**Activity 2 answers**

Answers to case study video – Engineering Council:

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| Why does the Engineering Council promote CPD for its members? | * As the UK Regulatory body for UK engineers, they want to promote CPD across the industry. * They want their members and industry to be constantly learning and improving – lifelong learning. |
| What are the expectations for CPD and how does the Engineering Council promote these? | * For engineers to continue their own CPD through a professional institution or in the workplace. * Members need to record their professional development to show progression to employers. * They do not specify particular courses or skills – it is an evolving process, depending on the role of the member and their skills. |
| How does CPD relate to professional membership and how do individuals manage their CPD and career progression? | * People can take part in CPD – either directly through a professional engineering institution or in the workplace. * CPD can be through a course or working with a mentor. * CPD is customised to the person, making sure they are learning what they need to progress in their own profession. |
| What methods of CPD are appropriate? | * Methods are tailored to the individual, these include:   + - * Continuing Professional Development courses       * Mentoring       * Advice and training * Any example of workplace skill development and learning can be described as CPD, not just traditional courses. |
| What are the benefits for an employer | * Employees continue to build new skills. * Workforce becomes more professional. * Standards improve. * Mentors improve their own skills. * Recognition within the industry for being professional and forward thinking. |
| What are the benefits for an employee? | * Build new professional skills. * Taking the time to reflect on skills provides new opportunities. * Progression within business or take next career step in another business. * Always up to date with skills, technology and standards. * Able to work with mentors with expertise. |