



# Annual Review 2024

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## INTRODUCTION

**For the Engineering Council, 2024 has been an eventful year, and as we enter the last stage of our current 2025 Strategy: Advancing Regulation, we look forward to the challenges and opportunities that lie ahead of us.**

Two landmark achievements were reached for the organisation this year. Firstly, the signing in August of our Mutual Recognition Agreement (MRA) with the USA's National Council of Examiners for Engineering and Surveying (NCEES), an agreement that establishes a streamlined process for recognising professional engineering qualifications between the UK and the USA, ensuring that engineers can practise across borders with greater ease and without compromising on professional standards.

Secondly, we received the formal approval from the Privy Council to create a Higher-Risk Buildings (HRB) Register for engineers and technicians working in the built environment sector, who have been assessed against the new UK Standard for Professional Engineering Competence and Commitment Contextualised for Higher-Risk Buildings (UK-SPEC HRB). Five Licensed Professional Engineering Institutions (PEIs) have been approved to be licensed to assess applicants for entry to the HRB Register, with the first applications now completed.



**Chairman**  
Professor John Chudley BSc PhD CEng FIMarEST



**Chief Executive Officer**  
Paul Bailey BSc (Hons) FRAeS MInstP

This achievement is testament to the way the professional engineering community and the staff at the Engineering Council have pulled together to deliver a key recommendation from the Grenfell Tower report. We remain committed to ensuring this type of tragedy cannot happen again.

Internally, the new structure of the Engineering Council team took shape with the appointment of a new Head of Data & Comms with responsibility for our IT, Registration, and Marketing and Communication activities. Bringing these functions together has provided a key point of focus for our work in using data to inform both the profession's wider work and our own efforts to promote registration, including how we can inform the debate on EDI.

Our staff remain one of the Engineering Council's most important stakeholders and we are pleased to continue supporting them through important new policies including on flexible working, recruitment and remuneration. We were pleased to see our efforts recognised at the end of 2024 through our award of the Health at Work Workplace Wellbeing Charter. The development of relationships with key stakeholders progressed at pace and we were pleased to be able to join the UK Accreditation Service (UKAS) as a guarantor member. This presents an opportunity for the Engineering Council to support UKAS in the delivery of their strategic priorities.

In our charitable role, we continue to support and guide engineers and technicians, whether registered or not, on important key areas such as ethics, sustainability and equality, diversity & inclusion (EDI). This is both through setting down requirements in UK Standard for Professional Engineering Competence and Commitment (UK-SPEC), and through the publication of guidance for the whole engineering community. We were pleased to reinitiate our work to support refugee engineers into employment and we look forward to matching those individuals with mentors and direct job opportunities.

Ensuring our Standards serve the public good remains central to the Engineering Council's mission. To support this goal, we continuously refine our policies and procedures to keep them relevant and effective. We take pride in maintaining our ISO 9001:2015 certification, which reflects the quality of our core regulatory functions—particularly in registration and licensing—essential to upholding the integrity of our Register.

Looking ahead, we have a new website readying itself for launch in 2025 and we will continue to redevelop our mycareerpath professional development system.

Several key projects progressed during 2024 including our Registration Review, and we look forward to seeing what arises from the engagement phase in early 2025. This is a very important activity for both the Engineering Council and the profession in general as we look to ensure our products and services remain relevant to an increasingly diverse workforce of engineers and technicians.

The second half of 2024 saw us consulting on our new 2030 Strategy and we have been pleased to receive such clear direction and views from the first round of consultation. It is clear that there are areas within which our stakeholders want to see us doing more, including our role in addressing the climate emergency and we are aware that the endpoint of the Strategy coincides with the Government's target to reduce greenhouse gas emissions by at least 68% compared to 1990 levels.

With the launch of our new 2030 Strategy scheduled for late 2025, we remain committed to our work with the professional engineering community, to our organisational values of Fairness, Integrity and Transparency and to our aim to support a Register that is representative of those who work in the UK engineering profession. It is through professional registration that we can provide a crucial means of maintaining society's trust in the engineering profession.





## MISSION, VISION AND VALUES

### WHAT WE DO, WHY AND HOW WE DO IT

#### VISION:

That society continues to have confidence and trust in the engineering profession.

#### MISSION:

To maintain internationally recognised standards of competence and commitment for the engineering profession, and to license competent institutions to champion the standards for the deliverance of public benefit.

#### VALUES:

Fairness, Integrity, Transparency.

#### WHAT WE DO

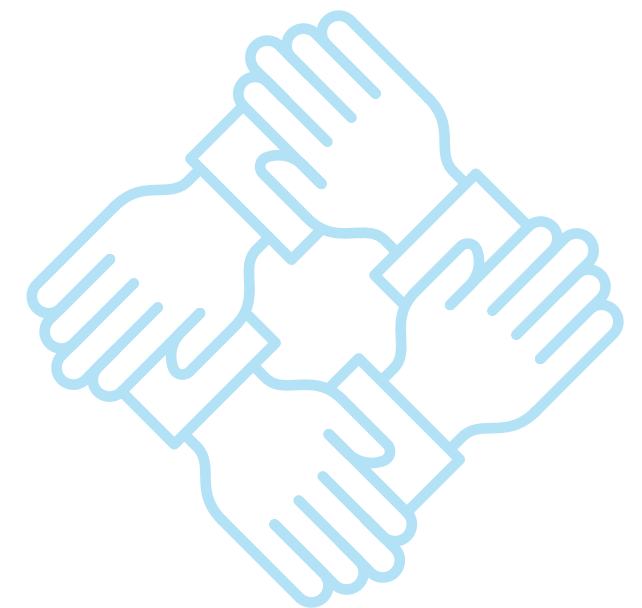
- Develop and maintain generic professional standards for engineering competence and commitment
- License professional engineering institutions to professionally develop and assess engineers and technicians against the generic standards
- Maintain the national Register of professionally registered engineers and technicians

#### WHY WE DO IT

- To safeguard the public

#### HOW WE DO IT

- Self-regulation by peer review







## ENGINEERING COUNCIL STRATEGY

We published our 2025 Strategy, 'Advancing Regulation' in July 2021.  
The goal of that strategy is:

To maintain the public's confidence in the engineering profession through wider promotion of the Engineering Council's regulatory work, its leadership role within the engineering community and a greater, more diverse and engaged registrant population.

Our 2025 Strategy is focused around four key themes:



### DIVERSITY & INCLUSION

To support, develop and encourage a more diverse and inclusive profession



### DIGITAL INNOVATION

To support a more digitally innovative profession



### INTERNATIONAL

To maintain, develop and promote an internationally respected standard



### ENGINEERING & SOCIETY

To strengthen the sustainable and ethical core of the engineering profession

Our two strategic enablers, which inform and structure our subsequent strategic outcomes:



### OPERATIONAL EXCELLENCE

Ensuring that we maintain and enhance an agile and efficient operations model



### STRATEGIC PARTNERING

Ensuring that we maintain and enhance key strategic alliances with a range of important stakeholders

The Engineering Council acts as the 'Council of Engineering Institutions', impartially representing the community of professional engineering institutions and convening expert opinion about competence, commitment and professional development.





## ADVANCING REGULATION OUR YEAR BY NUMBERS

### A profession you can count on

During 2024 we pursued our strategic themes to advance regulation, without losing focus on the core regulatory work that ensures registered engineering professionals are meeting our globally-recognised Standards of competence and commitment.

**219,946**

At the end of 2024 there were **219,946** people on our Register, holding at least one of our professional titles. Of these, 76% are Chartered Engineers (CEng). This reflects a reduction of 1.3% since 2023. This is one of the central concerns of our Registration Review, which gathered momentum during 2024.

**17,908**

There were **17,908** females on our Register at the end of 2024, an increase of 3.9% since 2023, but only 8.1% of the registrant population.

**39**

At the heart of our regulatory work is our licensing of **39** professional engineering institutions (Licensed PEIs) to assess individuals for professional registration and recognise programmes of learning and development. Five are now licensed to assess candidates for our new Higher-Risk Buildings (HRB) Register – a vital step to protect public safety in a critical area.

**175**

During 2024 we undertook 31 risk assessments and 11 licensing reviews to monitor and regulate the activity of Licensed PEIs, receiving **175** Liaison Officer reports providing a vital link between our organisations.

**43,162**

In total, there were **43,162** registrants from outside the UK, reflecting 19.5% of the total registrant population. While other continents saw a slight decline, there was an increase of 0.74% in registrants living in Asia.

**25,719**

There were **25,719** Course Searches completed on our website during 2024, helping prospective engineers and technicians find courses that have been recognised as meeting our Standards.

**26**

There are **26** US states signed up to our landmark UK-US agreement to facilitate the mobility of professionally registered and licensed engineers between the two countries.

**34,000**

During 2024 there were more than **34,000** items of continuous professional development logged on **mycareerpath™**, our online system that 31 client institutions use to help members log progress towards professional registration.

**7,000**

Overall there were **7,000** new **mycareerpath™** accounts created in 2024, driven significantly by our newest client institution, the Chartered Institute of Building Services Engineers (CIBSE).

**250+**

During 2024 more than **250** volunteers from throughout the engineering community gave time and expertise to advance regulation in engineering through our committees and panels. This includes more than 50 people involved in working groups to guide our activity in areas such as EDI and artificial intelligence.





## DIVERSITY & INCLUSION ACHIEVEMENTS IN 2024



### To support, develop and encourage a more diverse and inclusive profession

During 2024, our Equality, Diversity and Inclusion (EDI) Working Group continued to guide our strategic activities in pursuit of a more representative registrant population and engineering profession.

Improving our data collection, including how we interrogate existing data, is a key strand of this activity. With this in mind, we created a public version of our annual registration statistics report for the first time, to improve transparency and accountability. The report focuses attention on some of the key challenges we face as a profession, such as improving both the recruitment and retention of women engineers and technicians.

Alongside this strategic work, we focused on strengthening at an operational level, across professional engineering institutions and in our own activities, such as through the launch of our Neurodiversity Policy.

In November we held a workshop in partnership with EqualEngineers, bringing staff from Licensed Professional Engineering Institutions (PEIs) together to share practical strategies for implementing EDI initiatives and principles.

As well as supporting shared EDI initiatives such as awareness days and industry awards, we continued to share our own case studies of engineers and technicians, showcasing the diversity of talent represented in the profession.



### To broaden the appeal of engineering and reflect the full breadth of talent, it is imperative that all sectors and disciplines of the profession keep pace.





## DIGITAL INNOVATION ACHIEVEMENTS IN 2024



### To support a more digitally innovative profession

Through our Artificial Intelligence (AI) Working Group, we worked in partnership with the Science Council and the Society for the Environment to explore the impact of AI in relation to education, skills and professional registration. The resulting report embraces AI as a positive opportunity while setting out the risks it brings, especially in relation to ethics and EDI.

Alongside recommendations welcoming appropriate use of AI both for supporting engineering education and professional registration, the Working Group identified areas where we will need to develop guidance and ensure our Standards reflect the competences or learning outcomes engineering professionals will need to respond to this technological and societal change.

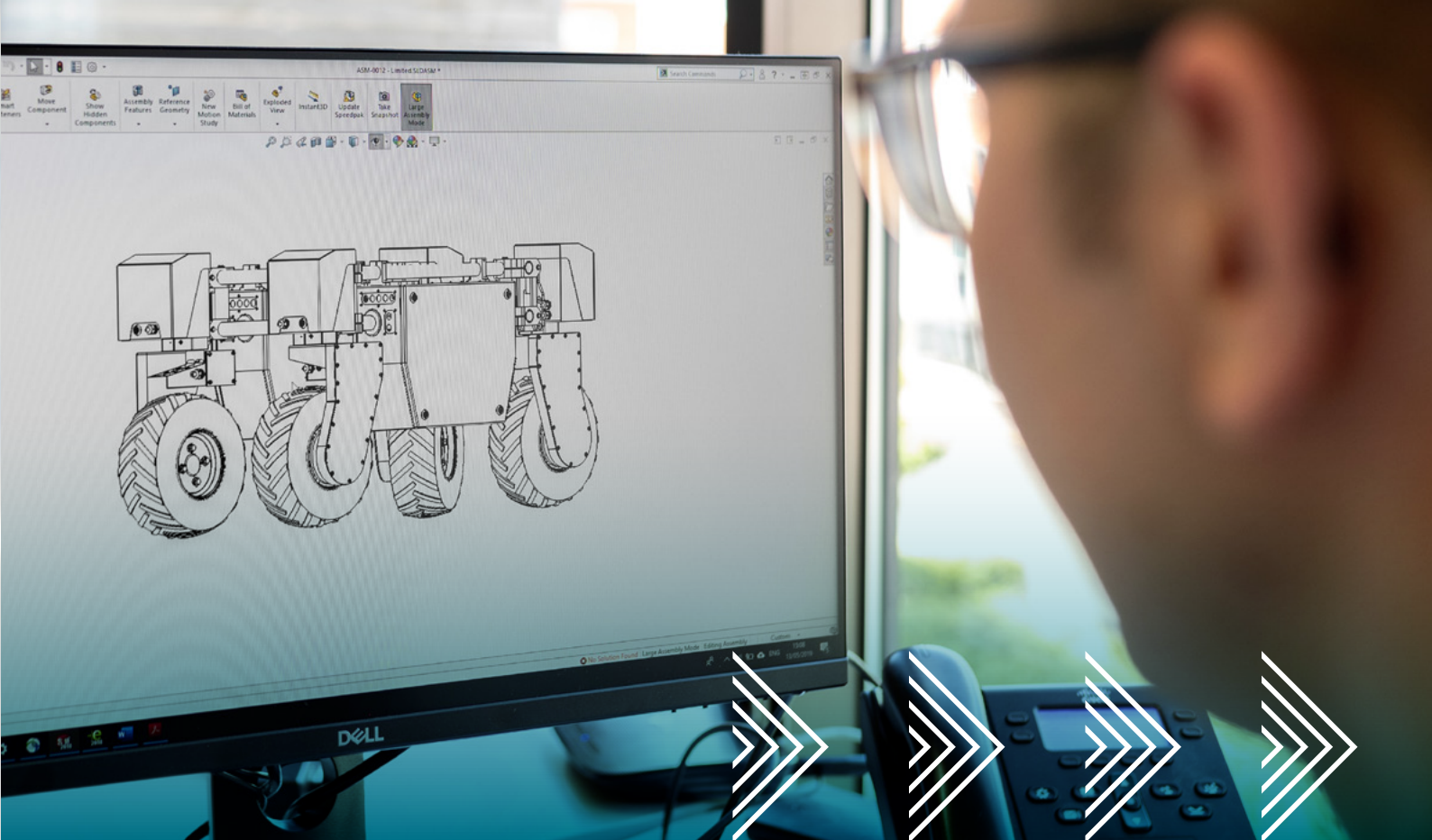
In 2024 we entered the final phase of our two-part project to refresh the interfaces of the **mycareerpath@** professional development system.

This application, owned and managed by the Engineering Council and licensed by 30 professional engineering institutions, allows professionals to plan and record their learning. This could be progress towards professional registration, or ongoing continuing professional development (CPD). The project aims to ensure the continuing viability and success of the application for the next five years, and to keep pace with developments in web standards, accessibility, and data security.



**As the scope of engineering continues to expand and develop, the Engineering Council must be able to respond to accelerating technological change.**





**To maintain, develop and promote an internationally respected standard**

Collaboration with international partners remained high on the agenda in 2024, with the Engineering Council engaged with colleagues across the world through a variety of high profile networks and alliances.

We represent the UK in the International Engineering Alliance (IEA), which oversees six international agreements on the establishment of standards for engineering education and professional engineering competence.

Our international work has included consultations with the Government on issues including trade agreements, mutual recognition of professional qualifications and the Professional Qualifications Act.

In June we took part in the inaugural Summit of the European Network for the Accreditation of Engineering Education held in Lisbon, providing an opportunity to collaborate with colleagues

from Europe and beyond who share our commitment to developing globally responsible engineers.

In August we signed a historic Mutual Recognition Agreement with the USA's National Council of Examiners for Engineering and Surveying (NCEES). The agreement establishes a streamlined process for recognising professional engineering qualifications between the UK and the USA and ensuring that engineers can practise across borders with greater ease and without compromising on professional standards.



**At the heart of Engineering Council's international activity will be a clear decision and articulation on how it intends to engage internationally.**

## INTERNATIONAL ACHIEVEMENTS IN 2024





The Engineering Council will seek to embed a culture of ethics into all disciplines and sectors to promote public trust in all engineering professionals.

## ENGINEERING & SOCIETY ACHIEVEMENTS IN 2024



### To strengthen the sustainable and ethical core of the engineering profession

A key part of our work to strengthen public confidence in engineering involves playing our part in the new Building Safety regime being established in the wake of the Grenfell disaster. In 2024 the Privy Council approved the creation of the new Higher-Risk Building (HRB) Register. This will make it possible to ensure that only engineers with the required competence can undertake certain activities.

To further strengthen this work we created a facades specialist annex, to build on last year's publication of the UK Standard for Professional Engineering Competence and Commitment Contextualised for Higher-Risk Buildings (UK-SPEC HRB) and its fire, structures and building services annexes.

The Engineering Council welcomed the publication of the Grenfell Tower Phase 2 report, which makes recommendations to strengthen regulation and improve systems. We also fully support the public inquiry into the Post Office Horizon scandal, and await the conclusions and recommendations of the final report. We remain

committed to working with Government, professional engineering institutions and the wider profession to uphold and promote the highest standards of competence and ethical behaviour for all engineers and technicians.

Through our work on the Mentoring Refugees into Work Committee - a joint initiative with the Refugee Employment Network, the Royal Academy of Engineering and several professional engineering institutions - we have further developed the programme to support refugees who have come to the UK from across the world, including Ukraine, into engineering employment. This support aims to help engineers and technicians gain the relevant skills while introducing them to professional networks.

The Engineering Council was also voted in as a member of the United Kingdom Accreditation Service (UKAS), becoming the twenty-fourth member of the Government-appointed body. This membership will enable further collaboration and assure appropriate standards of competence across the engineering profession.





# GOING FORWARD

We are developing our next Strategy, to grow the number and diversity of registered engineers and technicians meeting trusted Standards. A well-regulated and globally-responsible engineering profession will enable people and planet to flourish in the face of the climate crisis and rapid social and technological change.

Our overall success criteria are:

-  **a more diverse and inclusive profession**
-  **a more digitally innovative profession**
-  **an internationally respected standard**
-  **an engineering profession with sustainability and ethical principles at its core**

[www.engc.org.uk/strategy](http://www.engc.org.uk/strategy)


# INTERESTED IN PROFESSIONAL REGISTRATION?



Find out more:

- EngTech: [www.engc.org.uk/engtech](http://www.engc.org.uk/engtech)
- ICTTech: [www.engc.org.uk/icttech](http://www.engc.org.uk/icttech)
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