



Europe: Regional Strategy Meeting (Switzerland)

Séan Harris, Deputy Director General & Director Membership

ice.org.uk



Our plan - 2025

Our 2025 activities focus on making us:



Stronger

Increasing our membership, and our reach and influence, especially in sustainable infrastructure.



Greener

Focusing on solutions that improve environmental performance alongside economic development.



More connected

Fostering connections to government, education, employers, thought leaders, and the public.

Cross organisational projects



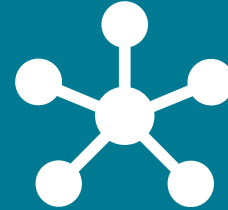
**Strategy review
2025-2030**



**Board and
governance
review**



**Member
engagement
review**



Connect



**Infrastructure
engineer**

Membership Division Mission

“Grow a broad, diverse and professionally qualified membership”

No financial targets placed upon the Division

Membership grades

Student –
currently
studying

25,000

Graduate
(GMICE) -
Young
professionals
on the way to
professional
qualification

20,000

Professionally
Qualified
(MICE) -
Competence via
Engineering Council
registration:

- Chartered Engineer (CEng)
- Incorporated Engineer (IEng)
- Engineering Technician (EngTech)

40,000

Institution of Civil Engineers

Fellow
(FICE) -
Through
contribution to
engineering

5,000

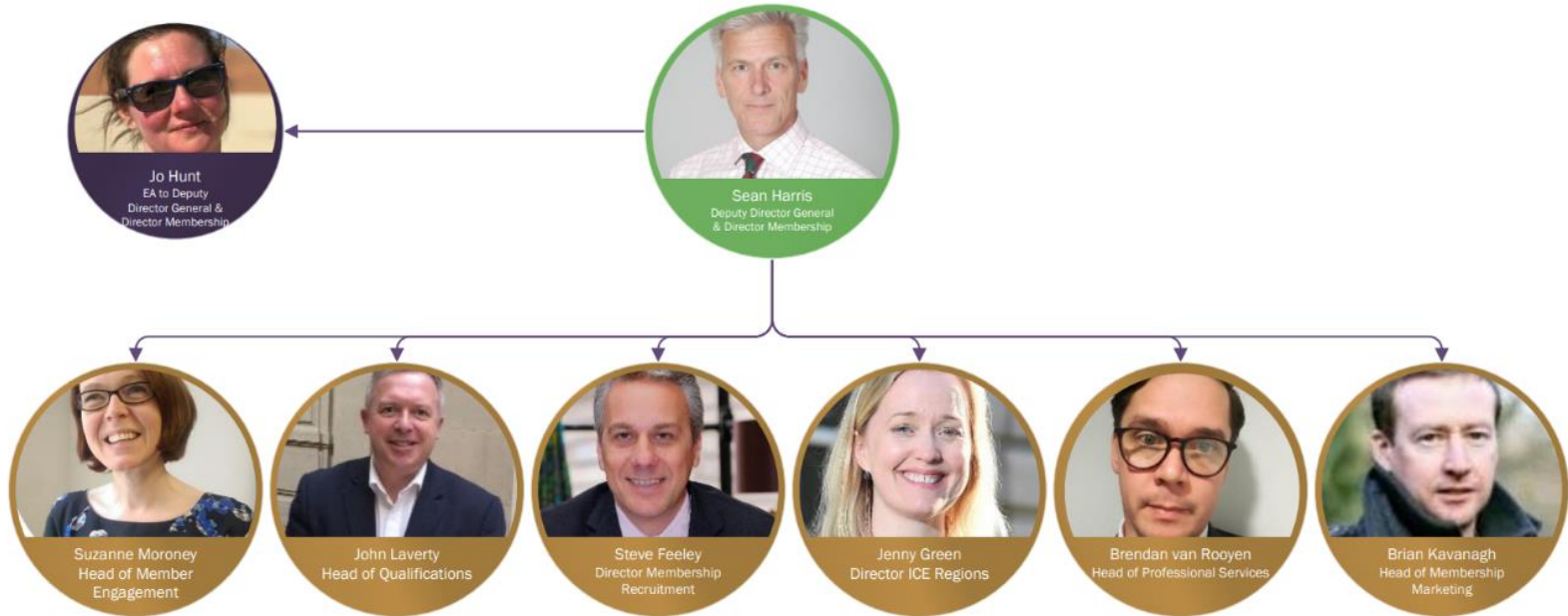
Associate
Member
(AMICE) -
Non-civil
engineer
colleagues
from allied
professions

1,000



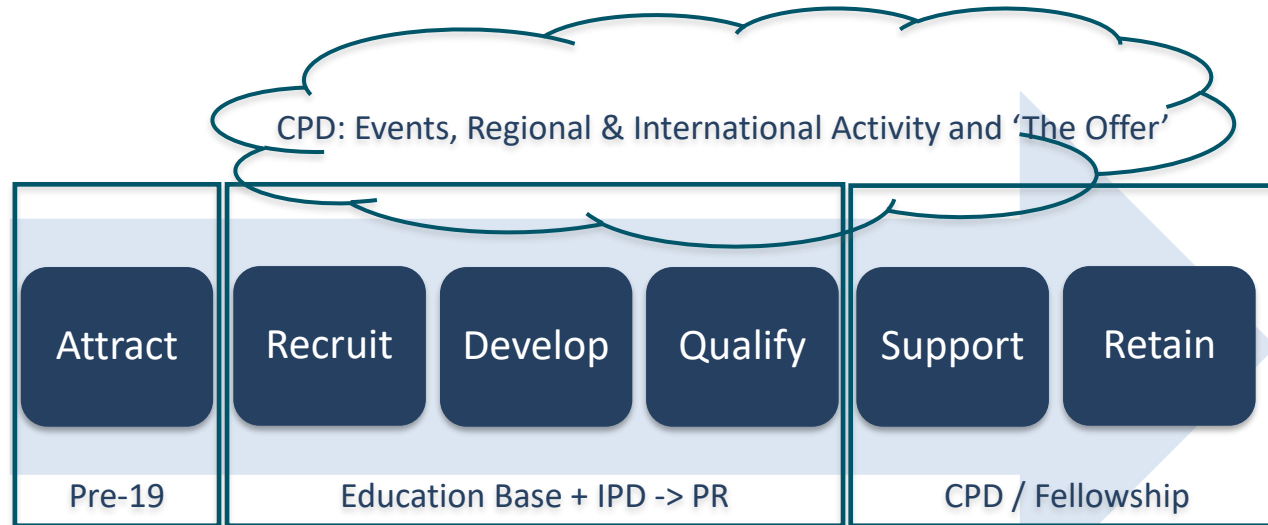
Membership - our plan - 2025

Membership leadership team



Focus: Membership growth

Growing Membership: Attracting, Recruiting, Developing, Qualifying, Supporting, Retaining & Recapturing



Membership 2025 programmes

Grow membership by
1%



Increase professional
reviewers



Infrastructure Engineer
Suite



Re-engaging members



AMICE campaign



Associate

Hong Kong Mutual
Recognition Agreement



Apprenticeship – the
“ICE Guide”



ICE Connects – women
in fellowship



Membership 2025 programmes

Girlguiding partnership



Enhance digital engagement of 16–18-year-olds



Consolidate Academic and Corporate Partners



Devolved nations and regional insights



SocEnv campaign



Railway 200



Reservoir Safety Review



Australian Registers



Secretariat & Membership Marketing programmes for 2025

President's Future Leaders Scheme



Certificate Presentation Ceremony



ICE Rewards



Careers Guide App

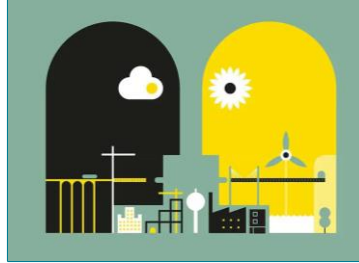


Engineering Knowledge

New Learning Hub



PAS2080



Design Champions



Breakwaters



Brunel lecture series



Resilience Champions



Policy and External Affairs

Enabling Better Infrastructure

Considerable elements as a working network	P3 Establish a national strategy	P4 Incorporate national characteristics	P5 Conduct a assessment
guidance that is robust	P9 Ruthlessly prioritise infrastructure programmes	P10 Develop private sector guidance	P11 Consult broad stake groups




Green paper and submissions



and ICE Green Paper: Will
public behavioural change

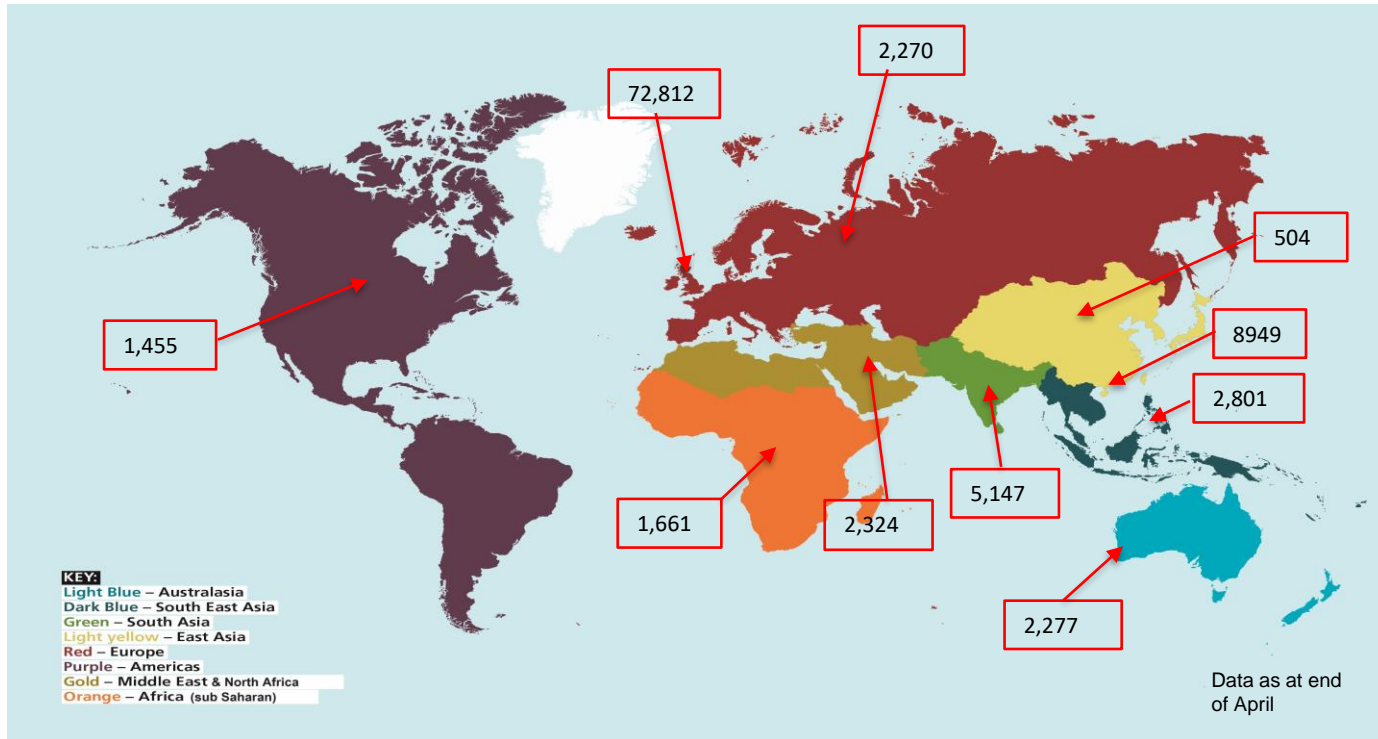
Media reach



Membership numbers

[ice.org.uk](https://www.ice.org.uk)

Global membership



Converting students into engineers!

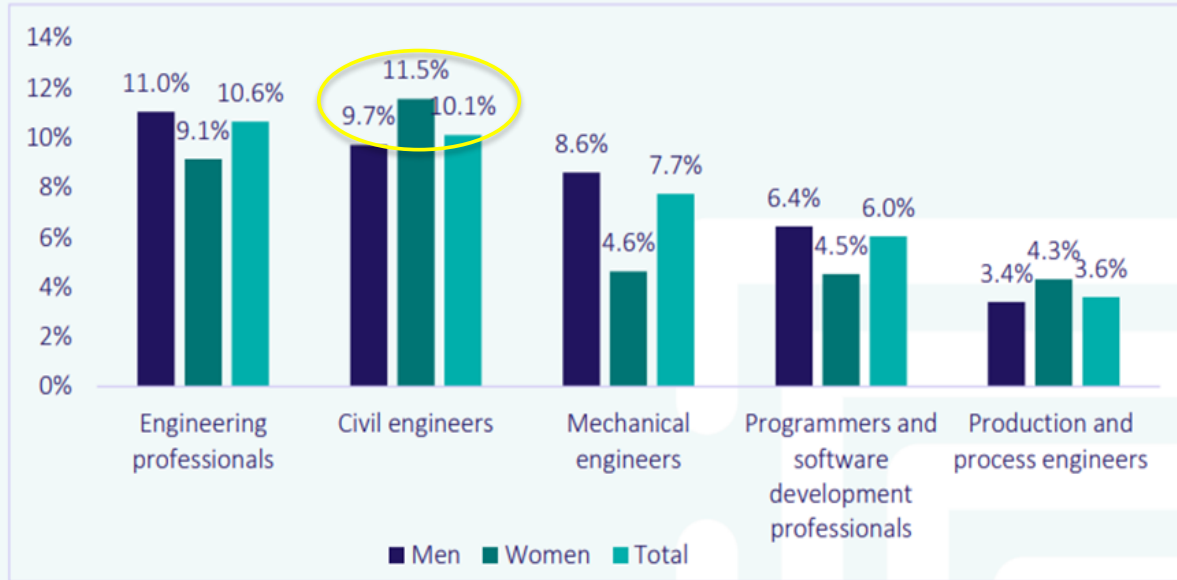
Table 6: Top 3 most common occupations amongst graduates who were working in paid employment, by subject of study (CAH03) for the academic year 2020/21

Principal subject	Top 3 Occupations	% of graduates from subject
Aeronautical and aerospace engineering	Aerospace engineers	16.8
	Engineering professionals n.e.c	11.6
	Programmers and software development professionals	6.1
Chemical, process and energy engineering	Production and process engineers	18.0
	Engineering professionals n.e.c	8.9
	Management consultants and business analysts	4.0
Civil Engineering	Civil engineers	51.3
	Engineering professionals n.e.c	3.6
	Environment professionals	3.3
Electrical and electronic engineering	Programmers and software development professionals	14.7
	Electrical engineers	12.2
	Engineering professionals n.e.c	9.5
General engineering	Engineering professionals n.e.c	11.3
	Programmers and software development professionals	8.2
	Mechanical engineers	5.8
Mechanical engineering	Mechanical engineers	25.1
	Engineering professionals n.e.c	13.4
	Engineering project managers and project engineers	5.2
Production and manufacturing engineering	Engineering professionals n.e.c	16.6
	Mechanical engineers	9.4
	Programmers and software development professionals	6.8

- Significant transfer of students to graduate membership.
- Twice as high as the nearest (mechanical engineers).
- Rapidly increasing female percentage.

How are civils doing?

Figure 14: Top engineering occupations for engineering and technology graduates, by gender



¹¹ Data was missing for 4.4% of engineering graduates

Table of Institutions

Table 1 shows the total number of registrants registered at final stage by institution. Although there have been some increases, the table shows a downward trend in the number of individuals registered. The table also shows the trend of gains and losses by individual institution across the last six years.

Institution	2018	2019	2020	2021	2022	2023	1 Year Change	6 Year Trend
IET	59,232	59,950	58,672	58,148	56,296	55,559	-1.3%	▼ -6.2%
IMechE	47,630	49,288	48,448	48,611	48,180	48,228	0.1%	▲ 1.3%
ICE	42,141	42,755	43,079	43,605	43,722	43,762	0.1%	▲ 3.8%
IChemE	11,714	11,658	11,530	11,499	11,408	11,328	-0.7%	▼ -3.5%
IStructE	11,644	11,615	11,436	11,386	11,123	11,153	0.3%	▼ -4.2%
CIBSE	9,365	9,491	9,549	9,547	9,690	9,855	1.7%	▲ 5.2%
IMarEST	6,700	6,474	6,609	6,177	6,196	5,817	-6.1%	▼ -13.2%
IOM3	5,830	5,583	5,422	5,230	5,075	4,947	-2.5%	▼ -15.1%
SOE	5,657	5,574	5,359	5,109	4,822	4,520	-6.3%	▼ -20.1%
RAeS	4,532	4,465	4,417	4,350	4,264	4,263	-0.0%	▼ -5.9%
BCS	5,469	5,232	5,025	4,777	4,465	4,241	-5.0%	▼ -22.5%
RINA	2,529	2,543	2,560	2,588	2,467	2,485	0.7%	▼ -1.7%
IGEM	2,461	2,407	2,353	2,327	2,283	2,302	0.8%	▼ -6.5%
EI	2,224	2,112	2,024	1,961	1,892	1,817	-4.0%	▼ -18.3%
InstRE	728	1,062	1,308	1,520	1,658	1,618	-2.4%	▲ 122.3%
TWI	1,795	1,814	1,713	1,746	1,648	1,594	-3.3%	▼ -11.2%
CIWEM	1,482	1,588	1,542	1,486	1,420	1,385	-2.5%	▼ -6.5%
CIHT	1,054	1,122	1,208	1,246	1,286	1,319	2.6%	▲ 25.1%
InstMC	1,337	1,269	1,218	1,185	1,138	1,085	-4.7%	▼ -18.8%
IHE	1,175	1,159	1,128	1,112	1,061	1,019	-4.0%	▼ -13.3%

Priorities for 2025

Member Engagement review 2025

Member engagement review

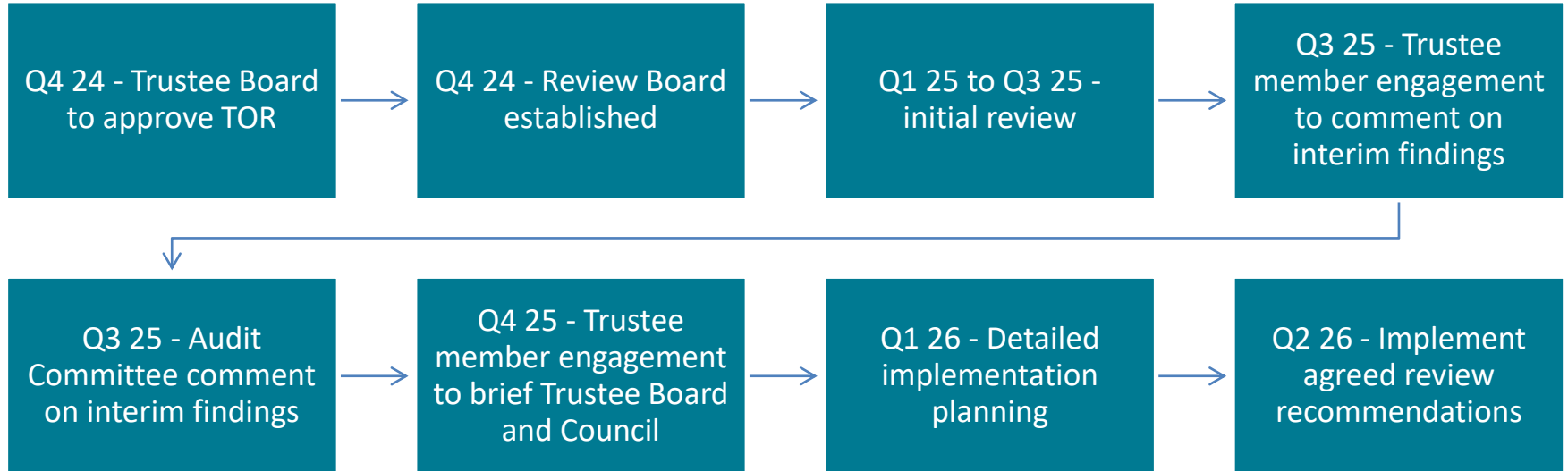


Member engagement review



- Without members we would not exist
- We do not pay members but return values through their member services
- Our dependency on members means that we cannot be complacent about our member offer
- Failure to continue to adapt to changing needs or technological advancements will also lead to irrelevance, eroding value and trust

Member engagement review



Membership Division's key challenge

Reviewers and assessors



Q2 24 Pulse survey

		Overall ICE Group	Membership	OGGS	TTL	Engineering Kn...	MIS	Communications	Finance	People	Policy and Publ...	Office of the Di...	Benevolent Fund
No. of responses	265	99	48	28	26	19	11	11	9	8	3	3	
Engagement	72%	76	72	71	72	64	61	68	72	68	n/a	n/a	
Alignment	64%	68	68	52	71	50	61	52	64	66	n/a	n/a	
Development	51%	52	60	49	42	42	61	33	56	46	n/a	n/a	
Enablement	63%	59	80	56	63	61	52	70	67	58	n/a	n/a	
Leadership	73%	82	78	65	77	47	61	52	78	71	n/a	n/a	
Action	60%	65	68	50	58	32	64	36	89	88	n/a	n/a	
Wellbeing	86%	88	94	71	88	89	82	82	89	75	n/a	n/a	
Workload	65%	58	70	75	88	42	73	64	44	75	n/a	n/a	

Q3 24 Pulse survey

	Overall ICE Group	Membership	OGGS	TTL	Engineering Kn...	Communications	MIS	Finance	Policy and Publ...	People	Benevolent Fund	Office of the Di...
No. of responses	262	101	43	36	26	11	11	10	10	8	3	3
Engagement	71%	74	75	65	73	64	77	58	58	79	n/a	n/a
Alignment	65%	66	69	56	67	73	80	53	60	69	n/a	n/a
Development	56%	57	64	54	44	73	48	47	47	79	n/a	n/a
Enablement	62%	62	77	53	55	55	76	53	47	71	n/a	n/a
Leadership	74%	80	80	64	69	70	79	50	60	86	n/a	n/a
Action	68%	73	67	64	68	64	45	50	60	100	n/a	n/a
Values	83%	86	83	79	92	82	79	67	67	88	n/a	n/a