Building Trust across the Systems Workforce: The Common Training Framework as a Pathway to Automatic Recognition

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Skills mobility

Effective cooperation across the systems workforce depends on a shared foundation of **mutual trust, particularly trust in the knowledge, skills, and competences** that individuals bring from different professional contexts.

The quality and safety of the (built) environment, public space and infrastructure is a **public interest** - in general meeting the challenges that our society currently faces, urgently requires **the expertise of mobile and well-educated Engineers throughout Europe.**

Skills mobility

Complex systems and infrastructure projects require expertise that cannot always be sourced locally.

Skills mobility is essential for a European systems workforce.

A Common Training Framework would make engineers' qualifications more comparable across EU Member States and beyond and facilitate their professional mobility, helping employers access a broader talent pool.

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Skills mobility

“Common Training Framework”:
Basis for mutual trust in workforce qualifications:

- The CTF is defined **as a common set of minimum knowledge, skills, and competences** necessary for the pursuit of a specific profession

- The CTF is regulated by Article 49a of EU Directive 2005/36/EC on the recognition of professional qualifications

- The CTF is developed **for each profession** separately and gives **automatic recognition** to those professionals fulfilling its requirements.

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Skills mobility

The Common Training Framework enhances trust and mobility by

- **… simplifying and accelerating professional recognition and market access:** Currently, (Civil) Engineers are covered by the general recognition system and need to undergo partly quite complex and lengthy equivalence evaluations. In non-professionally regulated countries strong burdens are created by regulations of the tasks (building laws etc). Especially, for SME and micro-sized professional companies such procedures are often too burdensome and hinder their mobility.

- **… abolishing hindrances of cross border activities**: Currently, as explained above, the general system recognition can provide burdens that are quite high, especially for SME and micro-sized enterprises.

- …

Skills mobility

The Common Training Framework enhances trust and mobility by

- …guaranteeing the **quality of (Civil) Engineering education** across the Union and thus **ensuring transparency for consumers and clients and safety of citizens**

- …promoting **the competitiveness of the Single Market:** Mobile high quality service providers are an important basis of EU competitiveness; this is especially the case in key sectors such as construction and for (Civil) Engineering services that build the basis for construction.

Skills mobility

The Common Training Framework enhances trust and mobility by

- **…simplifying third country recognition** by using Common Training Framework as evaluation basis: As explained, the CTF for (Civil) Engineers could build an important basis for easier and better third country recognition approaches for (Civil) Engineers but also enhance the integration of (Civil) Engineers in the employment market.

Skills mobility

The Common Training Framework enhances trust and mobility

- …reaching the aims of the **skills portability initiative** by **providing an automatic recognition system for Civil Engineers** compared to that already provided for the sectoral professions in Directive 2005/36/EC: Currently, recognition of planning and design services in the construction sector is divided. While architects benefit from automatic recognition, (Civil) Engineers have to undergo burdensome equivalency procedures.

- **… enhancing the mobility of professionals across the EU labor market and beyond** and enhancing a **European Union of skills:** The implementation of a CTF would provide all benefits of automatic recognition and by making recognition processes fast and easy – as can be seen for the profession of architects – contribute to enhancing mobility in the (Civil) Engineering profession, also for SME and micro-sized professional companies.

Fair mobility package



The package was presented by the European Commission on 15 September 2026 and includes a Communication on fair labour mobility and five legislative proposals:

- A Regulation establishing a European Social Security Pass;
- A "Skills Portability Act", a Regulation on digital and comparable qualifications;
- A Regulation to strengthen the European Labour Authority;
- An amending Directive on professional qualifications; and
- A Directive on qualifications of third-country nationals.

Fair mobility package



"The single market must also become a genuine skills market with more opportunities for workers and businesses. And that is what this package sets out to do - ….."

Ursula von der Leyen,
President of the European Commission

Fair mobility package



Communication on fair labour mobility explicitly stresses in Point 5.2:

*…**professional mobility will be further enhanced by defining common training frameworks for specific professions** based on existing commonalities between Member States. While allowing Member States to retain their own training paths into the professions, common training frameworks define the minimum set of knowledge, skills, and competences legally required to practise a specific profession, thus enabling automatic recognition across borders.*

….

*… The list targets professions where national qualification standards are already converging, making them the most viable candidates for a common training framework defined at EU level. **It covers jobs that are crucial in the context of the EU's overall competitiveness and innovation potential (e.g. civil** engineers and biomedical laboratory technicians) and in the context of the green transition and an independent Energy Union*

Key recommendations

- **Ensure high professional standards:** Define common minimum academic and competency requirements for the engineering work force in the EU to protect the quality and safety of buildings, infrastructure and public spaces
- **Engage national authorities and stakeholders:** Involve professional chambers, engineering organisations, universities and competent authorities in developing and implementing this common minimum

Key recommendations

- **Introduce automatic recognition of qualifications**: Build a system on the defined common minimum that is comparable to the existing framework for architects, reducing lengthy and complex equivalence procedures by implementing Common Training Frameworks
- **Address skills shortages**: Improve the comparability of qualifications by using the CTFs to help employers/clients to recruit/contract qualified engineers from other Member States.

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Key recommendations

- **Reduce barriers to cross-border work:** Simplify administrative procedures, particularly for SMEs and micro-enterprises, so they can provide services across the EU more easily.
- **Enhance trade in services beyond the European Union**: Use CTFs as a basis for mutual recognition agreements and basis for making qualifications more comparable