

# Employer Link

## Professional Development Partner Update Sessions



In late April IPENZ hosted a series of update sessions for Professional Development Partners (PDPs) in Wellington and Auckland. A session is also planned for Christchurch in early June. The PDP programme was introduced in 2007 and there are currently 35 PDPs.

The programme has a broader scope than the previous endorsed employer scheme. Furthermore, the recent update sessions provided IPENZ and the employers who attended with the opportunity to share ideas, and discuss new ones, that both parties can implement to increase the effectiveness of the partnership.

The key focus points of the session provided information on the PDP survey results, the focus of IPENZ for 2011 and the presentation of case studies by a selection of PDPs.

The case studies stimulated excellent discussion between attendees and were a real highlight of the session. It is hoped IPENZ will be able to continue the facilitation of sharing best practice within the wider PDP group by disseminating and distributing the material presented in the sessions later in the year.

IPENZ would like to thank Transpower, Fletcher Construction, AECOM and Watercare Services for their contribution to the sessions.

The PDP survey, which the majority of employers have contributed to, is a follow up to the 2010 forum and has influenced the programme of work for 2011–2012. The responses are particularly important from an IPENZ perspective as the Institution will take the lead on actions identified by PDPs as important. This approach means the partnership is now moving forward, and supported and invested in by both IPENZ and employers. This is essential to the success and longevity of the PDP programme.

**Margaret Dawson**, the Professional Development Manager, highlighted the fact that communication is central to the implementation of all future actions of the programme. These sessions are just one example of planned regular contact with employers, ensuring the value proposition of the PDP is always being communicated.

The value of the PDP brand is something IPENZ continuously promotes to the student and graduate groups of its Membership, and more widely through academic institutions and the general public.

To encourage the promotion of the brand promotional materials such as banners, postcards and posters have been created. By using the recognisable branding of both the Institution and the employer the idea of a partnership between IPENZ and PDP employers is strengthened. Anecdotal evidence increasingly suggests the PDP brand is becoming recognisable to students and graduates. Promotional materials are just one of the tools which can be successfully used by PDPs to distinguish them as an employer of choice in the profession.

This is an extremely important year for the PDP programme, as one third of PDPs will be reviewed by the end of 2011. The PDP policy sets out the terms of the review and drives the review process forward. The reviews affirm the ongoing implementation of relevant systems and strategies within the organisation, and the robustness of these reviews are an integral part of the programme's sustainability and longevity.

These update sessions provided a platform to celebrate the investment made in the partnership programme by each employer and the Institution since its introduction. They also helped to prioritise a programme of actions which seek to build on this success and reap the benefits of the investment by both PDPs and IPENZ in the months and years ahead.

# Innovation Report Launch

IPENZ hosted 62 people at the lunchtime launch of its latest policy publication, *Catalysing Economic Growth: Boosting Innovation Expertise in the Private Sector*, which was held on 8 February. Attendees included **Sir Peter Gluckman**, Science Advisor to the Prime Minister; the **Hon. David Shearer**, the Labour Party Spokesperson for Research, Science and Technology; **Murray Sherwin**, Chair of the Productivity Commission; and **Shaun Coffey**, Chief Executive of Industrial Research Limited.

In the publication, IPENZ presents its policy on two significant issues New Zealand needs to address to lift expertise and economic growth:

- The private sector's need to boost, develop and adapt and adopt new technologies (innovation expertise)
- The New Zealand economy's need to be more "sticky" to high technology companies so companies remain in the country.

IPENZ has developed two proposals to address these issues. The first is to create an innovation expertise fund. This fund, which would be available for universities, Crown Research Institutes and potentially Institutes of Technology and Polytechnics, would require co-funding from industry for the research provider to access entitlement. The fund would result in academics being strongly incentivised to go out into industry, build strategic partnerships with companies, and to transfer skilled people to the companies when the projects are complete. Clustering would be enhanced.



The second proposal is to provide direct co-funding of the early years employment of workers in new research and development (R&D) positions. This would incentivise small private businesses to take on R&D staff, thereby having R&D expertise in-house and encouraging R&D to become part of usual business.

IPENZ believes these proposals will enhance innovation and help make New Zealand "sticky" to high technology manufacturing. It will also incentivise research providers to focus on developing the private sector. View the document on the IPENZ [website](#) or email [policy@ipenz.org.nz](mailto:policy@ipenz.org.nz) and a copy will be sent to you.

# Fellows' and Achievers' Dinner



From left: Sandra Law (MB Century), Past President Garry Macdonald FIPENZ, Jonathan Edwards (McConnell Dowell), Graeme Hill (Mighty River Power) and Simon Hatherill (Parsons Brinckerhoff).

The Fellows' and Achievers' Dinner was hosted by the IPENZ Chief Executive, **Dr Andrew Cleland FIPENZ**, at the Amora Hotel in Wellington on 18 March. Close to 310 guests attended this prestigious event. Dr Cleland kept the night running smoothly with some light entertainment between the awards.

The dinner provided an opportunity to recognise the engineering employers who had become IPENZ Professional Development Partners during the last 12 months and it was great to see each organisation receive a PDP certificate. Organisations recognised as new PDPs on the night were: **Mighty River Power, MB Century, Parsons Brinckerhoff, McConnell Dowell, Enercon Ltd and MSC Consulting Group Ltd.**

# Women in Engineering Launch



Immediate Past President Garry Macdonald and the Hon. Hekia Parata at the Women in Engineering launch.

Minister of Women's Affairs, the **Hon. Hekia Parata**, was at the breakfast launch of an initiative to encourage more women into engineering. *The Retention and Renewal of Women in Engineering: An IPENZ Plan to Encourage Diversity in and Sustainability of the Engineering Profession* was produced by Women in Engineering, a task force established in 2010 by then-President **Garry Macdonald FIPENZ**.

The line-up of speakers included Ms Parata, Mr Macdonald, **Elena Trout FIPENZ**, Chair of the Women in Engineering Task Force and **Tracey Ayre GIPENZ**, Project Manager for Women in Engineering.

It was noted at the event that women make up just 13 per cent of professional engineers and 10 per cent of the IPENZ Membership. The proportion of each Membership class made up by women, along with the long-term aspiration targets for each Membership class, is shown in Figure 1.

The involvement of women in the engineering profession presents the opportunity to:

- Tap into more skilled individuals and ensure the profession employs the best and brightest graduates
- Provide the engineers New Zealand needs
- Ensure the profession is relevant and representative of the society it serves
- Increase the profession's competitiveness.

Work in the following areas is required to meet the IPENZ vision for a more diverse profession:

- Researching both the barriers to women remaining and advancing in the profession, and the economic benefits of increased diversity
- Investigating young women's choices when selecting school and university subjects, and the need for a self-awareness programme for all engineers
- Reviewing the IPENZ subscription structure and wording
- Investigating or amending Personal Development Partner scheme components on work practices, Continuing Professional Development and competence assessment
- Profiling female engineers whose work is exemplary and engineering employers with exemplary practices
- Collaborating with Engineers Australia and other professions
- Celebrating progress made at the IPENZ Centenary in 2014.

Following the launch, the focus now turns to implementing the proposed actions, which is a long-term programme for IPENZ. The progress will be overseen by a body consisting of **Graham Darlow** (Chair), **Peter Mathewson**, **Vanessa Stoddart** and **Elena Trout**.

*Retention and Renewal* can be downloaded from [www.ipenz.org.nz/ipenz/downloads/RetentionRenewal\\_WIE.pdf](http://www.ipenz.org.nz/ipenz/downloads/RetentionRenewal_WIE.pdf)

IPENZ welcomes your thoughts and feedback on this project. Please contact Tracey Ayre at [policy@ipenz.org.nz](mailto:policy@ipenz.org.nz)

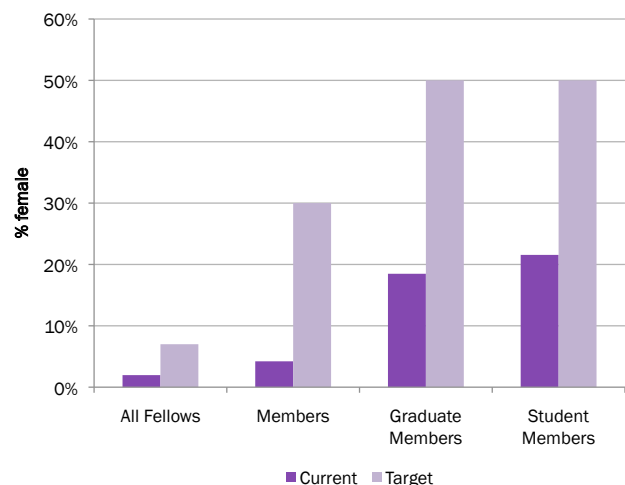


Figure 1 – Current proportion of Membership classes that are female Members and aspirational targets.

## Competence Assessment Rounds 2011

Are you or your staff currently working on professional development planning for 2011? If so, it may be worthwhile looking at the new dates for the 2011 competence assessment rounds. These dates can be found on the IPENZ [website](http://www.ipenz.org.nz)

Engineers who are planning on submitting an application for admission should work towards one of the dates listed on the website to ensure they have clear targets and structure around preparing documentation and submitting.

The Learning and Assessment team at IPENZ is happy to support Members in working towards getting the recognition they deserve, so feel free to contact the team at [assessmentenquiries@ipenz.org.nz](mailto:assessmentenquiries@ipenz.org.nz) or call (04) 473 9444.

# Fifteenth International Conference for Women Engineers and Scientists



IPENZ is an enthusiastic supporter of the 15th International Conference for Women Engineers and Scientists (ICWES 15), which will be held in Adelaide Australia in July 2011.

The Conference is jointly hosted by Engineers Australia National Committee for Women in Engineering and the International Network for Women Engineers and Scientists.

The Conference has been held every three years since 1964 and provides an important forum for the exchange of information and ideas for women in science, technology, engineering and mathematics

## PAPERS

There have been eight papers submitted from engineers and scientists in New Zealand.

Papers from engineers at three Professional Development Partners – Opus International Consultants, Aurecon New Zealand LTD and Sinclair Knight Merz – have been accepted.

Topics covered in the conference include:

- Attracting, developing and retaining women engineers and scientists
- Outstanding practice models of industry commitment to diversity and equality in the workplace
- Achievements, innovations and research in the various fields of engineering, science and technology
- New ideas and solutions to contemporary problems including climate change, water, energy and sustainability.

## KEYNOTE SPEAKERS

The conference continues to secure high profile speakers for what is going to be an amazing event to bring together the best of academia and industry.

**Keynote speakers include:**

**Dame Professor Jocelyn Bell Burnell DBE, FRS, FRSE**, a distinguished astrophysicist and **Dr María Jesús Prieto-Laffargue**, a telecommunications engineer who is the first woman to be President of the World Federation of Engineering Organisations. **Dr Di McCarthy**, Chief Executive of the Royal Society of New Zealand, will also be speaking.

For a full list of keynote and invited speakers please visit the ICWES 15 [website](#)

## REGISTRATION

As members of a supporting organisation, IPENZ Members are entitled to register for the conference at member rates. Early bird registration rates are available until 15 May 2011.

The conference is a great opportunity for engineering employers to bring colleagues together from Australia and New Zealand.

Visit the ICWES Website for [registration](#) details.

## Mentoring

In response to a number of requests, IPENZ has recently produced a webcast targeted at current and prospective mentors.

The webcast is in four parts:

- **Part 1** – Introduction to Mentoring, presented by **Brett Williams**, Director of Learning and Assessment
- **Part 2** – Description of the Current Competencies, presented by **Jeff Wastney**
- **Part 3** – Mentor Forum. Four experienced mentors from Wellington, **Marshall Clark**, **Basil Wakelin**, **Peter Johnstone** and **Murray Isdale**, detail their experiences of mentoring and offer some tips and tricks on the mentoring experience
- **Part 4** – Mentoree Forum – Engineers **Kennie Tsui** and **Michael O'Brien**, both involved in the mentoring process, outline their experiences.

Along with the webcast, the Guide to Mentoring has been revamped and gives comprehensive details on the mentoring experience from both a mentor and mentoree viewpoint.

To access both the webcast and guidelines, log on to the IPENZ website and go to the Members' Area. Under the mentoring button are all the up-to-date resources.

# Webinars



IPENZ is about to launch the first of its webinars, which we hope will become a key part of the Continuing Professional Development short course programme for Members.

A webinar is an online seminar, in which a moderator presents information to an audience but all the participants “gather”, each at his or her own computer, for an online meeting. While our webinars do not involve face-to-face contact per se, they

are nonetheless a very valuable way to deliver a message to an audience.

For webinar attendees, the benefit of this format is that it allows them to learn about topics relevant to their work, without having to spend time and money travelling. Someone could attend a webinar from an office desk, a conference room, or even from a home office. Usually all that is needed is a computer with an Internet connection and a web browser.

The webinars we will be delivering are for a maximum duration of one hour and are low in price for attendees (around \$80), so this is an affordable way for Members to stay on top of trends in their fields. Even better, the webinar format allows attendees to ask questions and give feedback, and although webinars are typically held as live events, they are also usually archived so anyone who is unavailable during the event can review it at a later time.

The first two webinars to be delivered are:

- Friday 13 May 2011 10am–11am – Strategic Tools
- Tuesday 24 May 2011 3pm–4pm – Forecasting and Budgeting.

Check the website and other electronic communication from IPENZ for further information on how to register.

## Equal Employment Opportunities Trust Work & Life Awards 2011

Entries are now open for the Equal Employment Opportunities (EEO) Trust Work & Life Awards 2011, which acknowledge and celebrate employers who bring creativity and commitment to meeting today’s employment challenges and preparing for tomorrow’s.

The Award categories, which have been simplified this year, are:

- Tomorrow’s Workforce Award
- Diversity Award
- Work & Life Award
- Skills Highway Award
- Walk the Talk Award.

Entering is straightforward, with entries capped at a maximum of six A4-sized single-sided pages for all Award categories except for the Walk the Talk category, which is capped at a maximum of four A4-sized single-sided pages.

Additional relevant material may be included as appendices and attachments – these are in addition to the stated maximum entry size.

EEO can send you a complimentary copy of the publication *Valuing People, Creating Value: Bringing work to life 2010*.

This book profiles the winners and entrants in last year’s Awards and includes a list of their diversity and work-life initiatives. It’s an excellent place to start when considering your entry as it gives an insight into past entrants’ submissions and can help with deciding the most appropriate category or categories to enter.

EEO will also publically acknowledge entries in this year’s EEO Trust Work & Life Awards celebrations being held on 25 August at the Auckland War Memorial Museum.

It would be excellent to see some engineering employers represented at the Awards, and IPENZ will profile any Professional Development Partners who enter in its range of publications.

Entry guidelines and category questions are available at [www.eeotrust.org.nz/awards/awards.cfm](http://www.eeotrust.org.nz/awards/awards.cfm)

Entries close on 19 May at 12pm.

View last year’s results at [www.eeotrust.org.nz/news/index.cfm?content\\_id=20108](http://www.eeotrust.org.nz/news/index.cfm?content_id=20108)

For further details please contact: **Anne-Marie Raleigh**, EEO Diversity Manager, [jnua@eeotrust.org.nz](mailto:jnua@eeotrust.org.nz) Phone (09) 580 4441.

# Continuing Professional Development Courses

## MAY–AUGUST 2011

To view more information please click on the course title. For updates to courses please visit the IPENZ website and look out for emails from the Continuing Professional Development Team.

<b>24 May</b>	<a href="#">Tender Practice and Evaluation</a>	Nelson
<b>27 May</b>	<a href="#">Contract Management</a>	Auckland
<b>8 June</b>	<a href="#">Slope Engineering</a>	Auckland
<b>9 June</b>	<a href="#">Flood Hydrology</a>	Wellington
<b>15 June</b>	<a href="#">Onsite Wastewater Management</a>	Wellington
<b>22 June</b>	<a href="#">The Role of the Expert Witness</a>	Auckland
<b>22 June</b>	<a href="#">Forensic Engineering</a>	Wellington
<b>30 June</b>	<a href="#">HAZOP Leader Training</a>	Wellington (two days)
<b>5 July</b>	<a href="#">Maintenance Management</a>	Palmerston North (two days)
<b>6 July</b>	<a href="#">Business English for International Professionals</a>	Christchurch
<b>19 July</b>	<a href="#">Forensic Engineering</a>	Auckland
<b>20 July</b>	<a href="#">Finance for Engineers</a>	Christchurch
<b>22 July</b>	<a href="#">Effective Report Writing for Engineers</a>	Christchurch
<b>27 July</b>	<a href="#">Risk Management Techniques for Engineers</a>	Wellington
<b>28 July</b>	<a href="#">Effective Report Writing for Engineers</a>	Auckland
<b>29 July</b>	<a href="#">Tender Practice &amp; Evaluation for Engineers</a>	Auckland
<b>3 August</b>	<a href="#">Slope Engineering</a>	Taupo
<b>5 August</b>	<a href="#">NZS 3910 Conditions of Contract</a>	Wellington
<b>8 August</b>	<a href="#">Wind loading of structures using AS/NZS1170.2</a>	Auckland
<b>9 August</b>	<a href="#">Wind Loading of Structures using AS/NZS1170.2</a>	Christchurch
<b>10 August</b>	<a href="#">Finance for Engineers</a>	Auckland
<b>11 August</b>	<a href="#">Wind Loading of Structures using AS/NZS1170.2</a>	Dunedin
<b>12 August</b>	<a href="#">Wind loading of structures using AS/NZS1170.2</a>	Wellington
<b>18 August</b>	<a href="#">Onsite Wastewater Management</a>	Nelson
<b>24 August</b>	<a href="#">Business Sustainability and Environmental Management</a>	Wellington
<b>30 August</b>	<a href="#">Rotordynamics and Diagnostics</a>	Auckland

## JULY

### Earthquake Engineering

In this introductory course, participants will gain an understanding of the principles of earthquake engineering including topics such as:

- The definition of “response” and “design spectra”
- Seismic design approaches for buildings with Flexible Floor Diaphragms consistent with NZS1170.5
- Seismic design concepts for buildings (including houses) in areas susceptible to liquefaction.

This is a useful refresher for those with experience, and an essential course for professional engineers new to earthquake engineering.

For more information and to register, click on the links below or visit the IPENZ website.

<b>1 July</b>	<a href="#">Taupo</a>	<b>12 July</b>	<a href="#">Nelson</a>
<b>4 July</b>	<a href="#">New Plymouth</a>	<b>13 July</b>	<a href="#">Christchurch</a>
<b>5 July</b>	<a href="#">Wellington</a>	<b>15 July</b>	<a href="#">Queenstown</a>
<b>7 July</b>	<a href="#">North Shore, Auckland</a>	<b>21 July</b>	<a href="#">Auckland</a>

## FEES FOR IPENZ PUBLIC COURSES (EXCLUDING GST)

\$460	IPENZ Members
\$490	Technical Interest Group Members
\$520	Non-members

## PROFESSIONAL DEVELOPMENT PARTNER DISCOUNT

The following discount vouchers are available for Professional Development Partners (excluding GST) and are a great way to provide cost effective training for staff:

<b>PDP flexi-pass</b>	10 one-day event vouchers	\$3,698 (valid for 12 months)
<b>Solo voucher for IPENZ Members</b>	Two one-day event vouchers	\$740 (valid for 12 months)

Please note – the vouchers may not be used for affiliated courses with other training providers. Vouchers may be used if fees for the course fall within the normal fee framework. Other than the solo voucher, vouchers are transferrable.

You can purchase a voucher online at [www.ipenz.org.nz/ipenz/nzecal/buy-voucher.cfm](http://www.ipenz.org.nz/ipenz/nzecal/buy-voucher.cfm)

## IN HOUSE TRAINING

In-house courses provide significant cost savings while ensuring learning is tailored to address specific organisational needs.

One-day courses are delivered at a cost of \$3,980 (excluding GST) with cost savings increasing depending on the number of courses delivered.

For more information contact the IPENZ Professional Development Advisor on (04) 474 8984 or email [profdevadvisor@ipenz.org.nz](mailto:profdevadvisor@ipenz.org.nz)

## NEED MORE INFO?

Visit the Engineering Calendar or contact the professional development team on (04) 495 1646 or email [cpd@ipenz.org.nz](mailto:cpd@ipenz.org.nz)

# Get Recognised!

IPENZ runs a series of in-house seminars on IPENZ quality marks and the competence assessment process.

The free seminars have been delivered to a number of Professional Development Partners during the last year, including AECOM NZ Ltd, Higgins Group, Sinclair Knight Merz, and the Fletcher Construction Company.

The seminars are pitched at two general levels:

- Recent graduates: the “Getting Started” session provides an introduction to IPENZ quality marks and the competence assessment process and advice on steps to take to fast-track graduate progression
- Experienced graduates and engineers: the “Path to Competence” seminar provides a more detailed introduction to the competence assessment process – the competence standard, documentation required for an application and the assessment process itself.


Both seminars are also run as public sessions at a range of venues around the country.

Dates for the “Getting Started” and the “Path to Competence” that were set for this year can be found at [www.ipenz.org.nz/info](http://www.ipenz.org.nz/info)

An addition to the programme has been the staging of practical workshops for engineers working on the development of their competence assessment portfolio. One of the most regularly cited barriers to applying for competence assessment is a lack of time to compile an assessment portfolio. Feedback from workshop attendees indicates participants have made substantive progress on their portfolio simply by dedicating time to the exercise. Participants also valued the opportunity to have questions answered by our workshop facilitator.


A programme has been set for the year to run a series of practical workshops – to date we have successfully run a workshop in Wellington and Christchurch. Upcoming workshop dates can be found at [www.ipenz.co.nz/ipenz/nzecal/default.cfm](http://www.ipenz.co.nz/ipenz/nzecal/default.cfm) Please keep in mind that we require minimum numbers to ensure the workshop goes ahead, therefore it is essential you register as soon as you know you can attend.

IPENZ would appreciate your support in promoting these public seminars and workshops to your staff, as appropriate, but if you would like to have either delivered in-house, please contact **Jenna Panchal**, Learning and Assessment Coordinator at [coordinatorla@ipenz.org.nz](mailto:coordinatorla@ipenz.org.nz) or phone (04) 474 8982.

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