

Continued Registration Assessments for CPEng – Important Changes and Clarifications



Over the next two years, over 1,800 professional engineers are scheduled to undertake a reassessment of their competence for continued registration as a Chartered Professional Engineer.

It is expected that a percentage of CPEng registrants will choose not to renew because they have retired, moved overseas or are no longer working in an engineering or engineering management role. However, some of the feedback we have been receiving suggests that some engineers are considering relinquishing CPEng because they have moved into an engineering management role and no longer consider themselves to be doing “real” engineering, or see the process as too time consuming. There are also some who resent the requirement to have to demonstrate current competence in the first place!

While each engineer has to make their own decision about ongoing registration, we hope the following information may assist you in advising those engineers with a decision to make over the next year.

Reasons for the reassessment process

Parliament placed specific requirements on IPENZ when it passed the Chartered Professional Engineers of New Zealand Act in 2002 and made IPENZ the Registration Authority. One of these was that to allow registrants to continue on the register, they had to be reassessed on a regular basis against what the Act terms the “minimum standard for demonstrating current competence in professional engineering”. The Act

allows us little freedom. Firstly, the assessment must be in engineering (which we have interpreted to include management activities associated with professional engineering), and, secondly, we need to see competence demonstrated. To maintain the integrity of the quality mark this must be an objective process, based on evidence seen by the assessment panels. It may be frustrating, but the law allows us only to ask for the evidence.

Streamlining requirements

In late 2007, we redeveloped the self-review and referee’s forms, and made small changes to other forms. These revisions were aimed at clarifying the information expected from candidates and introduced a more candidate-led assessment process, in which candidates identify their best evidence, which assessment panels essentially verify. We now have feedback on the issues that some candidates have found with those forms, and as a result have been able to simplify them further and provide extra guidance notes.

In particular we have:

- separated the self-review form used for continuing assessments from that used for assessments for admission, and this has led to a simpler style
- made it clear that in presenting evidence against the 12 competence elements one project or activity may be able to be used as evidence against several elements of the standard, and these can be cross-referenced to avoid repetition
- simplified some of the wording to more clearly state what is needed
- made the referee’s form shorter and quicker to complete
- eliminated the potential for repetition between the self-review and the CPD records form

The new forms have been loaded on the IPENZ website and can be accessed by following the “Join or continue on a competence based register” tab from the home page www.ipenz.org.nz

We recently wrote to all CPEng registrants who are due for reassessment this year to advise them of these changes. We advised that anyone who is part way through completing a submission on the earlier versions of the forms is free to continue, but they may like to consider using the guidance notes and revised information requested on the new versions to simplify what they do. Please note that they should make sure they give their referees the latest version of the referee’s form.

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CPEng is for engineering managers and leaders

The CPEng Act requires IPENZ, as the Registration Authority, to define minimum standards of current competence in professional engineering which must be met for registration. We are clear that competence in professional engineering extends to engineers in engineering management roles (those managing engineering-related projects or businesses). Indeed, we see it as vital to the long-term strength of CPEng as a quality mark that those in senior engineering leadership roles achieve and maintain CPEng registration. We renamed the "Business" practice field as "Management" in 2007 to help clarify the distinction between those practising in engineering, and those

who could be described as working with engineering – applying an engineering mindset to a business role.

One regular comment we hear from managers is that, while they would like to retain CPEng, they don't think they would still meet the standard because they no longer "do any design work". A closer look at the competence standard reveals that there is no requirement to be doing so! The element of the standard relating to problem-solving requires a Chartered Professional Engineer to be able to "design or develop solutions to complex engineering problems". It is perfectly valid to present evidence of complex engineering management problem-solving that involves leading teams of engineers.

Outreach Work with Endorsed Employers and Prospective PDPs



In recent months, the Learning and Assessment Team has been working with employers as they prepare Professional Development Partner (PDP) applications.

Presentations have already been conducted in Auckland, Christchurch and Wellington to promote the short course programme to human resources teams supporting engineering professionals.

We are currently in the process of organising another series of visits across the country and

we aim to meet with all prospective PDPs over the next few months. If we haven't contacted you already, anticipate a call soon to arrange a convenient time. In conjunction with any visit we would be pleased to run short seminars for staff on IPENZ services and quality marks. These could focus either on introducing recent graduates to IPENZ and our graduate development support services, or on assisting experienced engineers to compile an application for competence assessment.

Since the launch in October 2007, over 30 expressions of interest have been received from employers other than those already holding Endorsed Employer status.

Consultations are now taking place to assist those employers in making an application.

We are also pleased to announce that we have now received our first application from an Endorsed Employer to transition to the new programme. Team members are preparing themselves for a busy year ahead with many more expected applications.

Proposed PDP Visits

	Date of Visit	Location
April	Friday 4 April	Christchurch/Nelson
	Thursday 10 April	Tokoroa
	Friday 11 April	Tauranga
	Wednesday 16 April	Wellington
	Wednesday 23 April	Auckland
	Thursday 24 April	Auckland
	Tuesday 29 April	Wellington
May	Friday 2 May	Wellington
	Thursday 8 May	Dunedin
	Friday 9 May	Queenstown/Alexandra
	Wednesday 14 May	Wellington
	Friday 16 May	Wellington
	Thursday 22 May	Auckland
	Friday 23 May	Auckland
	Thursday 29 May	Christchurch
	Friday 30 May	Christchurch

	Date of Visit	Location
June	Wednesday 4 June	Christchurch
	Thursday 5 June	Christchurch
	Tuesday 17 June	Auckland
	Wednesday 18 June	Auckland
July	Wednesday 2 July	Wellington
	Friday 4 July	Wellington
	Wednesday 9 July	Hamilton
	Wednesday 16 July	Wellington
	Tuesday 22 July	Auckland
	Wednesday 23 July	Auckland
	Tuesday 29 July	Palmerston North
Wednesday 30 July	Palmerston North	

Reach Engineers Through *engineering direct*

Advertising opportunities are available in *engineering direct*, the electronic newsletter for IPENZ Members.

engineering direct is sent by email to more than 7,500 Members each Friday with a short time-out over the Christmas and New Year break. *engineering direct* has a notices section, an events section, and a very

well-supported situations vacant section which is linked to the JobHunt website.

For more information please contact Chris Burr on phone 04 4748947, fax 04 4748933 or email ads@ipenz.org.nz

New Fee Structure for IPENZ Short Courses

The new fees include a small reduction in the standard one-day course fee for IPENZ Members and a corresponding increase for non-members. We are also introducing a series of concession passes to encourage individual Members and organisations to plan their continuing professional development (CPD) activities in advance.

PDP flexi-pass

Available to Professional Development Partners (PDPs) and current IPENZ Endorsed Employers, this 10 x one-day events voucher has a 12-month expiry date and may be used by a number of delegates from one PDP. At a cost of \$3,750, this equates to \$375 per one-day course, a saving of at least \$120 compared to the previous fee structure.

Non-PDP flexi-pass

Available to anyone, this 5 x one-day events voucher has a 12-month expiry date and may be used by an individual or a number of delegates

from one employer. At a cost of \$2,150, it equates to \$430 per one-day course.

Employers wishing to purchase a concession pass should contact the IPENZ Professional Development Team. Employers will be given a unique pass number, and IPENZ will keep a record of those who have attended courses using the pass for the 12-month term. There is no limit on the number of passes an employer can purchase.

Note the new fee structure and passes do not apply to affiliated courses offered in conjunction with other training providers. Technical courses or seminars may be charged at different rates depending on the event.

2008 Programme

The full programme of standard courses for 2008 has now been finalised and you should have received a copy of this. If you would like to request further copies, please contact cpd@ipenz.org.nz. Brochures will also be produced in CD format, to allow us to keep employers and Members updated on programmes and new services as they are developed.

Essential skills courses available April–June

www.ipenz.org.nz/ipenz/nzecal/default.cfm?category=courseEssential&interval=9999&local=

- Technical Expert Moving to Management – Wellington 1 May
- Risk Management Techniques for Engineers – Christchurch 17 April, Wellington 29 May
- Effective Report Writing for Engineers – Taupo 11 April, Auckland 10 June
- Contract Management for Engineers – Auckland 14 April
- Leadership and Management Essentials – Auckland 28 April
- Introduction to Corrosion – Auckland 1 May, Christchurch 9 June
- Business Development for Engineers – Auckland 6 May
- Mentoring Foundation Workshop – Auckland 15 May, Wellington 12 June
- Resource Management Act for Engineers – Auckland 26 May
- The Role of the Expert Witness – Christchurch 4 June, Auckland 20 June
- Specification Practice – Christchurch 27 June

Technical courses available by expression of interest

www.ipenz.org.nz/ipenz/nzecal/default.cfm?category=courseTechnical&interval=9999&local=

Courses will be organised when enough interest has been registered.

- Bulk Storage of Hazardous Substances under HSN0
- Demystifying Strategy
- Governance and Board Membership Skills
- Finance for Engineers (two-day course)

Distance learning

www.ipenz.org.nz/ipenz/nzecal/default.cfm?category=courseDistance&interval=9999&local=

New courses are being added all the time. Currently available are:

- Project Management by Distance Learning
- Town Planning, Traffic and Transport modules from Aston University

Conferences

Public Private Partnership: Applications... Roading and Beyond – Auckland

With government looking at procuring the nation's most expensive roading project, the Auckland Waterview Project, as a Public Private Partnership, it is timely to ask just what the PPP value proposition is. Targeted at public and private sector senior executives, this half-day seminar will probe the questions: Is there value in PPP procurement in the New Zealand context? What can we learn from the Australian experience? Come equipped with key questions in mind and engage in interactive discussion on these challenging and strategic issues.

More information is available from www.ipenz.org.nz/ipenz/nzecal/eventdetail.cfm?eventid=3334

Location	Date
Auckland	8 April
Wellington	9 April
Cost:	\$350 incl GST – IPENZ and NZCID Members \$250 – public sector \$290 – non-members

New Zealand Freight Transport Summit 2008

The New Zealand Freight Transport Summit 2008 will bring together senior managers and decision makers from the country's ports, port terminal operators, rail track owners and operators, intermodal terminals, trucking companies, air freight operators, exporters, importers, government and shipping companies to discuss the country's future freight transport needs.

More information is available from www.ipenz.org.nz/ipenz/nzecal/eventdetail.cfm?eventid=3272

Location	Date
Wellington	16–17 April
Cost:	AU\$2,065.50 – two-day conference AU\$2,601 – two-day conference and one workshop AU\$2,961 – two-day conference and two workshops AU\$1,075.50 – two workshops AU\$625.50 – one workshop

Contact us

For further information or to make an enquiry on any of the above, email cpd@ipenz.org.nz or phone 04 495 1643.

Moving Forward with Stages 3 and 4



The launch of the new Professional Development Partner (PDP) scheme in October 2007 has created an unprecedented response from industry. Feedback suggests that it is a long-awaited, strategic step forward in moving the industry toward addressing the professional development, recruitment and retention of engineers in New Zealand.

With the assistance of partners, momentum has been building in marketing the scheme, developing new initiatives, and working with industry to maintain standards of excellence. IPENZ has built on the information gleaned from delegates at the launch, and having fine tuned its documentation, is starting to plan for the future.

While there is no demand for a competence-based IPENZ Membership class aligned with career stages 3 and 4, there is a real need to offer

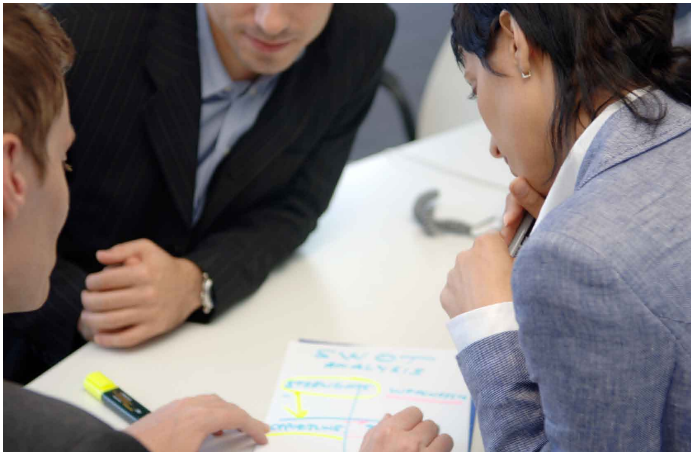
structure and clear career objectives. (For more on the four-stage career model see the October 2007 issue of employer link.)

To support those who are transitioning through these stages of their engineering careers, IPENZ has worked with the Institute of Directors to formulate a course on governance and board membership skills. The aims of the course are:

- Appreciate the principles of corporate governance from a senior management and a director's perspective.
- Expound the key elements for the conduct of board meetings – arrangements, papers etc.
- Understand the generic features and peculiarities of governance.
- Understand the major issues in setting strategy and controlling performance.
- Understand basic financial management and legal requirements of governance.

Maximum numbers on the course are 24, and space will be allocated quickly due to demand. To voice your interest, please contact profdevadvisor@ipenz.org.nz or 04 474 8984.

Organisation or Group-focused Events and Courses



IPENZ continues to develop its range of professional development programmes for 2008 and beyond. We aim to offer a wider range of learning opportunities specifically designed to develop and maintain the competencies of professional engineers, technicians, technologists, and those professionals in engineering-related disciplines undertaking a non-technical role.

Events can be run in-house for employers and tailored to suit an organisation or group's needs, including incorporating specific terminology and policies, and addressing the needs of staff at different stages of their careers. Our target audiences are not only engineers but also all those professionals who support their work or are involved with engineering issues and projects.

As we are a not-for-profit member focused organisation, it is our sole aim to support the needs of engineering professionals through structured learning.

The key features of our in-house continuing professional development (CPD) events are:

- Learning outcomes are linked to Chartered Professional Engineer, Engineering Technology Practitioner and Certified Engineering Technician standards as well as the 12 IPENZ competencies for professional engineers, engineering technologists and engineering technicians.
- Facilitators are well-seasoned professionals in their respective fields of expertise with a longstanding relationship with IPENZ and New Zealand's engineering community.
- Sessions are interactive and experiential with group work, case studies and discussions.
- The aim is to develop and maintain competencies as opposed to participation only.
- A limited number of participants ensure maximised learning and interactive exercises.

Subject areas or target audiences are limitless and can either be technical or generic in nature. We are able to source or develop other courses for organisations on an as-needed basis.

IPENZ has become a hub of information and centre of excellence for the provision of high-quality, cost-effective learning and development opportunities for both individuals and employers supporting their staff in a diverse range of media. IPENZ has formed special relationships over time with academia and industry professionals to ensure that standards are kept high, outcomes are evaluated, and the experience itself is given the highest priority.

Contact profdevadvisor@ipenz.org.nz or 04 474 8984 for information about the above courses, and to get a quote for tailoring the course to your company's needs.

IPENZ Information Days for Graduates

IPENZ will be holding a series of Information Days for graduates during May in Auckland, Wellington and Christchurch. During the Information Days graduates will be able to bring in a certified copy of their engineering degree or engineering diploma, along with a completed application form, and apply for IPENZ Graduate Membership on the spot.

As part of the Information Days, we will also be holding "Getting Started" sessions to introduce graduates to IPENZ and the ways in which we can assist them in their initial career development towards a competence-based IPENZ Membership class and register.

More details can be found on the IPENZ website www.ipenz.org.nz. Graduates must register to attend the "Getting Started" sessions.

UK Study Highlights Benefits of Registration



Last year, the Engineering Council UK (ECUK) commissioned an independent study to review the relevance of the various competencies required for registration as a Chartered Engineer (CEng), Incorporated Engineer (IEng) or Engineering Technician (EngTech) in the United Kingdom. The study also assessed the extent to which registered engineers were demonstrating these competencies in the workplace.

The competencies for registration in the United Kingdom (UK-Spec) broadly align with the IPENZ competence standards for Membership and registration, so we read the final report findings with some interest. As ongoing registration in the United Kingdom does not require regular reassessment of current competence (as is required for CPEng, ETPract or CertETn registration through IPENZ), registered engineer in the United Kingdom (CEng, IEng or EngTech) equates directly to IPENZ competence-based Membership grades (MIPENZ, TIPENZ or AIPENZ).

The report concludes that UK-Spec largely reflects the competence needs employers require of their engineering staff, as additional, desirable competencies were identified by only a small percentage of the employers surveyed. The survey's findings in this area will be

a useful input into a current review of the international competence exemplars established by the International Engineering Agreements (to which IPENZ is a signatory), with which our own competence standards are closely aligned. Basil Wakelin DistFIPENZ is representing IPENZ on the working party undertaking this review.

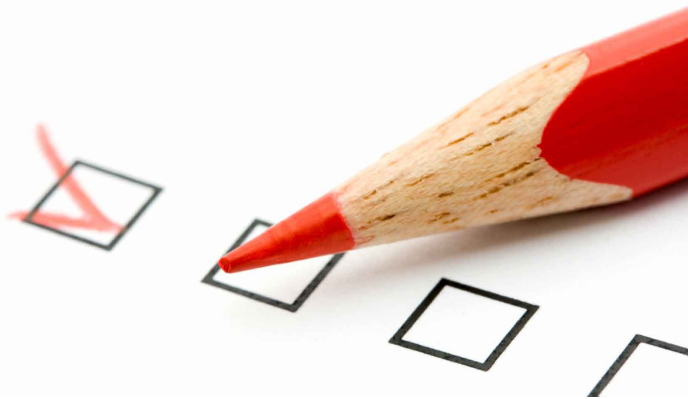
Another key finding was that organisations with registered staff tended to require higher standards than those that did not, suggesting that having registered staff raises the bar in terms of valuing areas of competence and the level of competence expected. Additionally, the gaps between the importance of a competency and the assessed competence strength of staff tended to be smaller for those organisations with registrants – further demonstrating the value of registration.

In terms of gaps in competence, two key areas identified by the study were identifying and managing one's own strengths and weaknesses (working within your own area of competence as required by the Code of Ethics) and taking responsibility for updating and maintaining one's own competence (continuing professional development – CPD).

IPENZ has initiatives in place to support Members in both of these areas. These include a steadily expanding programme of professional development opportunities, a programme to raise awareness of ethical issues (Ethics Talk) and a new system of blameless reporting (CRoMIE) www.ipenz.org.nz/ipenz/practicesupport/CROMIE/ In addition, the current competence requirement for CPEng, ETPract and CertETn registration should ensure that competence gaps do not develop.

A full copy of the ECUK report can be downloaded from its website www.engc.org.uk/documents/UK-SPEC%20Baseline%20Project.pdf

CPD Needs – Your Feedback Wanted!



The IPENZ online continuing professional development (CPD) survey tool provides an opportunity for our Endorsed Employers and new PDPs to feed back their thoughts on what they think should be on offer. By doing so, they can then influence the direction of the IPENZ short course, seminar and conference programmes.

The results will be analysed on a continuous basis, and the survey can be filled out more than once, as and when needs are identified.

To give us your feedback log in to the secure part of the IPENZ PDP website www.ipenz.org.nz/ipenz/pdp and click on "CPD Survey" on the left-hand navigation bar. All current Endorsed Employers should have received their log in details late last year. If you would like this information to be re-sent, please email profdevadvisor@ipenz.org.nz

Any queries about the survey or other related matters can be sent to profdevmanager@ipenz.org.nz

Reach Engineering Students Through *student direct*

Advertising opportunities are now available for *student direct* – the electronic newsletter for IPENZ Student Members. Five issues of *student direct* are planned for 2008. Advertising in *student direct* is limited to Professional Development Partners and IPENZ Endorsed Employers.

Recent issues can be viewed on the IPENZ website www.ipenz.org.nz/ipenz/publications/ezine/students/ For more information, please contact Kavita Kansara on email marketing@ipenz.org.nz or phone 04 474 8980.



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