sundkrogskaj 20 2100 København Ø Web: www.frinet.dk Email: fri@frinet.dk Tel: +45 3537 3535</p> <p>FRI Young Professionals www.frinet.dk/yp Chairman: Stinne Katrine Larsen (stinne.larsen@atkinsglobal.com) Vice Chairman: Pernille Karstoft Bak-Jensen (pkb@alectica.com) Secretary: Christoffer Fuglsang Andersen, FRI (cf@frinet.dk) Secretary: David Meyer, FRI (dm@frinet.dk)</p>

APPENDIX 04

Young Professional Group

Finnish Association of Consulting Firms





**The Finnish Association of Consulting Firms SKOL -
Young Professional Group**

Summary for FIDIC YP Reference Document

KONSULTTINUORET

Background	<p>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.</p> <p>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, Aleksi Keskinen, Sini Larsen, Mika Lindroos, Emil Matintupa, Jenni Neste, Pekka Nurmi, Tuomas Rantanen, Kuisma Reinikainen, Sonja Sahlsten, Noora Salonen, Anna-Liisa Syrilä and Mikko Tuomisto.</p>
Core Objectives	<p>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.</p>
Organizational Structure	<p>Steering workgroup of Konsulttinuoret will be a committee working underneath SKOL.</p> <p>After the first year the committee will consist</p> <ul style="list-style-type: none">- chair- persons in charge of<ul style="list-style-type: none">o communication and informationo educationo international matterso eventso members and memberships- six other members (one student member) <p>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.</p> <p>Separate organizing groups will be established for events.</p>

Activities	<p>Activities for social networking opportunities:</p> <ul style="list-style-type: none"> - 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 <p>Other activities:</p> <ul style="list-style-type: none"> - newsletters and promotion (email) - active social media: Facebook, Twitter - homepage - articles in magazines
Statistics	<p>Steering workgroup: 12 members, volunteers.</p> <p>Membership registration will be opened during the year 2013.</p> <p>There will be two main events annually, which will be funded with sponsor assistance. Event arrangements will require volunteers.</p>
Contact Information	<p>www.konsulttinuoret.fi (opens in March 2013)</p> <p>SKOL ry Eteläranta 10, PL 10 FI-00131 Helsinki Finland Tel: +358 9 19 231 http://www.skolry.fi Email: skolry@teknologiateollisuus.fi</p>

APPENDIX 05

Young Professional Group

**German Association of Consulting
Engineers**



VBI-YP group

Background	<p>The Young Professionals Group of the VBI was established in 2008 due to an initiative of the German Association of Consulting Engineers (VBI).</p> <p>The idea was to “activate” the young professionals in Germany and to motivate these people to join the association.</p> <p>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.</p> <p>The group is headed by a 5 people board.</p>
Core Objectives	<p>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.</p>
Organizational Structure	<p>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).</p> <p>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.</p>
Activities	<p>The board of the YP group organizes 3 regular meetings a year plus one socializing and team-working activity.</p> <p>The regular meeting starts 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.</p> <p>The team-working activity event is usually an out-door event like climbing, sailing, kayaking etc.</p> <p>Publishing of newsletters.</p> <p>Networking and information via social media (Xing: VBIYP group).</p> <p>Support of special initiatives and working groups like succession planning of companies.</p>
Statistics	<p>Members: approx. 300</p> <p>active members: approx. 50</p> <p>Board: 5 (max 6)</p> <p>3 educational events per year, attendants approx. 35</p> <p>1 socializing event per year, attendants approx. 25</p> <p>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.</p>

Contact Information	<p>Young Professionals:</p> <p>http://www.vbi.de/young-professionals/</p> <p>matthias.zaehringer@zaehringer-ing.de</p> <p>matthes.peter@iproplan.de</p> <p>Member Association:</p> <p>Verband Beratender Ingenieure VBI</p> <p>Budapester Straße 31</p> <p>10787 Berlin</p> <p>Telefon: 030 / 260 62 0</p> <p>Fax: 030 / 260 62 100</p> <p>E-Mail: vbi@vbi.de</p>
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APPENDIX 06

Young Professional Group

**Iranian Association of Consulting
Engineers**





Iranian Association of Consulting Engineers Young Professional Forum (ISCE)

Summary for FIDIC YP Reference Document

ISCE-YPF

Background	<p>ISCE YPF was initiated in December 2004.</p> <p>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.</p> <p>The SC members are selected for two years.</p>
Core Objectives	<ul style="list-style-type: none"> • 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	<p>The steering committee:</p> <ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Steering committee 9, • Maintain a data base of about 300 YPs
Contact Information	<p>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</p>

APPENDIX 07

Young Professional Group
**Engineering and Consulting Firms
Association of Japan**





**Engineering and Consulting Firms Association, Japan
Young Professional Sub-Committee**

Summary for FIDIC YP Reference Document

ECFAJ-YPSC

Background	<p>The Young Professionals (YP) Sub-Committee (SC) was established in 2009 as a part of the former AJCE and organized to act as a core group to promote YP activities. These activities have been integrated and continued in the ECFAJ, after AJCE and ECFAJ were merged into one organization in 2016.</p> <p>As the core members, young engineers in their 20' and 30' play a key role in every aspect of the activities. Its activities include:</p> <ul style="list-style-type: none"> - 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	<p>The principal objective of ECFAJ-YPSC is to develop capacities of Young Professionals through various events and channels.</p>
Organizational Structure	<p>ECFAJ-YPSC consists of:</p> <ul style="list-style-type: none"> • Chair/Vice Chair • FIDIC/ASPAC YPF task force <ul style="list-style-type: none"> ○ FIDIC-YPF Related Activity ○ ASPAC-YPF Related Activity • YP Networking task force <ul style="list-style-type: none"> ○ YP Networking ○ Plan/Administration of Events (Site visit, etc.) ○ Industry Introduction/ Plan/ Support for Students ○ Study meeting etc. ○ Award for YPs ○ Administration of Public Relations/ Web site ○ Consulting Industrial Development ○ Support of Young Professionals Exchange Program (YPEP)

Activities	<ul style="list-style-type: none"> • YP Seminar Each year a seminar is given by experienced and leading lecturer from various consulting/engineering fields. This seminar is basically for YPs to extend their interest and knowledge, whether or not of their expertise. • YP Award (Young Professionals Award) In 2012, 1st YP Award was organized by YPSC. 8 presenters participated in to introduce several youth-basis activities of YPs. • “Yakai”, Social Networking Cocktail Party Since 2010 YP social networking parties have been hosted by YPSC. Every year, around 40 YPs from several companies participate and enjoy communication. This event provided opportunity to disseminate activities of YPs. • Contribution to FIDIC YPF and ASPAC YPF Members of ECFA YPSC participate in FIDIC YPF activities. • Introduction of consulting engineering industry to university students YPSC conduct lectures on consulting engineering industry and role of consultants for university students since 2010. • Sports event (Futsal match) • Young Professionals Exchange Program (YPEP) YPEP was established in 1996 according to the Memorandum of Understanding between former 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. (This program has been suspended since 2014 for improvement.) <p>In addition, ECFAJ-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.</p>
Statistics	<ul style="list-style-type: none"> • YPSC representatives: 42 (Year 2018) • YP Seminar: 3 times, Attendance: ~60 in each year since 2015 • YP Award: 2 times in 2012 and 2014 (Presenters: 8) • Social Networking Cocktail Party: ~40 participate in each year since 2010 • Introduction of consulting engineering industry to university students: ~90 students in each year since 2010 • Sports event (Futsal match): 8 times, Attendance: ~80 in each year • YPEP participants: ~10 in each year since 1996
Contact Information	<p>Engineering and Consulting Firms Association, Japan (ECFAJ) Address: 1-6-13, Nishi-Shimbashi, Minato-ku, TOKYO 105-0003 JAPAN Tel : +81-3-3593-1171 Fax: +81-3-3593-1172 Web site: http://www.ecfa.or.jp/english/index.html http://www.ecfa.or.jp/japanese/AJCEHP/CE/aboutCE_index.html Email: webmaster@ecfa.or.jp</p>

APPENDIX 08

Young Professional Group

**Jordan Architects and Consulting
Engineers Council**



YPFJ

Background	<p>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.</p> <p>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).</p>
Core Objectives	<p><u>Spirit:</u></p> <p>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.</p> <p><u>Objectives:</u></p> <ul style="list-style-type: none"> • 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	<p>YPFJ is part of JACEC.</p> <p>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.</p> <p>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.</p> <p>YPFJ is targeting all YPs in Jordan, and is welcoming all YPs from other surrounding countries to join.</p> <p>Recommended age for membership is for age 22 to 40 years.</p>
Activities	<p>-Jordanian YPMPT participants experience brochure</p> <p>-Business Plan</p>

Contact Information	A/E Business Council Tel: +962 6 5603880 Telfax : + 962 6 5603881 P.O.Box 930786 Amman 11193, Jordan E-mail : info@aeb-council.org
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APPENDIX 09

Young Professional Group

**Dutch Association of Consulting
Engineers**





jongNLingenieurs - Young Professional Group

Summary for FIDIC YP Reference Document

jNLing - YPG

Background	<p>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.</p> <p>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.</p>
Core Objectives	<p>To represent the Young Professionals of the NLingenieurs branch members, by:</p> <ul style="list-style-type: none"> • Organizing and facilitating networking opportunities and exchange of knowledge and experience; • Looking after Young Professional’s interests; • Adding to the improvement of the general image of the engineer.
Organizational Structure	<p>One executive board formed by Young Professionals from branch members. A minimum of 7 board members, with at least the following portfolio’s:</p> <ul style="list-style-type: none"> • President • Vice-President • Secretary • External affairs • International affairs
Activities	<ul style="list-style-type: none"> • Facilitate and promote network meetings and activities organized by YPG of our partner organizations and branch members; • Liaise with (inter)national partners’ and branch member’s YPG; • Form and publish opinions about current affairs and pressing issues for our parent branch organization or media; • Draft and execute annual plan, for 2013 planned: <ul style="list-style-type: none"> ○ Financial crisis case study, on the affect the crisis has on engineering firms and their partners and clients; ○ Annual general meeting for the branch member’s YPG boards; ○ Project visits; ○ ‘Engineering for social development’ design contest; • Publish monthly news letter; • Attend NLingenieurs’ board meetings and presidents meetings.

Statistics	<ul style="list-style-type: none"> • 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	<p><i>Visiting address:</i></p> <p>Causariestraat 11 2511 VB, The Hague The Netherlands Tel: +31 (0) 70 - 31 41 868 www.nlingenieurs.nl/jong Email: jong@NLingenieurs.nl Direct contact jNLing board: maarten.wessels@mottmac.com, Tel: +31 (0)6 23 85 68 01</p>

APPENDIX 10

Young Professional Group
**Association of Consulting Engineers in
Nigeria**





Association of Consulting Engineers in Nigeria Young Professional Forum (ACEN)

Summary for FIDIC YP Reference Document

ACEN-YPF

Background	<p>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.</p> <p>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.</p> <p>Members of the YPF have been involved in Participation in FIDIC Conferences and the FIDIC YPMTP over the last 6years.</p>
Core Objectives	To promote and empower the development of Young Professionals' careers in the Consulting Engineering Industry.
Organizational Structure	<p>The steering committee:</p> <ul style="list-style-type: none"> • YPF President • Vice president • Secretary • Financial Secretary • Treasurer • Public Relations officer <p>Some members of the steering committee are required to seat in while the Council of ACEN are having their meetings</p>
Activities	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Steering committee 6 • Maintain a data base of about 60 YPs
Contact Information	<p>ACEN YPF 3, Akintoye Street, Off Herbert Macaulay way Sabo yaba Lagos, Nigeria Tel: 234 -1-7748910 Email: info@acen.org.ng</p>

APPENDIX 11

Young Professional Group

**Norwegian Association of Consulting
Engineers**





The Norwegian Association of Consulting Engineers Young Professional Group

Summary for FIDIC YP Reference Document

RIF-YPG

Background	<p>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.</p> <p>URIF in Trondheim has established itself as a key organization among young consultants in the local area because:</p> <ul style="list-style-type: none">• 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	<p>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.</p>
Organizational Structure	<p>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.</p> <p>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:</p> <ul style="list-style-type: none">• 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	<p>The committee in URIF Trondheim meets 6 times/year and plans one arrangement during each committee meeting.</p> <p>URIF Trondheim arranges:</p> <ul style="list-style-type: none"> • 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 <p>URIF Trondheim has identified success criteria for arrangements and finds that a successful arrangement should be:</p> <ul style="list-style-type: none"> • Free (cost) to participants <ul style="list-style-type: none"> ○ 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 <ul style="list-style-type: none"> ○ 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	<p>Mini-courses: 4 courses/year with 30-50 participants per course</p> <p>Excursion: 1-2 excursions/year with 10-30 participants per excursion</p> <p>Social meetings: 1 social event/year with approx. 20 participants</p>
Contact Information	<p>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</p> <p>Marion Trøan c/o Rambøll Norge AS Postboks 9420 Sluppen 7493 Trondheim E-mail: marion.troan@ramboll.no</p>

APPENDIX 12

Young Professional Group

**Polish Association of Natural Persons
and Private Companies**





STOWARZYSZENIE INŻYNIERÓW
DORADCÓW I
RZECZOZNAWCÓW (SIDiR)
POLAND

STOWARZYSZENIE INŻYNIERÓW DORADCÓW I RZECZOZNAWCÓW (SIDiR)- Young Professionals Group

Summary for FIDIC YP Reference Document

SIDiR-YPF

Background	<p>The Young Professionals' Group (KMP) was established in 2006 to represent Young Professionals within the Consulting Business and promote their careers.</p> <p>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.</p>
Core Objectives	<p>Mission:</p> <ul style="list-style-type: none">• 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	<p>A working group with a Chairman.</p>
Activities	<ul style="list-style-type: none">• 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	<p>Total nr of Members: 52.</p> <ul style="list-style-type: none">• 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	<p>STOWARZYSZENIE INŻYNIERÓW DORADCÓW I RZECZOZNAWCÓW (SIDiR) POLAND PL 00-074 WARSZAWA UL. TRĘBACKA 4 TEL. + 48 22 826 16 72 - FAX. + 48 22 826 56 49 www.sidir.pl Email: biuro@sidir.pl</p>

APPENDIX 13

Young Professional Group
**Swiss Association of Consulting
Engineer**

usic YOUNG PROFESSIONALS]



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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • YP address data base: >200 YPs • Attendance of various events: 20 – 80 YPs
Contact Information	usic office Effingerstrasse 1 3001 Berne Tel: +41 31 970 08 88 Fax: +41 31 970 08 82 www.usic.ch www.facebook.com/k.ING.usic www.facebook.com/usic.ch www.twitter.com/usic_ch

APPENDIX

14

Young Professional Group

**Association of Turkish Consulting
Engineers and Architects**



**Association of Turkish Consulting Engineers and
Architects, Young Professional Group
GEM-Young Engineers and Architects Platform**

Summary for FIDIC YP Reference Document

GEM-YPF

Background	<p>Young Engineers and Architects Platform (GEM) was established on May 2009, to promote young engineers and architects knowledge and skills.</p> <p>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.</p>
Core Objectives	<p>To develop young professionals' knowledge and skills about engineering and architecture and give them courage to take more responsibilities about their works.</p> <p>To organize technical and social organizations.</p> <p>To communicate with FIDIC and EFCA and get international qualifications.</p> <p>Networking between members.</p>
Organizational Structure	<p>YPG consists of four groups</p> <ol style="list-style-type: none"> 1- Working Group for Membership Development 2- Working Group for Activities 3- Working Group for External Affairs 4- Working Group for Communication
Activities	<ul style="list-style-type: none"> • Bulletins • Technical visits • Social events • Conferences and meetings • Presentations (for university students)
Statistics	<p>Approximately 50 members.</p>
Contact Information	<p>ATCEA-Association of Turkish Consulting Engineers and Architects Ahmet Rasim sok. 35/2 Çankaya 06550 Ankara / TURKEY Tel:(+90) 312 440 89 70 Fax: (+90)312 440 89 72 www.atcea.org.tr E-mail: tmmmb@tmmmb.org.tr gemplatformu@googlegroups.com</p>

APPENDIX 15

Young Professional Group

Consulting Engineers Association of India



CEAI Young Professionals Forum

Summary for FIDIC YP Reference Document

Background	<p>The CEAI Young Professionals Forum (YPF) was established in 2012 for young professionals (individual members) from various Consulting organizations.</p> <p>Vision: To reach out to all practising young engineers for betterment of the individual and society.</p> <p>Mission:</p> <ul style="list-style-type: none"> ✚ To provide a networking channel for our Practising Engineers ✚ To provide the connect and interface with FIDIC. ✚ To support the ethical exchange of technical knowledge ✚ To promote innovation in concepts and solutions ✚ To work cohesively for the growth of the profession and industry
Core Objectives	<p>The core objectives of CEAI YPF are to:</p> <ul style="list-style-type: none"> ✚ Provide a voice for the YPs within the MA; ✚ Proffer a platform for interaction and awareness; ✚ Strengthen the culture of dialogue; ✚ Organize technical lectures in science, engineering and architecture; ✚ Publicise best practices and standards; ✚ Share success stories about YPs; ✚ Provide a supportive space for YPs to discuss and communicate; ✚ Pursue capacity building initiatives; ✚ Enhance the consulting engineering profession. <p>To pursue the above objectives, the CEAI YPF adopts the following strategies, among others:</p> <ul style="list-style-type: none"> ✚ Promote the benefits of YPF participation to YPs and CEAI member firms; ✚ Encourage long-term YP participation in CEAI activities; ✚ Motivate CEAI member firms to sponsor the participation of YPs in FIDIC and ASPAC YPF events and activities; ✚ Liaise with CEAI Governing Council to promote and support YP initiatives.
Organizational Structure	<p>The CEAI YPF consists of the CEAI YPF Steering Committee (CEAI YPF SC) and the CEAI YPF General Membership.</p>
Activities	<p>The CEAI YPF seeks to involve the YP community through the following activities:</p> <ul style="list-style-type: none"> ✚ Conducting Webinars with presentations given by professionals to enhance knowledge of viewers/ listeners. ✚ Technical Lectures by Senior Consultants. ✚ Presentation by young professional members on live projects undertaken by them. ✚ Presentations on site visits by young professional members. ✚ Young Engineers Award - Three categories, Design, Project and Leadership Award.

Statistics	As of Feb 2017, the CEAI YPF has 35 registered YPs consisting of 5 CEAI YPF SC officers and 30 CEAI YPF members.
Contact Information	Consulting Engineers Association of India CEAI Centre, OCF Plot No 2, Pocket 9, Sector B, Vasant Kunj, New Delhi 110070 (behind JIMS and near Masudpur Flyover) Tel: +91-11-26134644 Telefax: 26139658 Email: info@ceai.org.in,ceai.ceai@gmail.com Website: www.ceai.org.in

APPENDIX 16













Young Professional Group






















**Council of Engineering Consultants of the
Philippines**



CECOPHIL Young Professionals Forum

Summary for FIDIC YP Reference Document

Background	<p>The CECOPHIL Young Professionals Forum (YPF), which was established in 2013 and officially launched in 2016, was set up for young, active and committed engineers, planners, architects, and allied professionals of member and affiliate firms of the Council of Engineering Consultants of the Philippines (CECOPHIL).</p> <p>Vision: <i>The CECOPHIL YPF is a catalyst for the cultivation and promotion of young professionals as future dynamic leaders in the global consulting industry.</i></p> <p>Mission: <i>Our mission is to motivate and inspire young professionals to become active players in the consulting industry by offering activities that foster learning, leadership, and camaraderie while instilling the values of integrity, professionalism, and excellence.</i></p>
Core Objectives	<p>The core objectives of the CECOPHIL YPF are to:</p> <ul style="list-style-type: none">  Provide a voice for young professionals (YPs) in the Philippine consulting engineering industry  Provide a channel for networking, awareness and interaction  Share success stories and experiences of YPs  Provide a platform for YPs for discussion and communication  Pursue capacity building initiatives  Provide connection with FIDIC, ASPAC and other YPFs worldwide  Enhance the profession and industry  Prepare YPs as the future leaders of the industry <p>To pursue the above objectives, the CECOPHIL YPF adopts the following strategies, among others:</p> <ul style="list-style-type: none">  Encouraging long-term YP participation in CECOPHIL activities  Encouraging CECOPHIL member firms to sponsor the participation of YPs in FIDIC and ASPAC YPF events and activities  Promoting the benefits of YPF participation to YPs and CECOPHIL member firms  Liaising with the CECOPHIL Executive Committee and promoting and supporting YP initiatives

Organizational Structure	<p>The CECOPHIL YPF consists of the CECOPHIL YPF Steering Committee (CECOPHIL YPF SC) and the CECOPHIL YPF General Membership.</p> <p>The CECOPHIL YPF SC is composed of the following nine officers:</p> <ul style="list-style-type: none">  Chairperson  Vice Chairperson  Secretary  Treasurer  Directors (5) <p>In addition, the CECOPHIL YPF has created the following committees:</p> <ul style="list-style-type: none">  Membership Committee  Finance and Marketing Committee  Professional Development Committee  External Affairs Committee  Communications and Publicity Committee  Sports, Leisure, and Recreation Committee  CSR Committee
Activities	<p>The CECOPHIL YPF seeks to involve the YP community through the following activities:</p> <ul style="list-style-type: none">  Coordinating YP activities at CECOPHIL conferences and events  Acting as a bridge to share information among YPs of member firms  Creating opportunities for exchange programs for the YP community  Promoting the participation of YPs in international conferences, workshops, and training programs such as the FIDIC YPMTP  Identifying trends and events of interest, and share these items with the YP community  Maintaining an updated YPF webpage of people, events and activities under the CECOPHIL homepage  Publishing regular e-newsletters of CECOPHIL and YP activities and thereby enhancing the image of consulting engineering in general  Managing and maintaining a register of interested and active YPs  Holding Annual CECOPHIL YPF General Membership Meeting, Annual CECOPHIL YPF Strategic Planning Session, and Regular CECOPHIL YPF SC Meetings
Statistics	<p>As of December 2016, the CECOPHIL YPF has 70 registered YPs consisting of 9 CECOPHIL YPF SC officers and 61 CECOPHIL YPF members.</p>
Contact Information	<p>Council of Engineering Consultants of the Philippines (CECOPHIL) Address: 9F Feliza Building V.A. Rufino Street Legaspi Village, Makati City Phone: +63 2 752 4221 Website: http://www.cecophil.org/ypf E-mail: cecophil@yahoo.com or pjrramos@philkoei.com.ph</p>

APPENDIX 17

Young Professional Group

**The Consulting Engineers Association of
Thailand**





The Consulting Engineers Association of Thailand - Young Professional Forum

Summary for FIDIC YP Reference Document

CEAT- YPF

Background	The YPF issue was raised and then continuously discussed in many monthly meetings of The Consulting Engineers Association of Thailand (CEAT). Finally, CEAT concluded in one of the meetings in 2013 to launch the YPF Thailand programs and nominated some CEAT's directors to be directly responsible for the programs. Since then, a number of activities have been carried out and accomplished.
Core Objectives	YPF Thailand has a main objective of forming a network of young professionals in construction arena. The network then has responsibility to explore and create opportunities to improve their and peers' professionalism. Once any opportunity is found, the network is to strategize and then exploit the opportunity. Such opportunities include training courses, site visits, peer meetings, etc.
Organizational Structure	CEAT nominated five of their directors to be the first working team of YPF Thailand. One of the five directors was assigned to be the leader of the first YPF Thailand generation. This first team then planned and implemented programs to form the second generation. This second one then elected leaders and working team of their own. The cycle of forming the next generation is then repeated on and on.
Activities	YPF Thailand performed the following activities: <ol style="list-style-type: none"> 1. Annually strategized and planned for activities in the ahead year 2. Carried out consecutive training courses for three years. Each year has 15 modules and 1 day per module. The modules include technical skills, management skills and attitude, site visits (to both local and overseas projects), writing and presentation skills, etc. 3. Arranged networking meetings amongst the members.
Contact Information	The Consulting Engineers Association of Thailand (CEAT) 3 rd Floor, EIT Bldg., 487 Soi Ramkamhaeng 39, Wangthonglang, Bangkok 10310 THAILAND Tel: +66 2935 6440 Fax: +66 2935 6441 http://www.ceat.or.th

APPENDIX 18

Young Professional Group
**Korea Engineering and Consulting
Association**





KENCA Young Professionals Group (KYPG)

Background	<p>KENCA Young Professionals Group (KYPG) was established in 2016 for the purpose of fostering future engineering leaders in Korea, thereby promoting the development of the national engineering industry.</p> <p>It provides a networking platform for young engineers to share ideas, experiences and knowledge promoting active and effective collaboration. It also works as a bridge to share information between young and senior engineers and helps to leverage generational differences for success. KENCA Young Professionals Group (KYPG) is operated by KENCA Young Professionals Committee (KYPC).</p>
Core Objectives	<p>KYPG aims to contribute in globalization and advancement of the Korean engineering & consulting industry by supporting the development of Young Professionals.</p>
Organizational Structure	<p>The Steering committee (also called the KENCA Young Professionals Committee (KYPC)) consists of:</p> <ul style="list-style-type: none"> ✚ Chairman ✚ Vice-Chairman ✚ Honorary Chair/Special Advisor(s) ✚ Executive Members ✚ Administrator(s) <p>The KYPC members are nominated by KENCA's Board of Directors. The Chairman and the Vice Chairman are elected positions. The membership of KYPG is open to all engineering industry professionals under the age 40.</p>
Activities	<ul style="list-style-type: none"> ✚ Social events for global networking opportunities ✚ Seminars, workshops, technical visits and certification trainings for professional advancements ✚ Engineering job fairs and career consulting/mentoring services for post-secondary institutions ✚ FIDIC YPMTP scholarships and FIDIC Annual Conference registration sponsorships
Contact Information	<p>KENCA YPG 2017 Nambu Beltway, Dongjak-Gu, Seoul, Korea 07023 Tel: +82 2 3019 3339 Fax: +82 2 3019 3305 E-mail: ypg@kenca.or.kr</p>

APPENDIX 19

Young Professional Group

**Italian Engineering, Architectural and
Technical Economic Consulting
organizations**

oice

Associazione delle organizzazioni di ingegneria
di architettura e di consulenza tecnico-economica



Background	<p>The Italian Young Professional Forum was established in March 2017 and represents all Young Professionals (under 40) employed by engineering and Consultancy firms in Italy.</p> <p>The Group of Young Professionals is established through OICE (an employers' Association, belonging to Confindustria, the Confederation of Italian Industry), and all YP who needs a help to enter into the work world.</p>
Core Objectives	<p>Enhance the specific skills of the Young Professionals and promote their participation in the international initiatives taking place in the EFCA and FIDIC fields.</p> <p>The Group's objectives are: to enhance the specific expertise of the new generation of designers (i.e. BIM), promote the Italian design culture within the FIDIC committees, apply for proposals by young Italian professionals to the EFCA Young Professionals Annual Competition / FIDIC Award, to develop with the support of the International OICE Office collaborations with similar structures of European and international counterparts.</p>
Organizational Structure	<p>Is made up of consulting engineers, less than 40 years, who are employed in firms which are members of OICE.</p> <p>The group is also open to any engineer or architect who wants to share knowledge and experiences.</p> <p>The actual chairman is Eleonora Smargiassi, that coordinates the activities.</p>
Activities	<ul style="list-style-type: none"> • Participation to YP competition (EFCA and FIDIC) • Participation to FIDIC conferences • Organization of seminars, decided at the beginning of the year
Statistics	<ul style="list-style-type: none"> • Nearly 40 members
Contact Information	<p>OICE Via Flaminia, 388, 00191 Roma RM Tel. +39.06 8068 7248 https://www.oice.it/adon.pl?act=src&sid=29&recursive=1 Contact Person: Eleonora Smargiassi / Francesco Fiermonte Email: eleonorasmargiassi@lenzi.biz</p>

