Continuing Professional Development Programs in 5 European Countries

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CPD Accreditation Good-Practice Framework for EU Employers of Engineers and Technicians

* Engineers Ireland and Irish Government
* Framework model for employers of engineering professionals
* Engineers Ireland Continuing Professional Development (CPD) Accredited Employer Standard.
* Share expertise
* FEANI (Federation of European Engineering National Associations)

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CPD Accreditation Good-Practice Framework for EU Employers of Engineers and Technicians (cont.)

* European CPD Accreditation framework for employers of engineers, technicians and technologists.
* Funded 75% (EU Commission) + 25% (partners)
* Leonardo da Vinci Transfer of Innovation project
* Two years (290813 Euros)

Coordinator Engineers Ireland

* With over 24,000 members

* Founded in 1835

* All disciplines of engineering at all levels

* National and regional

* Papers, CPD lectures, debates, discussions, CPD seminars, CPD conferences, training courses and site visits.

* CPD framework since 1999

* **www.engineersireland.ie**

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Ordem dos Engenheiros

* Public non-profit association
* Regulates the title of Engineer
* Founded in 1936
* About 42500 members
* Interest and influence the quality of engineering education
* Member of ENAEE (European Network for Accreditation of Engineering Education)
* Recognized EUR-ACE Agency
* **www.ordemengenheiros.pt**

AGIR - General Association of Engineers in Romania

* AGIR was founded in 1918
* Aims were "to organize and to enhance the engineers' knowledge and working power (…), so that they can bring the greatest possible contribution to the country's reconstruction (…), to encourage engineers' solidarity and to defend their professional interests".
* Merged in 1949 to create the National Council of Engineers and Technicians
* Restored in 1990
* **www.agir.ro**

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Pan-European University

* Established in 2004 as the first private institution for HE in Slovakia
* University education in accredited study programmes
* Three levels of study - Bachelor, Master and Doctoral
* Award of the European University Charter
* Mobility study programmes at 16 partner universities
* **www.uninova.sk**

Slovenian FEANI National Committee

* 9 Engineering Associations and 8 Engineering Societies
* Working closely with Slovenian industrial organisations, academic institutions and with the Slovenian Chamber of Engineers
* CPD for engineers directly or indirectly
* **www.zdit-mb.si**

Companies involved

* **Ireland -** More than 120 accredited companies (http://www.engineersireland.ie/CPD-Training.aspx)

* **Portugal - EDP Distribuição** is one of the several companies that make part of the largest industrial group in Portugal – Group EDP (http://www.edpdistribuicao.pt/)

* **Romania - Search Corporation** is one of the leading engineering companies in Romania providing services of planning, design, consulting and management of road and air transport infrastructure (http://www.searchltd.ro/)

Companies involved

* **Slovenia - Technical School Centre Maribor i**s a modern and development-oriented educational institution with a rich tradition of the predecessor schools. Students can be educated in a number of highly topical educational programs, which offer good opportunities for employment or further education (http://www.tscmb.si/)

* **Slovakia – Matador** is an industrial and investment group doing business in transportation especially automotive industries, mechanical engineering and machining, involving research, design and development works, as well as global trading and consultancy services (http://en.matador-group.eu)

Process

* **Contact**
* Formal contact between partner organisation and the employer. Each partner organisation are happy to present to your management, engineering and HR/Training team.
* **Set goal**
* Agree CPD Accreditation as an Organisational Goal. Agreement that the scheme is relevant and signal intention to pursue accreditation.

Process (cont.)

* **Guidelines**
* e-Guide to Implementing CPD. Access granted to our CPD Accredited employer web area to download support materials.
* **Gap analysis**
* In conjunction with partner organisation, review status of CPD systems and practices in your organisation.

Process (cont.)

* **Implement**
* Implement CPD Systems and Practices. Address any gaps using our on-line e-Guide. Avail of expert consultancy from Engineers Ireland/partner organisation CPD accreditation team.
* **Submit**
* Written Submission to Engineers Ireland/partner organisation. Complete Accreditation checklist to demonstrate that all necessary criteria have been fulfilled.
* **Audit**
* Engineers Ireland/partner organisation Accreditation Audit. A ½ day or a 1 day audit of systems and practices against criteria.

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Process (cont.)

* **Award**
* CPD Accredited Employer. Formal approval by Engineers Ireland/Partner organisation for up to 3 years with an annual report. Ongoing CPD support and consultancy from Engineers Ireland.
* **Public Relations**
* Recognition: Award of framed certificate with attendant P.R. and publicity. Become the first CPD Accredited company in your country.

CPD Criteria

1. Internal CPD Committee
2. CPD Policy
3. Performance management and development system
4. Formal CPD – minimum 5 days average per annum recorded
5. Mentoring for professional development
6. Linkages with professional institutions/learned bodies
7. Knowledge sharing activities
8. Evaluation of CPD impact

Employers of more than 100 engineers and technicians will be asked to address:

9. Postgraduate educational activity
10. Competency frameworks / Talent management

Only larger organisations with complex operations and rapid rate of change will be audited also against these criteria:

11. Advanced knowledge management practices
12. Fostering of creativity and innovation

Detailed criteria

1. Internal CPD Committee
   * Brings together department heads from Engineering, HR, Training and Quality.
   * Ensures CPD policies/procedures implemented & responsibilities defined
   * Maintains high profile of CPD in the organisation
   * Reports to top management on CPD

2. Continuing Professional Development (CPD) Policy
   * Covering all aspects of CPD
   * Approved by senior management
   * Published and well-communicated to all relevant staff

Detailed criteria (cont.)

3. Performance Management &Development System
   * Organisational strategy clearly communicated at departmental and individual level
   * Each engineer and technician has a formal review (annually at least) with their supervisor
   * A Training Needs Analysis is conducted
   * Individual CPD plans produced
   * Individual CPD Plans "rolled up" into an overall Organisational Training Plan

4. Formal CPD, minimum 5 days average per annum recorded
   * Targeted CPD carried out in accordance with individual CPD plan
   * Individual CPD records maintained and updated
   * Minimum average of 5 days CPD per engineer/technician annually

Detailed criteria (cont.)

5. Mentoring for Professional Development
   * A clear and well-communicated Mentoring policy
   * The need for formal mentoring is assessed at all levels
   * Mentoring is linked to Performance Management and PDPs
   * Trained mentors work with more junior colleagues, aiding career progression and the achievement of a Professional Title e.g. Chartered Engineer

6. Linkages with Professional Institutions/Learning Bodies
   * Active participation with relevant, learning bodies
   * Staff encouraged to obtain Professional Titles e.g. Chartered Engineer
   * Organisations link with Third-Level institutions (HE)

Detailed criteria (cont.)

7. Knowledge Sharing Activities
   * Knowledge Sharing activities such as Lunch 'n' Learns
   * Project Close-Out reports and Lessons Learned database capture important knowledge and experiences
   * Staff returning from CPD events disseminate key learnings to colleagues
   * Access to internet-based critical information systems e.g. IHS.

8. Evaluation of impact of CPD
   * Evaluation criteria are set out for planned CPD activities
   * Managers are involved in the evaluation of learning outcomes

Detailed criteria (cont.)

9. Postgraduate Educational activity

* Published Further Education policy, signed off by Senior Management

* Effectively communicated to all relevant staff

10. Competency Frameworks/Talent Management

* Competency Frameworks available for all key engineering roles/grades

* Recruitment, development, engagement and deployment linked to achievement of these competencies

Detailed criteria (cont.)

11. Advanced Knowledge practices

* Identification and mapping of important knowledge competencies, linked to key markets and overall Business Strategy
* Link competencies to advanced training programmes for CPD
* Process to acquire knowledge to bridge identified 'knowledge gaps'
* A senior director/manager responsible for Knowledge Management
* Effective use of IT to improve the quality of Knowledge Management
* Metrics and outcomes agreed for Knowledge Management activities

12. Fostering Creativity/Innovation

* Goal-orientated practices for new idea generation and problem solving
* Tools for Innovation are utilized: with good ideas welcomed, supported and rewarded
* Training in Creative-Thinking is provided
* Resources, practices and deployment of staff focus on innovation
* CPD and Innovation are linked to measurable business benefits
* Organisation structure facilitates Innovation and personal initiative

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Benefits for Employers

* Maximising the potential of employees
* Optimise payback from learning and development expenditures
* Creates an innovative and dynamic culture
* Better aligns business goals, team plans
* Facilitates career planning and promotion procedures
* Improves recruitment and retention of staff
* Raises the profile of the employer

THANK YOU!

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