



employer link

AN IPENZ NEWSLETTER FOR PROFESSIONAL DEVELOPMENT PARTNERS DECEMBER 2009

Five more engineering employers join the PDP programme

IPENZ is pleased to announce that the Standards and Accreditation Board accepted another five organisations into the Professional Development Partner (PDP) scheme in November.

They are:

Abley Transportation Consultants, Fraser Thomas, Pattle Delamore and Partners, Transpower, Waimakariri District Council.



We would like to thank all those staff involved with the respective submissions from each of these organisations and look forward to establishing strong partnerships into the future.

We are also pleased to say that we have received expressions of interest from a further nine organisations that we hope to welcome into the partnership in the months to come.

All PDPs will be invited to attend the first PDP Forum in Auckland on Wednesday 24 February 2010. The Forum will provide an opportunity to

network with other PDPs, meet with key National Office staff, including Dr Andrew Cleland, our Chief Executive, and share your views on the future of the partnership.

We look forward to seeing you there!

For more information on the Professional Development Partner Programme, please email Paul Gardner, Professional Development Manager on profdevmanager@ipenz.org.nz or Christine Eilts, Professional Development Advisor at profdevadvisor@ipenz.org.nz

“Applications Advisors” an Invaluable Internal Resource

IPENZ encourages Professional Development Partners to develop an appropriate pool of “applications advisors” who are able to provide advice to employees on the suitability of their portfolios of evidence and work samples for competence assessment.



The role of an applications advisor is to vet applications for competence assessment before they are sent to IPENZ. This is different to the role of a mentor who is there to support and assist an engineer in developing competence. Applications advisors are more focused on ensuring that adequate evidence of that competence is presented.

Experience shows us that vetting by an applications advisor results in fewer requests for further information from candidates by IPENZ staff or assessors, and means that “weak” cases are identified prior to formal assessment – allowing candidates to address the short-comings and reduce the likelihood of an unsuccessful application.

What personal attributes should an applications advisor have?

Ideally, an applications advisor would be:

- a senior engineer with a broad knowledge of their employer’s engineering operations
- outside the direct line of management of the candidate
- able to provide critical feedback objectively
- able to assist a candidate identify weak evidence and provide guidance to the candidates on selecting their “best evidence” for competence assessment
- able to effectively network with candidates’ managers, mentors and others to assimilate and advise the candidate on their readiness for assessment
- able to provide advice on the type of activities required to acquire adequate evidence for competence assessment if a candidate is considered not yet ready for assessment
- an engineer who has already undertaken a competence

assessment and is registered on one of the IPENZ current competence quality marks

- willing to participate in IPENZ assessments as a Practice Area Assessor to engage in the active application of competence standards in the assessment process.

What training does IPENZ offer for applications advisors?

IPENZ offers a free half-day training seminar that can be run in-house for groups of more than five. The seminar covers:

- an introduction to the concepts of competence assessment
- the evidence that assessors are required to consider and the steps that an assessment panel must take in conducting an assessment
- guidance on what constitutes a sufficient portfolio of evidence
- the assessment tools available to an assessment panel in conducting an assessment
- how an assessment panel reports its findings to the Competency Assessment Board – the final decision-making body for all competence assessments
- the critical rules and regulations covering assessments, the assessment process and remedies available to candidates if they are dissatisfied with the assessment outcome.

The training is substantially equivalent to that given to IPENZ Practice Area Assessors, so most PDPs will already have staff that are well equipped to provide this service without any further training.

If you are interested accessing applications advisor training for a group of staff, please contact Rachel Kenny at rkenny@ipenz.org.nz or call 04 474 8982. If numbers do not justify an in-house session, we will look to arrange a public session in your region.

Looking Forward: Professional Development Partners

IPENZ is pleased to invite Professional Development Partners to the PDP Forum on Wednesday 24 February 2010 in Auckland – our first event since the formal launch of the Professional Development Partners Programme in October 2007.

The Forum will bring together experts and IPENZ senior staff to talk about a number of key issues for engineering organisations: the delivery of professional development in challenging economic times, staff recruitment and retention, and standards of engineering competence in New Zealand and abroad. You will also receive an update on the National Engineering Education Plan and there will be plenty of opportunities for interaction with facilitated discussions and a networking event at the end of the day.

A key part of the Forum will focus on the future of the Partnership and new initiatives underway, with IPENZ representatives seeking feedback from PDPs about their expectations and how IPENZ can best support the PDP community.

Invitations are already being sent to HR representatives and PDP Champions with a detailed agenda. More information can be obtained from the Professional Development Team at rkenny@ipenz.org.nz or call 04 474 8982.



The IPENZ Graduate Programme

A flexible and cost-effective approach to any staff development strategy



IPENZ is committed to supporting the professional development of Members throughout their careers and strongly encourages engineering graduates to commit to an engineering career where they are engaged with the engineering profession. A professional career requires a planned and structured approach to professional development which is best achieved with strong employer support.

Structured graduate programmes are offered by a number of employers and are a great way for an engineer to kick-start their career. Typically running for two years, they offer participants access to a variety of networking opportunities that include current and former graduates and the opportunity to participate in ongoing professional development.

Benefits to the employer

The key benefits for enrolling staff on such a programme is the ability to target your management and HR capabilities and resources at a particular audience and still retain overall control of the pace and direction of a person's development. Furthermore, it can be easily aligned with any staff induction processes.

All employers will be well aware of how much it costs to replace staff when they leave and we all know the productivity impact on companies as new staff are integrated into their new position. Of course in order to

attract the right people in the first place you also need to become and live up to the promise of being an employer of choice.

Benefits to the employee

The needs of graduates as they start work for the first time are many. They have been bombarded with a staggering amount of knowledge and now, with the help of their new employer, need to work towards applying that knowledge and demonstrating their competence over a period of time.

A graduate programme helps graduates to achieve their goals by providing the structure they need in the early stages of their career. Each module is intended to assist in:

- developing key contextual knowledge and skills necessary to be effective in their role
- providing structured learning opportunities that build on and consolidate on the job experiences.

Recognising that not all graduates are able to access an in-house programme, IPENZ has packaged a programme of formal professional development opportunities that is focused on the particular needs of graduate engineers. While the programme has been developed for adoption by employers who may not have the scale to run an in-house graduate programme of their own, it could equally be adopted to supplement an existing in-house programme.

The programme consists of a series of eight courses that are offered over a two-year period to provide the graduate with key contextual skills and knowledge to fast-track their development

- **Module 1** – Enrolment on a distance learning project management course, consisting of a series of marked assignments. Typically this should be completed over the course of a year.
- **Module 2** – Professional Portfolio Development
- **Module 3** – Technical Report Writing for Engineers
- **Module 4** – Dealing with Ethical Dilemmas in Engineering
- **Module 5** – Contract Management for Engineers
- **Module 6** – Effective Communication
- **Module 7** – Risk Management for Engineers
- **Module 8** – Business Development

For more information on the IPENZ Graduate Programme please contact the Professional Development Manager at profdevmanager@ipenz.org.nz

New Event Management Service from IPENZ

Have you ever had to organise an event and not know where to start? IPENZ now offers a "one-stop shop" for conferences and events at competitive prices. We operate on a cost-recovery basis, so unlike commercial event managers our rates are cost competitive. We understand that engineering conferences and events have special requirements unlike other industries and we are experienced at delivering high-quality events with great service. Recent events that we

have been involved with include: the Rivers Group Launch, the 2009 Engineering Heritage Conference, the 2009 New Zealand Engineering Excellence Awards and the 2010 Energy Management Association of New Zealand Conference.

If you would like to know more about this great service, please contact Susie McCutcheon, Director of Operations on 04 473 2029 or dir-ops@ipenz.org.nz

Advertising in student direct

student direct is an electronic newsletter which is distributed to IPENZ Student Members and engineering academics. The circulation is approximately 2,200. Once the newsletter is distributed it is placed on the IPENZ web site. Five issues of *student direct* are distributed throughout the year.

The cost to advertise in all five issues is \$900 (excluding GST) and is purchased in a "bundle" at the start of the year. Advertising is limited to only 12 Professional Development Partners. To make sure you do not miss out on this opportunity, please contact Kavita Kansara, Marketing Manager, on 04 474 8980 or marketing@ipenz.org.nz

To view a past issue of *student direct* visit www.ipenz.org.nz/ipenz/publications/ezine/students/september-october2009.pdf

First Time Successful Applicants

As part of our service to employers and to heighten the profile of the various IPENZ quality marks, the team will be publicising lists of those who have successfully progressed through a competence assessment. Below is a list of successful first-time applicants whose assessment took place between 12 May and 31 October 2009.

Nick Lambert	Adams	Beca Carter Hollings & Ferner	CPEng	MIPENZ	IntPE(NZ)	
Paul	Anderson	Opus International Consultants Ltd				RecEng
Peter	Anthony	AECOM	CPEng	MIPENZ		
Jignesh	Askey	Opus International Consultants Ltd	CPEng			
Paul	Bhatt	Beca Carter Hollings & Ferner	CPEng	MIPENZ		
Jitendra	Blackmore	AECOM	CPEng	MIPENZ	IntPE(NZ)	
Graeme	Bothara	Beca Carter Hollings & Ferner	CPEng	MIPENZ	IntPE(NZ)	
Keith	Boyd	AECOM				RecEng
Matt	Caldwell	Beca Carter Hollings & Ferner	CPEng		IntPE(NZ)	
Anthony	Capon	Aurecon New Zealand Ltd	CPEng	MIPENZ	IntPE(NZ)	
John	Chin	GHD Limited	CPEng	MIPENZ		
Jamie	Coenradi	AECOM	ETPract			
Daniel	Cox	Opus International Consultants Ltd	CPEng	MIPENZ	IntPE(NZ)	
Michael	Crosswell	GHD Limited			IntPE(NZ)	
Jon	Cryns	Transfield Worley Ltd	CPEng		IntPE(NZ)	DV - PE
Michael	Cunningham	AECOM				RecEng
Jason	Darnell	Opus International Consultants Ltd	CPEng	MIPENZ		
Steven	Davidson	MWH NZ Limited	CPEng	MIPENZ		
Geoffrey	Draper	Opus International Consultants Ltd	CPEng		IntPE(NZ)	
Helen	Farquhar	AECOM				RecEng
Joseph	Ferner	Beca Carter Hollings & Ferner			IntPE(NZ)	
Richard	Flanagan	New Zealand Transport Agency			IntPE(NZ)	
Philip	Gardiner	Beca Carter Hollings & Ferner	CPEng	MIPENZ	IntPE(NZ)	
Mark	Garrity	Opus International Consultants Ltd	CPEng	MIPENZ	IntPE(NZ)	
Lewis	Hoyle	Opus International Consultants Ltd	CPEng		IntPE(NZ)	
Rod	Jaine	MetroWater	ETPract	TIPENZ		
Peter	James	New Zealand Transport Agency	CPEng			
Bill	Keller	Opus International Consultants Ltd	CPEng			
Miranda	Krippner	URS New Zealand Ltd	CPEng	MIPENZ		
Charles	Lamont	Opus International Consultants Ltd	CertETN			
David	Law	AECOM	CPEng			
Chris	Lee	GHD Limited			IntPE(NZ)	
Nick	Manning	Beca Carter Hollings & Ferner	ETPract			
Mark	Marshall	Opus International Consultants Ltd	CertETN	AIPENZ		
Lakshmi	Melville	Opus International Consultants Ltd	CertETN	AIPENZ		
Colin	Nair	MetroWater	ETPract	TIPENZ		
Bernadette	Newton	AECOM				RecEng
Darrell	O'Connor	Opus International Consultants Ltd	ETPract	TIPENZ		
James	Oosterbeek	Opus International Consultants Ltd	CPEng	MIPENZ		
Kenneth	Phillis	Opus International Consultants Ltd	CPEng			
Paul	Read	Opus International Consultants Ltd	CPEng	MIPENZ		
Craig	Rooney	Opus International Consultants Ltd			IntPE(NZ)	
Nicky	Scott	MWH NZ Limited				RecEng
Nev	Smith	Opus International Consultants Ltd	ETPract	TIPENZ		
Andre	Smyth	Harrison Grierson Consilts Ltd	CPEng	MIPENZ		
Bruce	Soh	Beca Carter Hollings & Ferner (Sea)	CPEng	MIPENZ		
	Steel	MWH NZ Limited	CPEng		IntPE(NZ)	

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David	Stewart	Opus International Consultants Ltd	CPEng	MIPENZ	
Alastair	Stewart	Watercare Services Limited	CPEng	MIPENZ	IntPE(NZ)
David	Strang	Transpower NZ Limited	CPEng	MIPENZ	
Chris	Stumbles	North Shore City Council	CPEng		IntPE(NZ)
Mariusz	Tarnowski	Opus International Consultants Ltd	CPEng		IntPE(NZ)
Matthew	Thomson	Opus International Consultants Ltd	CPEng		
Bernard	Toh	GHD Limited	CPEng	MIPENZ	IntPE(NZ)
Robin	Walker	Opus International Consultants Ltd	CPEng		
Sam	Wilkie	New Zealand Transport Agency			IntPE(NZ)

Competence Assessment Rounds for 2010

If you have recently been working with staff as they complete their professional development planning for 2010, it may be worthwhile highlighting the new dates for competence assessment rounds that are on the IPENZ web site at www.ipenz.org.nz/ipenz/join

Staff can register their intention to submit an application for a particular assessment round by clicking on the hyperlink in the “round” column on the left hand side of the table.

Engineers “registered” on a round, receive reminders before the submission deadline and we can work with PDPs to ensure that staff who register get any support that they may need in finalising their portfolio.

Why not encourage relevant staff to set themselves some clear targets and work towards getting the recognition they deserve in 2010?

Course Programme 2010: What’s new?



The professional development team has recently finalised the Course Programme for 2010, which will be circulated to employers by mid-December. In designing the programme, we have sought to cater for the needs of our diverse Membership: from bite-size events for busy professionals to two-day technical workshops, you are bound to find something that suits your staff members’ particular CPD needs.

New offerings to look out for in the programme include:

- new technical short courses such as Intelligent Transport Systems and Forensic Engineering
- bite-size CPD courses held as morning or evening sessions to fit into an engineer’s busy working day
- new distance learning modules across a wide range of engineering disciplines
- the roll-out of our new Graduate Programme – a two-year programme of

structured professional development opportunities designed specifically for engineering graduates.

Dates, locations and outlines for courses in 2010 can already be found on the online engineering calendar at www.ipenz.org.nz/ipenz/nzecal. To view all IPENZ short courses at a glance click on “IPENZ short courses” and don’t forget to update your Membership settings if you wish to receive the weekly CPD updates.

All IPENZ courses can be offered in-house for organisations anywhere in the country. IPENZ has also established a network of experts in particular subject areas, so if you or your organisation has a particular need or topic in mind, please let us know and we will do our best to source a presenter with the right expertise.

We look forward to a successful year!

Professional Development Team.

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 Professional Development Events

IPENZ Professional Development Events

IPENZ Courses	Location	Date
Risk Management Techniques for Engineers	Hamilton	2 December 2009
Effective Report Writing for Engineers	Nelson	3 December 2009
Resource Management Act for Professional Engineers	Hamilton	4 February 2010
Finance for Engineers	New Plymouth	9 February 2010
Effective Report Writing for Engineers	Wellington	11 February 2010
Professional Portfolio Development for Young Engineers	Auckland	15 February 2010
Contract Management for Engineers	Auckland	18 February 2010
Tender Evaluation for Engineers	Wellington	19 February 2010
Seismic Design for Non Structural Engineers	Wellington	25 February 2010

Click on each course title for more information

Cost (incl GST): \$520 – IPENZ Members
 \$540 – Technical Interest Group members
 \$605 – Non-members

Registrations close two weeks before the start of the course or seminar in each location. All registrations can be made online at www.ipenz.org.nz/ipenz/nzecal/ks.cfm

Price Changes in 2010

Please note the following price changes for IPENZ courses and concession passes. Prices include GST and are valid from 1 January 2010.

IPENZ Members – \$495

Technical Interest Group members – \$525

Non-members – \$580

PDP flexi-pass: ten one-day event vouchers – \$3,950

Non-PDP flexi-pass: five one-day event vouchers – \$2,250

Solo voucher for IPENZ Members: two one-day event vouchers – \$790

Cancellation and payment Policy for IPENZ Courses

- Attendees on courses may cancel up to 10 working days before the course date without penalty.
- Any course registration cancelled within 10 working days of the course date will result in full course fee being charged.
- IPENZ endeavours to confirm the course 10 working days before the commencement of the event.
- Late registrants – those who register less than 10 working days before the course date – are subjected to the same conditions.
- A substitute may be sent to replace you at no additional cost. Please inform us of the name and IPENZ Membership details (if applicable) of the substitute in order for them to receive a corrected invoice. The invoice is for the non-member rate of \$605 (including GST) if the substitute is not an IPENZ Member or Membership details are not received.
- In the event that payment has not been received prior to the commencement of the course attendance will not be permitted.
- All cancellations must be in writing to the IPENZ course administrator at cpd@ipenz.org.nz

IPENZ reserves the right to postpone or cancel a course due to insufficient participant numbers or illness. The course may be rescheduled to a later date, or if cancelled, participants will receive full refunds of registration fees only.

Technical Workshops and Seminars

IPENZ Coldstore Engineering

This seminar will present the recently published IPENZ Practice Note *Coldstore Engineering in New Zealand* as a broad introduction to coldstore design and operation. It is aimed at both coldstore owners and operators, and engineers involved in coldstore design and construction.

Auckland 3 December 2009

To view a detailed programme and obtain information on fees please go to www.ipenz.org.nz/ipenz/nzecal/default.cfm?keyword=coldstore

Bite-size CPD Events

Mentoring Workshop: Morning session

8.00–10.30am

Thursday 28 January

Mentoring Workshop: Morning session

8.00–10.30am

Wednesday 24 February

Different fees apply for bite-size events. These will be advertised shortly on the engineering calendar. For more information please call us on 04 474 8984.

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Distance Learning

IPENZ is working in partnership with several universities, both in New Zealand and overseas, to make a range of postgraduate modules and technical courses available to IPENZ Members by distance learning. These can be studied individually at the participant's own pace.

Please visit www.ipenz.org.nz/ipenz/nzecal/default.cfm?category=coursedistance to view the available courses.

Project Management Focus

Project Management Distance Learning Course

More information is available at www.ipenz.org.nz/ipenz/nzecal/eventdetail.cfm?eventid=1995

Short Courses in Project Management

These are presented by Project Plus with special rates for IPENZ Members. Full details are at www.ipenz.org.nz/ipenz/nzecal/default.cfm?category=courseessential

Need More Info?

For further information or to make an enquiry on any of the above, email cpd@ipenz.org.nz or phone 04 495 1643.

Management Training Scholarship for Female Engineers

The New Zealand Federation of Graduate Women Inc – Wellington Branch call for applications for submission.



Is there a deserving candidate in your company?

Applications are invited from women in an architecture, engineering or science workforce who would benefit from a course in management training. The scholarship is worth \$5,000 and may be used for fees, travel or for such purposes as child care.

Applicants should submit a brief CV, have a graduate degree, be employed in an architecture, engineering or science firm or institution and provide a supporting letter from that firm or institution for attending an identified management course.

A budget should be given for the proposed use of the award.

The award will be granted on the merit of the application and is conditional on acceptance into a management course.

Preference will be given to Wellington applicants or women attending a management course at a Wellington institution.

Applications should reach The Scholarship Officer, New Zealand Federation of Graduate Women Wellington Branch, PO Box 2006, Wellington, by 31 January 2010.



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