



# FEANI

Keynote speech at  
6th European Forum on Continuing Engineering Education  
Quality Development in Lifelong Learning - in Theory and Use

## **Professional development – European and Danish perspective**

Lars Bytoft, FEANI President

October 27th 2009

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*"If everything seems under control, you are just not going fast enough"*



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## **FEANI is a federation of professional engineers**

- FEANI unites 350 national engineering associations from 30 European countries.
- FEANI represents the interests of over 3.5 million professional engineers.
- FEANI positions Engineers as a strong brand and considers it important to enhance the mobility of engineers in Europe and their access to CPD.

## **The Danish Society of Engineers, IDA has 76,500 members**

- In Denmark, IDA is the natural platform for exchange of knowledge on technology and science; based on 37 professional societies which organises conferences, seminars and debate meetings.
- IDA represent the interests of professional engineers at the labour market.
- IDA is dedicated to influencing legislation and other important decisions in society.



## **Key issues of my speech:**

- **Why does CPD takes such a centre stage role in the work market for engineers today?**
- **Do we put CPD high enough on our agenda? If not, what are the barriers?**
- **The look ahead. What can we do to strengthen CPD now and in the future?**



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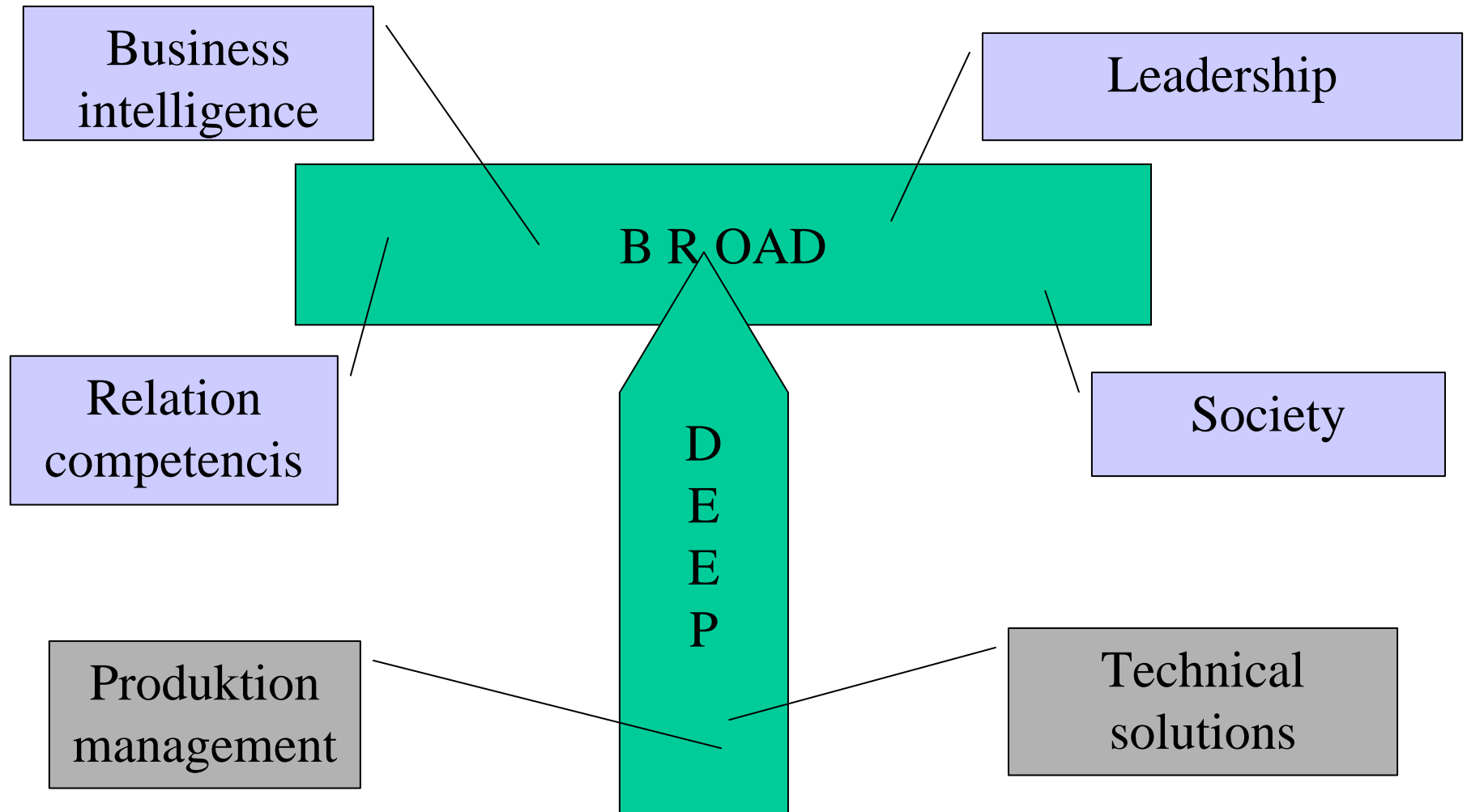
**What characterizes the recent technological development?**

- **Globalisation of the business world**
- **Shorter product lifecycles**
- **Technological integration**



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## "T" competencies





## **Why don't we invest more in formal CPD?**

- Lack of money
- Lack of time
- Lack of offers
- Lack of will from employer's side, who could be worried about losing staff and wasting money.
- Deep broad



## **Who can actually make a difference to strengthen CPD?**

- National states and the EU
- Universities and education authorities
- Employers and their engineering staff
- Engineering Societies



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## **FEANI guidelines on CPD. The individual engineers are encouraged to:**

- 1) Recognise the importance of CPD for their career, employability and mobility, as well as, their professional satisfaction and well-being at all ages and stages throughout their career.
- 2) Take active ownership of their professional and personal development and invest in CPD. At personal level, establish a Competence Development Plan and a broad idea of a Career Goal.
- 3) With the employer, negotiate a CPD plan which is realistic and in a systematic way builds competencies ensuring good execution of tasks and enabling career development.
- 4) Actively work towards realising the CPD plan. Systematically record their CPD activities and achievements so that maintaining and/or developing professional competence can be demonstrated, and if needed, the competence acquired may be assessed and acknowledged.
- 5) Strive for quality in their personal CPD, as well as, the use of a variety of methods.
- 6) Keep informed of, and respond to, the CPD mission, policy of their professional institution and/or National Member Organisation. Use the CPD related services offered by the National Member Organisation.



## **Engineers Ireland's accreditation programme is based on 12 criteria:**

- 1) Internal CPD Committee
- 2) CPD Policy
- 3) Performance Management and Development System
- 4) Formal CPD – Minimum 5 days average p.a. recorded
- 5) Mentoring for Professional Development
- 6) Linkages with Professional Institutions / Learned Bodies
- 7) Knowledge Sharing activities
- 8) Evaluation of impact of CPD
- 9) Postgraduate Education activity
- 10) Competency Frameworks / Talent Management
- 11) Advanced Knowledge Management Practice
- 12) Fostering Creativity and Innovations



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## **Questions**

- And maybe some answers...

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