

New Fee Structure for IPENZ Short Courses



In December 2007 IPENZ is introducing a new fee structure for 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.

The new standard one-day course fees are:

- IPENZ Members – \$475 per day (previously \$495)
- non-members – \$575 per day (previously \$550)
- IPENZ Technical Interest Group Members – \$495 per day

Three concession passes are also being introduced:

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. The cost of \$2,150 equates to \$430 for each one-day course.

Solo pass

Available to IPENZ Members only, this 2 x one-day events voucher has a 12-month expiry date. At a cost of \$750, this equates to \$375 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.

The great news is that there is no limit on the number of passes an employer can purchase. It is envisaged that the scheme will encourage employers and individuals alike to think about their CPD in advance and identify skills gaps. IPENZ will support that proactive approach by reducing fees, assisting in career planning and cross-referencing IPENZ competencies to the individual events.

Please note the new fee structure and passes do not apply to 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 a summary course information brochure is currently being prepared. You should receive a copy of this in mid-December. 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.

In-house courses can still be run with individual organisations. If you are interested in running any IPENZ courses in house, please contact Paul Gardner, Professional Development Manager, who will work with you to plan the event (see page four for contact details).

In 2008 IPENZ will be running several technical courses based on “expression of interest” pools. The course description will be available online, and Members will be able to register their interest. When enough people have registered IPENZ will organise a date for the course and notify those who have signed up. This will avoid the disappointment caused by cancelled courses in areas where there may be little demand. This will also allow IPENZ to better focus its efforts and resources.

IPENZ has also arranged to offer distance-learning postgraduate engineering modules in association with several universities both in New Zealand and overseas, which will provide more CPD opportunities, particularly for Members who may be geographically isolated.

We invite Endorsed Employers and PDPs to give us feedback on the professional development needs of their staff via the IPENZ CPD survey, available online at www.ipenz.org.nz/ipenz/pdp/members-area/survey.cfm This process is extremely important to ensure the courses we do offer are addressing the needs of individuals and employers alike.



Ensure Your Staff Get the Recognition they Deserve

The main reason we hear for engineers not submitting a competence assessment application is that they are too busy with work to find the time to pull together an application.

The IPENZ Professional Development Team recently emailed all Graduate Members who graduated between five and 10 years ago, to encourage them to book an assessment in 2008. This is the first time IPENZ has used a booking process and some graduates have found it useful to set a deadline to work towards.

We welcome any steps that employers take to support staff as they work towards an external assessment of competence by their peers.

Suggested strategies include:

- encouraging staff to set competence assessment as a professional development objective
- formally allocating staff a small amount of time for “application preparation projects”
- assisting staff to update their work history records by providing them with time recording data that shows the projects they have worked on for the last few years
- identifying application advisors to provide staff with a level of in-house advice and guidance (IPENZ is happy to provide training and support for application advisors)

Continued Registration Assessments for 2008

One of the features of the Chartered Professional Engineers of New Zealand Act 2002 is the requirement for registrants to undertake ongoing competence assessments to remain on the CPEng register.

IPENZ, as the Registration Authority, must complete about 910 continued registration assessments (CRAs) in 2008. Notification letters were recently sent to all registrants who must be assessed in 2008, advising them of the requirement for a CRA and that they must submit a portfolio of evidence. The dates by which registrants must submit their portfolios have been staggered throughout the year to manage the

workload for assessors. IPENZ will send a reminder letter about a month prior to the due date, and, if no portfolio has been received, a further reminder letter no more than two weeks after the due date.

IPENZ will be looking to employers to support the process by enabling their staff to work to these deadlines. However, if no portfolio of evidence has been received by the date given in the final letter, the assessment will proceed using the limited information held by IPENZ on the registrant. In such cases the recommendation will almost certainly be to suspend registration.

CPD – It’s All About Relevance!



Other professional bodies in New Zealand, and indeed engineering institutions internationally, typically set targets for the amount of continuing professional development (CPD) that should be undertaken by members. Meeting these targets is then used as a proxy for evidence of individuals’ current competence to practise.

The Chartered Professional Engineers of New Zealand Act 2002 introduced the requirement for registrants to demonstrate current competence through a regular reassessment process. CPD is now a means to an end, not an end in itself, and in line with this change our online CPD recording forms no longer include a “weighting” column. Engineers should record all CPD they undertake, but the most important thing is not the total hours, or the “weight” assigned to these hours, but

what was learned from the CPD event and how that learning is applied in practice.

Equally, we no longer accredit CPD courses or events offered by other organisations, or assign CPD “points” to such courses. We see the true test as the relevance of the CPD activity to the individual engineer’s practice, not a generic IPENZ assessment of relevance or quality.

When it comes to assessment for competence-based Membership or registration (including reassessment for CPEng registration), the key test is not whether the engineer has amassed a certain amount of CPD, but whether they have taken reasonable steps to develop and/or maintain their competence in their current practice area. While it may be difficult to demonstrate this without at least 50 hours of good quality CPD a year, this is a guide, not a target!

Competence assessment applications need to include some evidence of a planned approach to professional development. As part of the self-review for competence assessment, applicants are asked to explain their personal professional development strategy and how this has supported the type of engineering activities they undertake. If the applicant’s practice area has changed over the last five years, they are asked to describe how their CPD strategy supported that change.

Applicants also need to supply evidence that they have taken appropriate steps to keep up to date with key developments. Applicants need to identify recent major CPD activities covering all parts of their practice area, summarise the learning and describe how it influenced their practice. Applicants should also be able to readily describe, within their practice area, how engineering practice has changed in the last five years as a result of new knowledge or changed regulations.

Recognising Excellent Mentoring



IPENZ and the Human Resources Institute of New Zealand (HRINZ) are working together to design a national engineering mentoring award. The award will recognise the outstanding mentoring work that individuals do with the support of employers, largely on top of day-to-day duties.

The selection criteria will be finalised over the next few months, but it is envisaged that nominations will be made directly by mentees who feel that their mentor provided a particularly positive and enlightening experience.

Once award arrangements have been finalised, Professional Development Partners will be encouraged to work throughout the year to support mentees who wish to collate supporting evidence for their nominations.

Nominations will be judged by a panel consisting of an IPENZ representative, a partner from HRINZ and a peer from engineering academia, to ensure impartiality. The first of the awards will be presented at the annual IPENZ Fellows' and Achievers' Dinner in 2009.

New Graduate Development Portfolio Available

A number of graduates have assisted the IPENZ Professional Development Team design a new IPENZ Graduate Development Portfolio to help Graduate Members plan and document evidence of their competence development.

During the four- to five-year professional formation period, graduates will build up their portfolio of evidence and then use it to apply for an IPENZ competence-based Membership class and current competence register. The forms and documentation that form the basis of the portfolio can be submitted directly as part of a competence assessment application.

Graduates can use the portfolio approach to record their developing competence whether they are on a professional engineer, engineering technologist or engineering technician pathway.

Copies of the new portfolio will be sent to new Graduate Members from December 2007. Current Graduate Members can download the portfolio from the Members' Area of the IPENZ website.

The portfolio is also available in the secure area of the Professional Development Partner webpages www.ipenz.org.nz/ipenz/pdp. Current Endorsed Employers should have received their log in, and new applicants will be provided with one when they are accepted onto the PDP programme.

Organisations are free to adopt (or adapt) all or part of the portfolio for internal use and several companies have already expressed an interest in doing so.

Over the next few months the Professional Development Team will be working to revise the current online systems for recording CPD and work experience to align with the portfolio and the recently revised competence assessment application forms.

The team also plans to develop a version of the portfolio to assist experienced engineers, particularly those looking to maintain CPEng (and in future ETPract and CertETn) registration.

New Civil Engineering Qualification



InfraTrain New Zealand has launched a new qualification for civil engineering technicians – the National Diploma in Civil Engineering (Applied).

The new qualification has been developed in partnership with IPENZ and aims to fill the gap left by the New Zealand Certificate of Engineering – Civil (NZCE).

The National Diploma in Civil Engineering (Applied) responds to industry's preference for qualifications that recognise the practical application of skills. It builds on the theoretical knowledge acquired during a prerequisite Diploma in Engineering (Civil) at any one of a group of polytechnic providers.

The new diploma improves on the old NZCE in several respects. The applied skills component is more structured and there is a much more rigorous assessment process in place, with all assessors endorsed by IPENZ. There is also better support provided for learners.

IPENZ has worked closely with InfraTrain to ensure the National Diploma in Civil Engineering (Applied) aligns to national and international competence standards for engineering technicians. As a result, it provides a structured pathway to registration as a Certified Engineering Technician (CertETn) and Associate Membership of IPENZ.

To find out more, download a copy of an information brochure at www.ipenz.org.nz/ipenz/Education_Career/accreditation/8-InfraTrain-NDCE-DLE.pdf

Minor Changes to New Application Forms

Since the new application forms for competence assessment (Forms CA01–CA06) were introduced, applicants may have noticed some changes to the version numbers at the bottom of the forms. The changes to the forms are minor in nature and generally relate to formatting. Any substantive changes made to the forms in the future will be widely communicated and allow time for applicants to transition to a new version.

If engineers have filled out any version of the new forms, they may be used in applications.

All the forms are available for download from the IPENZ website www.ipenz.org.nz/ipenz/forms/pdfs under “word documents” at the bottom of the page.

For more information about competence assessments, including the 2008 assessment rounds, visit www.ipenz.org.nz/ipenz/join

Have You Joined the engeneration?



engenerate is a new identity for IPENZ which targets young engineers – IPENZ Members who are under 30 years of age and/or have less than eight years of work experience under their belts. They usually lack the grey beard and sandals that are sometimes associated with older engineers!

IPENZ realises that young engineers are the future of the profession, but recognises that the needs of these engineers are not necessarily the same as more mature Members. The Institution has put a great deal of

effort into understanding these needs, and established engenerate to help young engineers develop those areas that are particularly relevant to them.

In its first year, engenerate has focused on establishing regional networks that provide opportunities for young engineers to interact with their peers. It is hoped that these networks will increasingly be used as forums to support engineers' professional development in a more formal sense through events like peer presentations and group discussions.

A dedicated engenerate webpage has been created, where young engineers can find out about upcoming events www.ipenz.org.nz/engenerate

If engenerate is to succeed, the momentum will need to come from within. It is up to the engeneration to deliver exciting events, and to establish and utilise support networks. To help achieve this, IPENZ has allocated funds to Branches for activities targeted at the engeneration.

Professional Development Partners can support the development by encouraging staff to participate in local activities and even fostering young professional groups within their organisations to engage with engenerate.

Mentoring Survey Results

In early November IPENZ surveyed a selection of Graduate Members to ascertain their mentoring needs. The results will help us as we review our mentoring services in the near future.

We asked Graduate Members to identify whether they had a mentor and if so, whether they had any trouble finding one. We also asked them what sort of mentoring should be available.

The new IPENZ mentoring guidelines take into account not only the traditional one-on-one relationship, which should still be the core of a mentoring programme, but other types of mentoring such as peer and group mentoring. The graduates we surveyed supported using other mentoring models.

The guidelines are available on the Professional Development Partner webpages www.ipenz.org.nz/ipenz/pdp/documents.cfm

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, and advertising 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 kkansara@ipenz.org.nz or phone 04 474 8980.

Do You Need an Engineering Student?

If you are looking for an engineering student these holidays, don't go past the IPENZ student search facility on our website www.ipenz.org.nz/ipenz/employment/search.cfm

You will find details of engineering students seeking roles in a range of engineering disciplines. Many of these students are seeking work so they can fulfil the practical work requirements of their degree or diploma. They are keen and willing, and many are available now!



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