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AN IPENZ NEWSLETTER FOR PROFESSIONAL DEVELOPMENT PARTNERS

AUGUST 2008

A Professional Development Partnership



By Terry Byrne, Project-Manager at Fulton Hogan Corporate

Approximately two years ago, Fulton Hogan recognised that there was a need to review and modify its engineer development programmes. Some very good efforts had been made at the regional level, but these were not nationwide and the executive decided that significant changes had to be made. Under the company's "step-change" programme, this was assigned as "step one", such was its importance, and a project manager was appointed to commence the process in September/October 2007.

The timing was perfect, because IPENZ, the New Zealand body representing professional engineers, launched their Professional Development Partner (PDP) programme at about the same time. The

PDP programme replaced the old Endorsed Employer programme and promotes, along with engineering companies, the opportunity for continuing professional and career development for all engineers. This is a key area, in that there was recognition of the need to "unify" the wider range of engineers (diploma, NZCE, BEngTech and BE) and provide a development programme for them all. Because of this, Fulton Hogan realised that IPENZ's PDP programme was the perfect vehicle to launch its own engineer development programme and immediately targeted it.

A review of our regional programmes showed that we had all the right processes in place, but that they were *ad-hoc* in nature and not implemented nationwide. Clearly, there was little point reinventing the

Continued on Page 2



wheel, so a decision was made to use our existing structures, modify them to suit all regions and then “roll them out” for the betterment of all of our engineers.

Key to the success of the PDP programme was the need for Fulton Hogan to commit to the development of its engineers. This included a programme that provided for the continued professional development of individual engineers, career opportunities in line with the IPENZ four-stage model, the provision of mentors for all of our engineers, and the encouragement to seek IPENZ Membership and registration. As we already had mechanisms in place to meet these requirements, the focus was on ensuring that we were able to provide them to all of our engineers, irrespective of their stage of development or location.

From the beginning, we kept in close contact with the Professional Development Team at IPENZ, led by Paul Gardner. This was necessary, as Fulton Hogan’s situation could not be described as normal. The company has a high predominance of NZCE holders and this means we had to carefully consider our options – especially with regard to mentors. This contact led to both parties gaining a better understanding of the requirements of the PDP programme, and we strongly recommend that companies considering forming a partnership with IPENZ establish a similar relationship during the development phase.

For Fulton Hogan, the foundation step of our PDP application was the implementation of an Engineering Development Programme (EDP) for all our graduate engineers (diploma and degree). As stated earlier, a very sound engineer-development programme was in place in Auckland. Such was the success of this programme, that it was identified that it would provide the whole company with a means to meet the PDP

requirements with IPENZ and a decision was made to roll this out throughout the regions.

Because of the significance of the PDP programme and the implementation of the EDP, we decided to introduce the programme to the regions using a road show, and we invited IPENZ to take part. The presence of CEO Lindsay Crossen FIPENZ as part of the presentation team reinforced his and the company’s commitment to the EDP and the PDP programme.

Finally, in order to meet IPENZ’s key performance indicators that are part of being a PDP, we have developed an “engineer database”, which lists all our students and cadets, and diploma, NZCE and degree holders by region. It lists the academic qualifications of the individuals, secondary qualifications, memberships and registrations, and is updated quarterly by the regions to provide the data for IPENZ. Regional engineer champions have been appointed and in instances where there is no regional Chartered Professional Engineer, a suitably qualified person from out of the region has been appointed to ensure the integrity of the PDP programme.

For Fulton Hogan, the introduction of the IPENZ PDP programme has proven to be very rewarding. It mirrors entirely the focus and direction that we wished to take in regard to the future development of our engineers, and has become the catalyst for the “nationalisation” of our own programme. With the recent approval of our PDP application, we are now in a position to commit to the technical and career development of our engineers, provide surety for our new graduates and provide our engineers – irrespective of their development stage with a structure for their own continued professional development.

engenerator Profile – Alice Baucke



Hi, my name is Alice Baucke and I am the 2008–09 engenerator, the IPENZ National Co-ordinator for young engineers. I trained as a chemical and process engineer at the University of Canterbury, graduating in 1999. I was employed by Anchor Products and accepted onto the Dairy Industry Graduate Training Programme. The majority of my work since then has been in the area of advanced process control for Fonterra, optimising product quality and throughput of milk powder plants. I am currently on maternity leave,

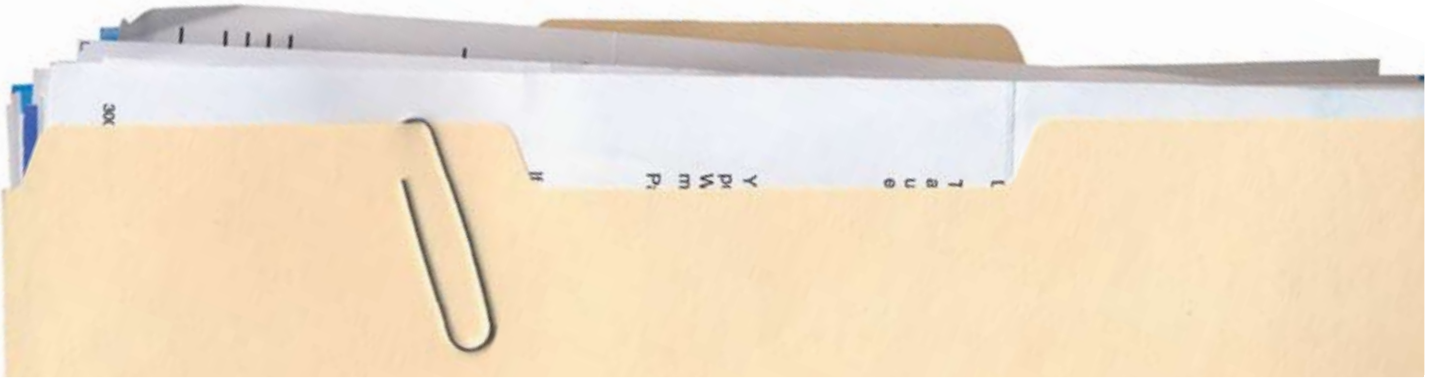
having had my son Oliver in September last year, and am heading back part-time next month.

I have been involved in organising young engineers’ activities for the last five years or so through my involvement with the Waikato-Bay of Plenty Branch. I think the reason I started is that I wanted a chance to organise events that I wanted to go to. I love the positive feedback that you can get from being involved with young engineers, it’s a

great way to meet people, and knowing that you are doing something constructive is really rewarding. Through being Waikato-Bay of Plenty Branch Chair, I was involved in some of the planning for the Year of the Young Engineer, which resulted in the creation of engenerate and the engenerator position. When I saw the position advertised the first time, I considered applying, but the timing wasn’t right for me. So when it came up again last year, I thought I’d try my hand. I’ve been really lucky that Fonterra is so supportive of my involvement. They have seen it as good publicity for them, as well as a development opportunity for me.

My goals for this year are to put in place some good structures for the regional crews and to run at least one nationally organised event, as well as the regional-based activities that the crews run. We are planning an engenerate photography competition, but we still need some sponsorship before we can get it off the ground. I also think it’s really important to develop the engenerate community and to share ideas around the regions. There are some really enthusiastic young engineers involved in the regions and I want to support them as much as I can. There have been some excellent events already so far this year – see www.ipenz.org.nz/engenerate for details.

Becoming a Professional Development Partner



The Centre for Professional Development is pleased to announce that three former Endorsed Employers, Transit New Zealand, Fulton Hogan and HEB Smithbridge, have successfully transitioned to the Professional Development Partner (PDP) programme this month. With the close-off date for transitioning to PDP status fast approaching, the team are preparing themselves for busy months ahead with many more such applications expected.

If you are in the middle of preparing an application and are unsure whether you are on the right track, the following checklist will help you identify at a glance the key criteria for a successful application.

1. Commitment to the PDP vision and key objectives

Applicants need to confirm that they are committed to the PDP vision and the key objectives of the PDP programme.

2. Minimum professional development programme requirement

Applicants need to design and implement a professional development programme that aligns with stage 2 of the engineering career stages model, and takes participating engineers through to IPENZ competence-based Membership and registration. Current Endorsed Employers will be required to provide a statement of intent on how they plan

to develop their professional development programmes in the future to include stage 3 and 4 of the career model.

3. Minimum professional development programme support systems

Applicants need to demonstrate that they have systems in place to support the professional development of engineers. These include mentoring, providing relevant secondment or work experience opportunities, communicating with participants about their progress (staff appraisals), recording their professional development (record-keeping), and internally evaluating the success of the programme.

4. Programme participant numbers

Applicants need to provide evidence that at least 60 per cent of their eligible engineers participate in the programme. Eligible engineers include graduate engineers, professional engineers, engineering technologists and engineering technicians.

5. Programme ownership

The chief executive of a PDP organisation is expected to sign off on the programme, acknowledging ownership at the highest organisational level. Each PDP is also expected to ensure that its programme has an internal champion with IPENZ competence-based Membership and registration.

6. Results

Applicants need to demonstrate they have systems in place to measure their stage 2 participants' annual progress towards IPENZ competence-based Membership and registration. Over time, PDPs will be required to achieve a 90 per cent pass rate for engineers who apply for assessment for IPENZ competence-based Membership and registration.

A gentle reminder

We would like to remind everyone that the deadline for Endorsed Employers to transition to PDP status is 2 October 2008 after which the Endorsed Employer scheme will cease to exist. If you have any questions about the existing programme and adapting to the new scheme, please feel free to contact one of the Professional Development Team to discuss your needs.

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Complimentary Affiliate Memberships



As part of our Professional Development Partner (PDP) scheme, we have chosen to assign a complimentary Affiliate Membership to the Human Resource Manager or project representative of Professional Development Partners or Endorsed Employers who are transitioning to PDP status.

As an Affiliate Member, you will have access to Member facilities, including access to the Members' Area of the IPENZ website, and will

receive copies of all IPENZ newsletters and magazines. Members are also encouraged to record their professional development needs via the online IPENZ CPD survey.

We hope that this will improve information flows to human resources staff and assist them in advising engineering staff on IPENZ services and initiatives. To take up this offer, each employer simply needs to complete an online application at www.ipenz.org.nz/ipenz/join/joinaffiliate.cfm for the most appropriate person, and submit it quoting "PDP Affiliate" as part of the business address field.

For more information please contact Paul Gardner, Professional Development Manager at profdevmanager@ipenz.org.nz For all Membership enquiries, please contact Michele Boniface at membership@ipenz.org.nz or call 04 474 8948.

Continual Development



Futureintech co-ordinates the voluntary activities of over 350 Ambassadors, all of whom are recent graduates pursuing careers in technology, engineering and science. These graduates say that an opportunity for personal development is one of the key issues when choosing an employer.

Paul Fletcher GIPENZ, a Futureintech Ambassador and geotechnical engineer, would not be interested in working for a company that neglects continual learning for its staff. "No one wants a dead-end job without opportunities to advance your skill set and earning potential."

To attract and retain the best employees, it's important for companies to provide systems for personal development – from recruitment and training just after graduation, through to encouraging them to pursue quality assessments and professional certification in the later stages of a career.

Graduate Programmes

Many companies use graduate training programmes as the first step. They recruit new graduates and rotate them through each of the different departments of the company, often with the support of a company mentor.

For example, Fonterra Co-operative Group runs a year-long graduate course that counts as both the first year of employment and a year towards a Masters degree from Massey University. Participants spend

a month gaining work experience in the four sectors of the industry, as well as attending academic lectures, tutorials, and development courses.

Paula Nunweek GIPENZ is a Futureintech Ambassador and a graduate engineer at Transpower. She decided to work for Transpower mainly because of their comprehensive graduate programme, which gives her valuable insight into the inner workings of the industry. "It gives me a well-rounded base," she says. "It's a good opportunity to look around and find out where I want to work. I really like the fact that I'm going to have a larger overview of the company when I finish."

Employers also benefit from training graduates within the company. "This gives the managers a chance to look at the graduates, and decide who would be suitable in what area," says Bryce Bartley, Fonterra's Industry Training Manager. "It's much easier to do that from within the company than from university."

Investing in Employees

Companies who are willing to make this investment have the advantage in terms of employment, as many of the graduates who complete these programmes stay on to work fulltime and continue with development courses. In this way, companies can build up a supply of young employees who are trained, experienced and eager to learn.

"Support of the students at university has positive effects on the continuation of the courses offered in power systems, and that has positive effects for the electricity supply industry," says Transpower Communications Manager, Rebecca Wilson.

Paula is grateful for the support she's received as she builds her engineering career. She is encouraged to attend conferences and lectures and record her progress on the IPENZ web site, as well as work toward Chartered Professional Engineer (CPEng) status.

"I think personal development is very important, and people have been very supportive of me," she says. "I definitely appreciate the opportunity to keep learning in my job."

New Tools for Competence Assessment



IPENZ has recently added two enhancements to its online services for Members to provide support while preparing application documents for competence assessment.

Keeping a simple, progressive record of key projects, activities and continued professional development (CPD) can greatly simplify the process when the time comes to prepare a submission. This applies to both Graduate Members preparing for their first assessment and those on a current competence register (for example CPEng, ETPract and CertETn) who are subject to ongoing assessments for continued registration.

For some time, IPENZ has provided an online work-history recording tool that Graduate Members can use to record their work history and track their competence development. A similar tool is now available that experienced Members can use to maintain records for continued registration, particularly current competence-based registers. This online work history and competence recording tool complements the CPD recording log that is already popular with Members.

The two tools enable Members to record, on a five-year rolling basis, key projects or activities, particularly good examples of competence against particular elements

of the competence standard, and CPD activities. When the time comes to submit for a continued registration assessment, these records can be readily edited to form the basis of a submission – the only other documents needed are a completed application form (CA02) and referee declarations. Members can access both recording tools via the Career Management section in the Members' Area of the IPENZ website.

In addition, we have developed an application preparation tutorial to step Members through the application preparation process. While the primary audience for the tutorial is Graduate Members working towards their initial competence assessment, registrants needing to prepare a submission for continued registration may also find the tutorial useful. It provides help and guidance on how to complete each of the template forms and advises on alternative formats that can be used. Once again, the tutorial can be accessed via the Career Management section in the Members' Area of the IPENZ website. Non-members can also view the tutorial in the Join area of the website.

We hope that you are able to encourage your staff to review the tutorial and use the progressive recording tools that are available.

Get the Recognition You Deserve

IPENZ is holding an information day in a region near you!

Attention Engineering Graduates

If you have thought about applying for IPENZ Graduate Membership, but not done anything about it, come along to our Information Day and apply for Graduate Membership on the spot. Just bring along a copy of your engineering qualification (certified by an IPENZ Member or your manager).

We will also be holding a Getting Started session to introduce you to IPENZ and the ways in which we can assist you in your initial career development towards a competence-based Membership class and register. Please register for this presentation.

Attention Engineers With More Than Four Years' Work Experience

Was one of your New Year's resolutions gaining competence-based Membership and registration?

- IPENZ Professional Membership and Chartered Professional Engineer registration OR
- IPENZ Technical Membership and Engineering Technology Practitioner registration OR
- IPENZ Associate Membership and Certified Engineering Technician registration

While it's cold and dark outside, why not tick this achievement off your list of things to do? Come along to our free Submitting an Application session and learn what the application process really involves. Please register for this presentation on the IPENZ calendar.

You will also have the opportunity to sit down with an assessor or IPENZ staff member on a one-on-one basis to ask any questions you may have. No appointments are needed for the one-on-one sessions.

Location	Day	Venue	Getting Started Session for Graduates	Sign-up for Graduate Membership	Submitting an Application Session	One-on-one Assistance Times
Dunedin	11 August	Cargills Hotel 678 George Street Dunedin	12.30–2.00pm Register for session	12.00–3.00pm	5.30–7.00pm Register for session	7.00–7.45pm
Invercargill*	12 August	H & J Smith Store Boardroom Corner Tay and Kelvin Street Invercargill		Contact Michele Boniface mboniface@ipenz.org.nz	12.30–2.00pm Register for session	2.00–3.00pm
Auckland	14 August	Jubilee Hall Parnell Trust 545 Parnell Road Parnell Auckland	Contact Michele Boniface mboniface@ipenz.org.nz	Contact Michele Boniface mboniface@ipenz.org.nz	8.30–9.30am Register for session	9.30am–5.30pm One-on-one assistance (dedicated time to work on your application with an assessor away from the office. Come and go as you wish).
Northland*	19 August	Opus International Consultants First Floor Manaia House Rathbone Street Whangarei		Contact Michele Boniface mboniface@ipenz.org.nz	1.00–2.30pm Register for session	2.30–3.30pm

* In smaller regions, the presentation sessions will be combined to cater for both graduates and experienced engineers.



www.ipenz.org.nz

www.ipenz.org.nz/engenerate



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 Thursday 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 web site. For more information please contact Chris Burr, phone 04 474 8947, or fax 04 474 8933, or send an email to sales@ipenz.org.nz

IPENZ Centre for Professional Development



IPENZ Professional Development Events Coming up August – October 2008

Business Development

www.ipenz.org.nz/ipenz/nzecal/eventdetail.cfm?eventid=3424

Auckland 15 August
Wellington 26 September

Time and Priority Planning

www.ipenz.org.nz/ipenz/nzecal/eventdetail.cfm?eventid=3336

Auckland 26 August

Effective Report Writing for Engineers

www.ipenz.org.nz/ipenz/nzecal/eventdetail.cfm?eventid=3597

Auckland 27 August
Christchurch 27 August

Specification Practice

www.ipenz.org.nz/ipenz/nzecal/eventdetail.cfm?eventid=3024

Wellington 5 September

Negotiating skills for Technical Professionals

www.ipenz.org.nz/ipenz/nzecal/eventdetail.cfm?eventid=3338

Auckland 12 September

Leadership and Management

www.ipenz.org.nz/ipenz/nzecal/eventdetail.cfm?eventid=3015

Christchurch 2 October
Wellington 13 October

Risk Analysis for Engineers

www.ipenz.org.nz/ipenz/nzecal/eventdetail.cfm?eventid=3019

Wellington 3 October

New! The Role of the Expert Witness

www.ipenz.org.nz/ipenz/nzecal/eventdetail.cfm?eventid=3359

Auckland 8 October
Christchurch 22 October

Mentor Foundation Workshop

www.ipenz.org.nz/ipenz/nzecal/eventdetail.cfm?eventid=3096

Christchurch 16 October

Technical Expert Moving into Management

www.ipenz.org.nz/ipenz/nzecal/eventdetail.cfm?eventid=3029

Taupo 21 October

Cost: \$475 – IPENZ Members
\$495 – Technical Group members
\$575 – non-members

IPENZ Affiliated Courses

IPENZ is working in partnership with a number of organisations to bring quality CPD events to IPENZ Members.

NZWETA Advanced Stormwater Design and Management

www.ipenz.org.nz/ipenz/nzecal/eventdetail.cfm?eventid=3326

Christchurch 12 August

NZWETA Water and Environmental Sampling

www.ipenz.org.nz/ipenz/nzecal/eventdetail.cfm?eventid=3319

Palmerston North 12 August
Auckland 29 October

NZWETA Introduction to Concrete Pipe Laying

www.ipenz.org.nz/ipenz/nzecal/eventdetail.cfm?eventid=3561

Taupo 20 August
Other locations include: Invercargill, Dunedin, Christchurch, Auckland, New Plymouth, Wellington, Whangarei, Taupo and Napier.

NZWETA Stormwater Management

www.ipenz.org.nz/ipenz/nzecal/eventdetail.cfm?eventid=3322

Auckland 27 August
Wellington 16 September

NZWETA Confined Space Training Course

www.ipenz.org.nz/ipenz/nzecal/eventdetail.cfm?eventid=3312

Hamilton 26 August
Wellington 10 September
Christchurch 12 September

Contact Us

For further information email cpd@ipenz.org.nz or phone 04 495 1643.

Is your staff up-to-date with technical advances and associated learning opportunities? Are your graduate engineers getting the support they need to develop these sought-after skills?

IPENZ short courses are cost-effective and specifically targeted at engineering professionals. Each course is aligned with the IPENZ competence standards for professional engineers, engineering technologists and technicians.

Featured Events

The big workshop and seminar season is starting with IPENZ offering the engineering community the chance to receive vital updates on climate change and the Building Act. Don't miss out on the opportunity to hear what some of New Zealand's finest experts have to say about those issues that matter to you!

Incorporating Climate Change into Infrastructure Planning and Design

www.ipenz.org.nz/ipenz/nzecal/eventdetail.cfm?eventid=3508

Wellington 3 September
Christchurch 4 September
Auckland 11 September
Taupo 17 September

Make the Consent Process Work for You! Get Your Building Act Together

www.ipenz.org.nz/ipenz/nzecal/eventdetail.cfm?eventid=3553

Wellington 18 September
Auckland 24 September
Christchurch 23 October
Taupo 29 October

Pre-paid Vouchers

You can now register more staff members on courses with IPENZ online vouchers!

Professional Development Partner (PDP) flexi-pass	10 one-day events voucher, valid for 12 months	\$3,750 (incl GST) (equivalent to \$375 per day)
Non-PDP flexi-pass	Five one-day events voucher, valid for 12 months	\$2,150 (incl GST) (equivalent to \$430 per day)
Solo voucher for IPENZ Members	Two one-day events voucher, valid for 12 months	\$750 (incl GST) (equivalent to \$375 per day)

Please note that the vouchers may not be used for affiliated courses with other training providers. Vouchers may be used for technical courses if fees for the course fall within the normal fee framework. Other than the solo voucher, vouchers are transferrable and can be used by different people.

You can now purchase your vouchers online at www.ipenz.org.nz/IPENZ/nzecal/buy-voucher.cfm

New Climate Change and Building Act Workshops



Benefit your Career

Want to learn something new? Expanding your skills set will always benefit you and improve your chances for professional success. Remember that if you aren't moving forward, you're falling behind. There is no such thing as standing still in the professional world. You have to constantly build your abilities and look towards the future.

We never really stop learning. By learning a new technique, skill, or idea we increase our value as a person and as an employee. So, why not learn something new?

Climate Change

Wherever you go, whatever you read, everyone is talking about climate change, so what better way to hone your skills than by taking an engineering-specific workshop on the subject. IPENZ has developed a new workshop entitled **Incorporating Climate Change into Infrastructure Planning and Design**.

This fascinating workshop is ideal for planners, architects, engineers and asset managers whose expertise is required to incorporate climate change into infrastructure design and planning. The workshop is aimed at people working in the areas of river, coastal, stormwater and water supply.

This interactive workshop has a range of experts from the Ministry for the Environment, NIWA and MWH who present case studies covering sea-levels, flood control, water supply and water resource allocation. The workshop will update you on the latest climate change predictions and you will learn how to identify and manage risks, and implement long-term planning.

The first round of this workshop begins in September running in Wellington, Christchurch, Auckland and Taupo.

Building Act

Another workshop aimed at designers,

developers, builders, building officials and project managers who are involved in the design, consenting, construction and certification of buildings is IPENZ's Building Act workshop. This workshop will explain how to achieve code compliance efficiently and cost effectively. A team of experts from the Department of Building and Housing, Wellington City Council, Simpson Grierson and Dunning Thornton Consultants will help improve your understanding of the Building Act, come to grips with compliance issues in a broader context and learn through case studies. They will explain what the best developers, designers and building officials are doing to make compliance and consent processes easier.

An attendee from a previous Building Act workshop had this to say: "the seminar was excellent – one of the best I have been to. I most liked the combination of high-level overview supported by useful detail and case study."

Workshops start in September and October in Auckland, Taupo, Wellington and Christchurch.

To register for either workshop, visit www.ipenz.org.nz using keyword "engineering calendar", or call Christine Eilts, Professional Development Advisor, on 04 474 8984.

CPD Needs – Your Feedback Wanted!



The IPENZ online continuing professional development (CPD) survey tool provides an opportunity for Members 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 calendar updated accordingly, so Members are encouraged to relay this information when the need is identified.

Future projects include a live CPD evaluation database, allowing Members to confidentially feed back their thoughts about course content and facilitation.

This month, organisations taking part in the Professional Development Partner programme will be sent a detailed questionnaire to help identify CPD needs among their engineering staff. The results of this survey will be used to further develop the IPENZ short course programme in line with the needs of the profession.

The online CPD survey can be found at www.ipenz.org.nz/ipenz/members/cpdsummary Any queries relating to the survey or other related matters can be sent to profdevmanager@ipenz.org.nz



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