

## IAgrE and Continuing Professional Development

IAgrE is the professional society for engineers, managers, scientists, technologists and students working in the landbased sector.

As a professional society, IAgrE has a commitment to providing both a wide range of CPD events and a CPD registration and monitoring system.

All Professionals need to enhance their professional competences throughout their working lives to take into account changes in technology and business practice. Each Professional is responsible for taking appropriate action to update and develop knowledge and skills relevant to his or her current job and career interests and to anticipate future requirements.

The process of Continuing Professional (or Personal) Development is essential in maintaining and developing professional competence.

### What is CPD?

CPD is described as “The systematic maintenance, improvement and broadening of knowledge and skill, and the development of personal qualities necessary for the execution of professional and technical duties throughout the individuals working life.”

IAgrE promotes CPD to all its members and provides an on-line recording system (MyCareerPath) for its members. It has adopted what it considers to be a pragmatic approach to the registering and recording of members CPD.

### Do I have to do CPD?

Whilst participation in the IAgrE scheme is voluntary, evidence of CPD is a requirement of all those registered with the EngC or SocEnv. Evidence of CPD will be required from any member applying for a membership upgrade and/or registration.

### What is expected of me?

IAgrE does not use a monitored points or hours system but does expect the attainment (and recording) of at least 30 hours of CPD in each year.

Members are encouraged to send their CPD records to IAgrE for review and comment.

The central aims of CPD are to:

- Enhance career prospects
- Contribute to business performance

Benefits to the individual are the ability to:

- provide a high quality service
- achieve greater job satisfaction
- improve employability.

Three general types of CPD are envisaged:

- A. development of technical expertise and knowledge relevant to one’s profession.
- B. extension of technical and managerial skills beyond the participant’s normal field
- C. development of professional life skills and knowledge such as languages, finance or law.

## What sort of things count as CPD?

Activities which can be counted as CPD include conferences, courses and seminars, organised visits, writing articles or papers, IAGrE committee work, IAGrE technical meetings, professional updating by reading or private study, secondments and exchanges, further education, distance or open learning.

See also our website for information on MyCareerPath – the IAGrE online CPD recording system.

## What does a good CPD record look like?

You should consider the following:

- Date
- Location
- The activity (reading, attending a course, a meeting, etc.)
- What were the aims?
- What did I learn?

The key to good CPD is to ask yourself these questions:

- What am I going to do differently following my CPD?
- How am I going to apply my new learning?
- Is there anything I need to follow-up?

## Does my CPD have to be written down?

A written record is best but there are many ways of noting what you have done and how you will use it. Don't forget things like:

- Photocopies of certificates
- Voice memos
- Photographs of your work
- Links to appraisal and personal development plans.

## How does CPD link to Professional Registration?

All registered professionals should record their CPD.

If you are thinking about applying for professional registration it is important that you link your CPD to the various competences required for registration.

It is a good idea to ask yourself how your CPD relates to each relevant registration competence. Some people call this "Initial professional Development" or IPD and it is best practice to start thinking about this as early in your career as possible as this will make things much easier at a later stage when you submit your CV and records for assessment

We recommend that you use MyCareerPath to record your CPD and professional development, you can access this through the IAGrE website members' area or record items via the IAGrE Members' app (you will need to login to the website to edit your text).

## Do retired IAGrE members need to record CPD?

Why wouldn't you? Many retired people remain active in engineering even though they are no longer earning a salary. Under these circumstances it is good practice to continue recording CPD and thinking about its impact.

However, IAGrE will always be considerate of its retired member's requirements in relation to CPD

## What if I refuse to submit a CPD record?

Fundamentally, this would be a breach of the IAGrE code of conduct. We would make every effort to help you record your CPD, even if that meant a telephone discussion where your CPD was noted by a third party.

The ultimate sanction is that you would be asked to leave IAGrE membership but with flexible recording, it is unlikely that we would ever get to that point.