One of the most common discussions across our sector is the challenge of meeting CPD (Continuing Professional Development) obligations to gain or maintain professional registration. The prospect of undertaking a minimum 150 hours CPD over three years can be somewhat daunting and it is often regarded as a compliance issue which interrupts our everyday work activities rather than an opportunity to improve our skills and knowledge.

While we accept that CPD cannot be avoided, some of us look for convenient and easy CPD opportunities and use a ‘tick-a-box’ approach to achieving the minimum hours. But while we then meet the regulatory requirements, are we actually achieving the intended purpose of CPD or have we wasted an opportunity?

The underpinning principles of the CPD framework is to ensure practitioners extend or update their knowledge, skill or judgment in their area or areas of practice. And as a result, an individual will be able to:

- maintain their technical competence;
- retain and enhance their effectiveness in the workplace;
- be able to help, influence and lead others by example;
- successfully deal with changes in their career; and
- better serve the community.

It can be argued that a minimalistic approach to CPD will struggle to achieve these objectives, especially in a world of rapidly changing knowledge and technology. CPD must be addressed in a considered way if technical professionals are to keep up with changes.

Ultimately, there is no ‘one-size-fits-all’ approach to CPD. To achieve the best outcomes from CPD, the practitioner must clearly identify their own professional and career goals and work out a plan to achieve those goals. One of the critical roles of IPWEAQ is to assist our members as they progress through their careers, providing guidance with a professional development plan that takes into consideration the specific needs and requirements of the member and their council or organisation. We do this for our recent graduates, Young IPWEAQ members (under age 35) and experienced professionals.

Please be sure to contact us to help you with your professional development plan so that your 150 hours every three years takes you to where you would like to be in your career.

Contact
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Roles and Responsibilities of Local Government Officers
Seven-Part Webinar Series
Thursdays, 12:30pm to 1:30pm
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Register for all IPWEAQ courses via the PD opportunities page on the IPWEAQ Portal.