

POLICY STATEMENT 4

The Case for Training

IHIE, as a leading institution of incorporated engineers, technicians and related professionals, is convinced that our industry and the public will benefit from better training and development of these key practitioners. Qualified, well trained incorporated engineers are at the heart of the engineering team: they are the key to the delivery of effective, efficient, profitable services in both the private and public sectors.

Companies need to train:

- To remain competitive
- To gain a better performance from staff
- To stimulate and motivate staff
- To impart confidence
- To take advantage of new technologies and techniques
- To deliver a better service
- To remain cost effective
- To ensure the supply of the specialist staff they need

'The value you put on staff training reflects the importance you place on your staff: their productivity and effectiveness will mirror your esteem'.

Engineers and technicians need to train:

- To maintain a high level of competence
- To keep up to date
- To broaden their experience
- To provide a better service to the employer and the public
- To cope with change
- For job satisfaction
- For promotion
- For career development

'A commitment to continuing professional development marks out the professional'.

PROFESSIONAL INSTITUTIONS

IHIE is committed to enabling its members and aspiring members to achieve professional status through the Engineering Council and to facilitating and encouraging members' continuing professional development.

IHIE members are obliged to take all reasonable steps to maintain and develop their competence and knowledge in their chosen field and to support the development of others.

Registrants are bound by the Engineering Council Code of Practice on Risk, the Environment and Continuing Professional Development.

Professional Development embraces the total process of achieving and enhancing professional competence in order to continue to practice safely and effectively in your chosen field.

Initial Professional Development comprises the acquisition and development of the special skills and approach needed to practice in a specific field of engineering. It bridges the period between gaining your basic academic qualifications and registration as a professional engineer. IPD embraces training and learning from experience and includes early experience of exercising responsibility.

Initial Professional Development aims:

- To extend trainees' knowledge and to allow them to apply their understanding of engineering principles in work.
- To develop trainees' professional competence and to prepare them to accept the responsibilities of Engineering Council registration.
- To develop the professional commitment of trainees.

Continuing Professional Development is the process of maintaining your competence and working with a mature understanding of your professional obligations; specifically CPD is defined as "the systematic maintenance, improvement and broadening of your knowledge and skills and the development of personal qualities necessary for the execution of professional duties throughout your working life."

POLICY TARGETS

For Employers:

- Commit staff time and management
- Appoint a training manager who knows about engineering and professional development
- Be systematic - set objectives, make plans and monitor results, establish and resource a staff development scheme. NVQs and occupational standards help in setting benchmarks.
- Talk to your staff and to external sources for advice on staff needs and their fulfilment
- Always ask for feedback on courses etc. your staff attend. A staff appraisal system allows for this. Greater selectivity will improve the quality of provision.
- Train your supervisors, your team leaders, your managers to act as tutors and mentors to their staff.
- Prepare an annual in-house training programme which reflects the needs of both individuals, identified by discussion (appraisal), and the organisation.
- Be encouraging
- Reward achievement
- Become an Investor in People

For Engineers:

- Be willing to commit your time and effort to learning and to training other staff
- Make a specific commitment
- Adopt a structured, systematic approach to development
- Seek advice

For Training Providers:

(Be they in-house to the authority/company, an institution, a college or a commercial provider).

- Identify new and continuing needs, both by monitoring developments in the industry and by systematically consulting engineers.
- Offer demonstrated value for money
- Evaluate your provision (Courses, learning material, workshops - whatever) regularly
- Use effective communicators and presenters
- Adopt a systematic approach to learning; set objectives for the programme; measure the effectiveness of learning; assess the students/delegates or ask them to complete 'happiness' questionnaires.

IHIE'S COMMITMENT

On Initial Professional Development

To assist aspiring registrants to develop competence and commitment and to support employers, IHIE will:

- Operate a National Training Advice Service to help organisations to provide targeted initial and continuing professional development for incorporated engineers and technicians
- Accredite and approve company training schemes against Engineering Council and industry standards
- Provide and train a network of National Training Advisors to accredit schemes and support trainees and trainers
- Provide and train a network of Mentors for trainees preparing for their IPD assessment
- Publish IPD records, action plans and associated guidance
- Train and support staff and Reviewers able to deliver consistent IPD and Professional Review Assessments and to audit their performance
- Hold at least four 'Preparing for IEng' seminars each year and offer in-house courses
- Support the development and implementation of occupational standards and vocational qualifications
- Organise the annual IHIE/Lanfina Student Awards to recognise and encourage excellence

On Continuing Professional Development (CPD)

To assist members in achieving their professional potential IHIE will continue to:

- Organise an annual programme of relevant and affordable technical conferences and training courses
- Provide 'Highways and transportation' and use it to inform members of relevant and external courses flagged by the CIC CPD logo
- Monitor members' fulfilment of their CPD obligation
- Reward achievement with the IHIE Gold and Silver Certificates
- Assign HQ staff to advise and support members and Branches
- Require National Training Advisors to advise and support employers and trainees on initial and continuing development.
- Improve external provision of formal CPD through IHIEs Short Course Accreditation Service
- Issue CPD planning and record systems to new and existing members and to review applicants
- Keep the CPD advice and support up to date with a November review
- Liaise with fellow institutions through the Construction Industry Council and EngC Professional Development groups.
- Monitor the quality of IHIE conferences with Assessment Questionnaires reported to the Training and Education Committee
- Encourage Branches to hold regular seminars and meetings by offering HQ support, publishing guidance notes and providing ready-made seminars
- Require IEng applicants to provide evidence of structured CPD prior to review from 2000
- Require Reviewers to test and report on applicants' approaches to their professional development at the Professional Reviews.

- Organise the annual 'Award for Excellence' to recognise members' achievements