



World Federation of Engineering Organizations  
Fédération Mondiale des Organisations d'Ingénieurs



## STRATEGIC PLAN (2023-2027)

Young Engineers / Future  
Leaders (YE/FL)

**FEDERATION OF LEBANESE  
ENGINEERS**

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## **0. LETTER FROM THE CHAIR: EMBRACING THE FUTURE - STRATEGIC PLAN REPORT**

Over the past four years (2019-2023), we have made significant strides and accomplishments, and I believe there is much more we can achieve together in the future.

During my tenure as Chair, we have successfully implemented various initiatives and projects that have greatly benefited young engineers and future leaders in our field. We have focused on fostering professional development opportunities, promoting knowledge sharing, and creating platforms for networking and collaboration among young engineers worldwide. Our committee has worked diligently to address the unique challenges faced by young professionals, advocating for their interests and providing them with a supportive community.

I am proud of the achievements we have made in the 2019-2023 term. Together, we have organized successful competitions, workshops, and webinars, where young engineers have had the opportunity to showcase their innovative ideas and research. We have also established partnerships with leading organizations to expand our reach and impact, enabling us to provide valuable resources and mentorship to aspiring engineers.

Furthermore, we have actively contributed to the development of the strategic plan, aligning our objectives with the broader goals of the WFEO. Through our collective efforts, we have enhanced the visibility and representation of young engineers within the global engineering community, ensuring that their voices are heard and their perspectives are considered in shaping the future of our profession.

Looking ahead, I am committed to building upon the foundation we have laid and driving our committee towards even greater accomplishments. I aim to further strengthen our collaborations, expand our network, and explore new avenues for supporting the professional growth and leadership development of young engineers. Together, we can continue to make a positive impact and empower the next generation of engineering leaders.

Let us seize this opportunity to continue our remarkable journey and bring about meaningful change in the lives of young engineers worldwide.

Thank you for your trust and continued dedication to our shared vision.

**Firas Bou Diab**

## 1. EXECUTIVE SUMMARY

The strategic plan presented for the Young Engineers Future Leaders (YE/FL) committee outlines the vision and objectives for the term 2023-2027. The committee's mission is to empower and inspire young engineers worldwide, promoting their professional development, fostering innovation and sustainable practices, and advocating for their meaningful contribution towards achieving global engineering excellence and the United Nations Sustainable Development Goals (UN SDGs).

The strategic plan focuses on **five key strategic areas**:

- Professional Development;
- Networking and Collaboration;
- Advocacy and Representation;
- Entrepreneurship and Innovation;
- Outreach and Engagement.

The strategic plan includes action plans with specific objectives and initiatives under each strategic focus area, along with an implementation framework that emphasizes collaboration, knowledge sharing, capacity building, communication, and monitoring.

The strategic plan also outlines the responsibilities of the YE/FL committee, reporting mechanisms, and contact information for inquiries.

By implementing this strategic plan, the YE/FL committee aims to empower young engineers, strengthen their skills and awareness, promote diversity and inclusivity, foster collaboration, and create a vibrant global community of young engineers driving sustainable development.

Overall, this strategic plan sets a clear roadmap for the YE/FL committee to support and empower young engineers in their professional journey, ultimately contributing to the advancement of the engineering profession and the achievement of the UN SDGs.

## 2. INTRODUCTION

The World Federation of Engineering Organizations (WFEO) Executive Board Meeting in Paris, France (March 16-17, 2009), culminated in the acceptance of the Committee on Engineering Capacity Building (CECB) proposal to establish a Young Engineers / Future Leaders (YE/FL) Task Group.

The YE/FL was to be constituted by Young Engineers of the WFEO member countries and its council members are to be official delegates by national engineering associations of WFEO countries. CECB's goal is the involvement of young engineers in the world's leading activities to gain and share knowledge and experience, and to get the YE/FL abreast of global policies, which prepares them to take on future leadership roles.

Young Engineers / Future Leaders (YE/FL) is a now Policy Implementation Committee (PIC) of the WFEO, gathering young engineers from the different engineering associations of WFEO members.

The following strategic plan outlines the vision and objectives of the Young Engineers Future Leaders (YEFL) committee for the upcoming term 2023-2027. This plan aims to empower and support young engineers in overcoming challenges and maximizing their potential in the engineering profession. The Young Engineers Future Leaders Committee recognizes the challenges faced by young engineers in today's rapidly changing world. In order to empower young engineers to make a positive impact and contribute towards achieving the United Nations Sustainable Development Goals (SDGs), this strategic plan outlines key objectives and initiatives for the next four years. By focusing on collaboration, innovation, and advocacy, we aim to support young engineers in addressing pressing global challenges and creating a sustainable future.

## 3. VISION

To be acknowledged and celebrated as the global leader for the young voices of the engineering profession.

YE/FL represents engineers at the beginning of their careers. The role is to support the vision of the WFEO with a focus on the meaningful inclusion and voices of this demographic of engineers around the world.

A key component of this is the UN Sustainable Development Goals (SDGs), part of the larger 2030 Agenda for Sustainable Development. These goals integrate social, economic and environmental commitments—from reducing hunger and poverty, and improving health and work, to protecting the planet—in an inclusive and transformative way. This common framework seeks to 'leave no one behind' in an effort to ensure the well-being of people and planet, while promoting peace, prosperity, and partnership.

Young engineers are important to this process, both as active stakeholders in achieving the SDGs, and as future leaders to carry them forward. This vision is aligned with and enables the realization of the WFEO Strategic Objective to ‘Be at the forefront of international efforts in making the Engineering profession contribute to scientifically and technologically achievable goals and innovation’.

## **4. MISSION**

To empower and inspire young engineers and future leaders worldwide, fostering their professional development, promoting innovation and sustainable practices, and advocating for their meaningful contribution towards achieving global engineering excellence and the United Nations Sustainable Development Goals (UN SDGs).

## **5. STRATEGIC FOCUS**

### **a. Professional Development**

Provide professional development opportunities through workshops, seminars, and webinars to enhance technical skills, leadership abilities, and industry knowledge.

Foster mentorship programs that connect young engineers with experienced professionals to facilitate knowledge transfer and career guidance.

### **b. Networking and Collaboration**

Establish collaborations with other engineering organizations, academic institutions, and industry leaders to create a global network for young engineers.

Organize networking events, conferences, and forums to facilitate the exchange of ideas and encourage interdisciplinary collaboration.

### **c. Advocacy and Representation**

Serve as the voice of young engineers, advocating for their interests, concerns, and aspirations at national and international levels.

Promote diversity, inclusion, and equal opportunities within the engineering profession, addressing challenges faced by underrepresented groups.

### **d. Entrepreneurship and Innovation**

Encourage an entrepreneurial mindset among young engineers, providing resources and support for innovative ideas and start-ups.

Foster a culture of creativity and problem-solving, promoting interdisciplinary collaboration and encouraging young engineers to address global challenges through innovative engineering solutions.

**e. Outreach and Engagement**

Engage with educational institutions, encouraging interest in STEM fields and engineering careers through mentorship programs, career fairs, and outreach initiatives.

## **6. IMPLEMENTATION FRAMEWORK**

**a. Collaboration**

Forge partnerships with national and international engineering organizations, universities, and industry stakeholders to leverage resources and expertise.

Collaborate with existing WFEO committees and working groups to align efforts and amplify impact.

**b. Knowledge Sharing**

Develop an online platform to share best practices, case studies, and research findings related to young engineer empowerment.

Encourage active participation and contribution from YE/FL members to foster a culture of knowledge exchange.

**c. Capacity Building**

Identify and provide training opportunities to YE/FL members in areas such as leadership, project management, communication skills, and advocacy.

Offer scholarships and grants to support young engineers' professional development and attendance at conferences and workshops.

**d. Communication and Outreach**

Establish a strong online presence through social media platforms, website, and newsletters to connect with young engineers globally.

Engage in strategic communication campaigns to raise awareness about YE/FL's initiatives and promote opportunities for involvement.



**e. Monitoring and Evaluation:**

Regularly assess the progress and impact of initiatives outlined in the strategic plan. Collect feedback from YE/FL members, partners, and stakeholders to improve program effectiveness and relevance.

Conduct periodic reviews and make necessary adjustments to align with emerging trends and needs of young engineers.

## **7. ACTION PLANS**

### **GOAL NO.1: ENHANCING PROFESSIONAL DEVELOPMENT AND SKILLS**

***Objective 1:***

Provide training and workshops to develop technical and non-technical skills for young engineers.

***Initiatives:***

- a. Organize regular workshops on emerging technologies, project management, and communication skills.
- b. Establish partnerships with industry experts to offer specialized training programs.
- c. Facilitate mentorship programs to connect young engineers with experienced professionals.

***Objective 2:***

Foster entrepreneurship and innovation among young engineers.

***Initiatives:***

- a. Conduct innovation challenges and hackathons to encourage creative problem-solving.
- b. Establish an incubation program to support young engineers in developing and launching sustainable technology solutions.
- c. Promote collaboration between young engineers and startups through networking events and partnerships.

### **GOAL NO.2: STRENGTHENING AWARENESS AND ADVOCACY FOR SDGS**

***Objective 1:***

Raise awareness among young engineers about the importance of the SDGs.

***Initiatives:***

- a. Organize awareness campaigns, seminars, and webinars on the SDGs and their relevance to engineering.
- b. Develop educational materials and resources to be shared through various platforms.
- c. Collaborate with educational institutions to integrate SDGs into engineering curricula.

***Objective 2:***

Advocate for the integration of sustainable practices in engineering projects and policies.

***Initiatives:***

- a. Engage with policymakers and industry leaders to promote sustainable development principles in engineering practices.
- b. Develop policy briefs and position papers highlighting the role of young engineers in achieving the SDGs.
- c. Collaborate with professional engineering organizations to advocate for sustainability standards and guidelines.

**GOAL NO.3: ENCOURAGING DIVERSITY AND INCLUSION IN ENGINEERING**

***Objective 1:***

Promote gender equality and diversity in the engineering profession.

***Initiatives:***

- a. Establish partnerships with organizations focused on promoting gender equality in STEM fields.
- b. Organize networking events and mentorship programs to support underrepresented groups in engineering.
- c. Advocate for inclusive hiring practices and diverse representation within engineering organizations.

***Objective 2:***

Enhance cultural competence and global perspectives among young engineers.

***Initiatives:***

- a. Organize cultural exchange programs and international conferences to foster cross-cultural understanding.
- b. Encourage participation in international engineering projects and collaborations.
- c. Develop resources and training programs on cultural competency for young engineers.

## **GOAL NO.4: COLLABORATION AND PARTNERSHIPS**

### ***Objective 1:***

Foster collaboration among young engineers at local, national, and international levels.

### ***Initiatives:***

- a. Establish a digital platform for knowledge sharing, networking, and project collaboration.
- b. Organize regional and international conferences, bringing together young engineers from diverse backgrounds.
- c. Create partnerships with other youth-led organizations to amplify impact and promote joint initiatives.

### ***Objective 2:***

Strengthen collaboration with industry, academia, and civil society.

### ***Initiatives:***

- a. Establish strategic partnerships with engineering companies, academic institutions, and NGOs.
- b. Engage industry leaders in mentoring and knowledge-sharing activities.
- c. Collaborate with academic institutions to develop research projects focused on sustainable engineering.

## **8. PERFORMANCE AND EVALUATION**

- a. Develop a detailed implementation plan with timelines, responsibilities, and resources required.
- b. Regularly monitor and evaluate the progress of each initiative and adjust strategies as needed.
- c. Seek feedback from young engineers and stakeholders to improve the effectiveness of programs and initiatives.

## **9. BUDGET AND RESOURCES**

### **a. Meetings**

The YE/FL will hold one face-to-face meeting each year with all members during the yearly meetings of the executive council, normally between September and December. This meeting will be held in conjunction with the bi-yearly WFEO General Assembly, and with the WFEO Executive Council Fall meeting in the alternate years. The meeting is normally half to one day and all theme leaders are asked to attend.

The Chair and Secretariat will prepare the agenda and meeting materials for distribution to all YE/FL members at least 3 weeks before the date of the meeting. The Secretariat will prepare a detailed meeting summary that includes action items and decisions made at these meetings.

Apart from the face-to-face meetings, the YE/FL chair will request regular online meetings on a monthly basis. These meetings aim to capture regional updates and ensure that committee members are well-informed about the latest developments and happenings.

#### **b. Publications**

The YE/FL will produce a Yearly publication called “YOUNG ENGINEERS FORUM” on yearly basis. The publication focuses on one of the themes in the strategic plan and the theme leader is asked to assist in the coordination of articles for the publication.

#### **c. WFEO Website**

The Secretariat will prepare the materials for the webmaster to place all the documentation on the website <https://www.wfeo.org/committee-young-engineers-future-leaders/>

#### **d. Membership**

The Secretariat will maintain a current list of members and their contact information. Periodically YE/FL members will be contacted to ensure their contact information and membership is accurate.

#### **e. Budget**

The YE/FL committee will not seek any financial assistance from the WFEO organization. The Federation of Lebanese Engineers will provide complete support to the committee in the upcoming term, covering all travel expenses, conferences, and congresses. It is expected that each committee member will receive support from their respective national engineering organization.

#### **f. Reporting**

The Chair of the YE/FL will be responsible for preparing and submitting written reports on the committee's work to the WFEO on an annual and bi-annual basis. Additionally, the Chair will attend meetings of the WFEO Executive Council, serving as the representative of the YE/FL in their capacity as Chair. During these meetings, the Chair will provide progress reports on the ongoing work of the YE/FL.

#### **g. Internal Structure**

The Young Engineers/Future Leaders Committee comprises a Chair and Committee members who are appointed by their respective National Member organizations. Additionally, ad hoc

committees and working groups / Theme Leaders may be established and led by members of the YE/FL committee to ensure the effective implementation of the strategic plan.

#### **h. Contact Information**

Questions or inquiries about this strategic plan or the work of the themes may be directed to the Chair of the YEFL committee. The following is the list of contacts:

##### **Eng. Firas N Bou Diab**

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## 10.CONCLUSION

This strategic plan sets forth a roadmap to empower young engineers and enhance their professional growth, networking opportunities, and contributions to society. By implementing these strategies, we aspire to create a vibrant global community of young engineers who are equipped to tackle future challenges and drive sustainable development.