

**Re-launching  
The  
BOETT & APETT  
Continuing Professional  
Development Programme**

*Eng. Dr. Fasil Muddeen*



# Introduction

- ◆ Dr. Fasil Muddeen
- ◆ Chairman joint BOETT & APETT Continuing Professional Development (CPD) Committee
- ◆ Lecturer, Department of Electrical and Computer Engineering, Faculty of Engineering, UWI



# Points to Ponder



# Engineering Knowledge

- ◆ *"..the knowledge of an engineer becomes obsolete within 8-10 years.."*
- ◆ **Today's Engineer 2006 (Electrical)**
- ◆ *".. the experts in education and industry have been telling us for a decade that 10 per cent of the average engineer's knowledge becomes obsolete every year .."*
- ◆ **Made in 1965! (Petroleum)**



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# Engineering Knowledge

- ◆ Called ***Knowledge Obsolescence***
- ◆ “.. *but, we must also recognize that many of these same men (petroleum engineers) after 10, 15 or 20 years of service are now considered obsolete..*”
- ◆ What about Civil Engineers?
  - ◆ Chemical Engineers?
  - ◆ Mechanical Engineers?
  - ◆ and so on....



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# Knowledge Obsolescence

- ◆ Required engineering knowledge keeps getting more and more

But...

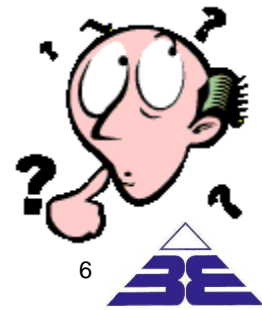
- ◆ This knowledge is itself becoming obsolete at a faster and faster rate

Solution:

- ◆ **Continuing Professional Development (CPD)**



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# What is CPD?



# Continuing Professional Development

- ◆ Skills learnt and knowledge acquired **after the first professional qualification**
- ◆ Everyday CPD examples:
  - ◆ Learning and developing skills through the work
  - ◆ Reading journals, magazines, online material
  - ◆ Performing new tasks and so on ...



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# Formally

*"CPD is a combination of approaches, ideas and techniques that will help you manage your own learning and growth"*

◆ ***The Chartered Institute of Personnel and Development (CIPD)***

**CPD is a structured training activity**



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**JOINT  
BOETT & APETT  
CPD Programme**



# CPD Programme

- ◆ The BOETT/APETT CPD programme was originally launched in October 1997
  - ◆ First Chairman Eng. Sam Naranjit
  - ◆ Established the guidelines and developed the original CPD reporting forms
- ◆ Largely dormant recently
  - ◆ Main reason – CPD was not a compulsory requirement either by APETT or by BOETT



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# Revision to Engineering Profession Act (1985)

In the latest revision of the Act:

- ◆ **Engaging in approved CPD will now be a requirement for maintaining registration.**



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# APETT Requirement

- ◆ **Members must engage in approved CPD to maintain their listing in the APETT directory.**



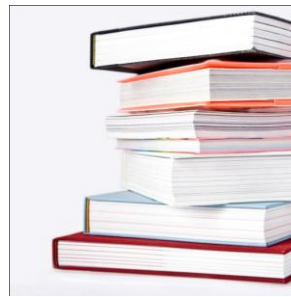
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# BOETT/APETT CPD Programme

- ◆ Developed to provide a framework within which engineers may plan their career path; and
- ◆ **Continuously update their skills in keeping with their professional responsibility.**



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# Categories of CPD

- ◆ **Examined CPD**

- ◆ CPD for which an examination is taken and passed.

- ◆ **Attendance-only CPD**

- ◆ Activities which are not examined;
- ◆ This conference
- ◆ Details in ***CPD Quick Guide*** in your packages.



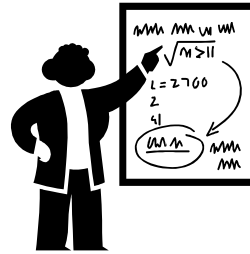
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# What Topics Count as CPD?

- ◆ There is no limitation on the range of subjects that can count as CPD.
- ◆ In general subjects that:
  - ◆ Develop technical knowledge
  - ◆ Broaden technical knowledge
  - ◆ Lead to the acquisition of professional life skills



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# CPD Events

- ◆ **Technical Events (T):** Those with a predominantly engineering content
- ◆ **Management Events (M):** Those which enhance the participant's management skills and expertise.
- ◆ **Professional Events (P):** Those which enable participants to develop their professional life skills
  - ◆ E.g. Proposal writing, contract law



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# Unit of Measurement

- ◆ The basic unit of measurement is the **Professional Development Unit (PDU)**
- ◆ These PDUs will be earned by **participation in approved activities**
- ◆ APETT Members and BOETT registered engineers are required to obtain a minimum of **10 PDUs** per year



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# CPD Requirements

- ◆ Recognising the problems associated with acquiring 10 PDUs in each and every year, the programme is based on a three-year moving total.
  - ◆ No less than 30 PDUs in 3 years



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# PDU Allocation

- ◆ **1 PDU** per hour of examined CPD
- ◆ **1 PDU** for every 2 hours of attendance-only CPD activity
- ◆ **1 PDU** for every 2 hours of private study
- ◆ **5 PDUs** for writing and presenting a one hour lecture which qualifies for PDUs
- ◆ **5 PDUs** for a paper published in a reviewed journal or technical conference

***CPD activities must include at least 5 PDUs from the T, P or M categories in the three-year total***



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# Records

- ◆ Registered Engineers and APETT Members will be issued 2 forms on which to record their CPD activities for the year
- ◆ These forms should be filled in and returned by the end of January of the following year.
  - ◆ Reg. Engineers - to BOETT office
  - ◆ APETT members who are not registered - to APETT office



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# Administration

- ◆ The CPD Programme Secretariat will administer and assign the required no. of PDUs
- ◆ Secretariat will keep the records
- ◆ Quarterly reports of the status of members' PDUs would be issued to BOETT and APETT for their records and action.
- ◆ Our goal is to eventually enable online reporting for BOETT and APETT engineers



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# Supporting Cast



# The Employer

- ◆ The role of the employer is a critical one.
- ◆ CPD can and does fill the knowledge shortfall between initial professional qualification and what may be required in the job



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# The Employer

- ◆ CPD enhances an employee's usefulness to an organisation
  - ◆ Through acquisition of new skills
  - ◆ Improved performance and productivity
  - ◆ Increased adaptability and flexibility
- ◆ Employers must facilitate CPD
  - ◆ Programme sponsorship
  - ◆ Flexible schedules when possible.



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# HR

- ◆ Help to develop employee's CPD plan taking account:
  - ◆ The employer's business objectives
  - ◆ Career intentions, both short term and medium term
  - ◆ Relevant personal interests
  - ◆ The requirements of BOETT and APETT



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# CPD Providers

- ◆ Opportunities for providers of material that qualifies as CPD
- ◆ CPD Providers will fall into the following categories:
  - ◆ APETT and BOETT;
  - ◆ Continuing Engineering Education Centre, Faculty of Engineering, UWI;
  - ◆ Other approved professional institutions;
  - ◆ Providers who seek and obtain approval for their CPD programmes.



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*Guidelines will be available CPD providers who wish to have their offerings approved*

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# Final Comment



# Commitment

- ◆ BOETT and APETT are committed to developing a culture of continuing professional development in Trinidad and Tobago.
- ◆ Can be achieved with the full cooperation and commitment of all engineers and their employers, CPD providers and HR Practitioners.



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**Thank YOU**



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