



Quick Facts *for* Employers

OACETT is the certification body for engineering and applied science technicians and technologists conferring the designations C.Tech., A.Sc.T., and C.E.T. under the OACETT Act. Like other certified professions, it is vital that we assure governments, employers, clients and the public that our members are current with the technology of their profession and have the soft skills needed to interact and communicate effectively.

Engineering technicians and technologists are accountable to the public and need to earn and keep the public's trust, be seen as relevant, in demand and demonstrate that their work meets the highest standards by advancing the profession and contributing to economic competitiveness.

For these reasons, OACETT has adopted mandatory Continuing Professional Development (CPD) beginning January 1, 2016.

Rationale

- The OACETT Code of Ethics requires our members to:
 - “hold paramount the safety, health and welfare of the public, the protection of the environment and the promotion of health and safety within the workplace.”
 - “keep informed to maintain proficiency and competence, to advance the body of knowledge within their discipline and further opportunities for the professional development of their associates.”
- Introducing mandatory CPD is the right thing to do to advance the profession and our individual members' recognition, to safeguard market recognition, and to add value to our designations.
- Recent structural failures have caused government inquiry panels such as the one examining the Elliot Lake mall collapse to call for mandatory continuing learning to increase the likelihood of currency and competence among engineering professionals. Findings from OACETT's own research also indicate that professional development activities are important to employers.

OACETT CPD Requirements

Over a 3-year cycle, members will be required to complete one half day formal course or one full day informal course or self-directed study from either the contributions to technical knowledge or management/leadership training categories **plus** 3 activities from any of the 4 categories listed in the chart below: contributions to the profession, peer and professional interaction, contribution to technical knowledge or management/leadership training.

3-Year Cycle:									
1 Formal Course/Self-directed Study + 3 Activities = Compliance									
Formal Course (half day) or Self-Directed Study (full day): 1 of 2 in Grey	<table border="1"> <thead> <tr> <th style="background-color: #cccccc;"><i>Contributions to Technical Knowledge</i></th> <th style="background-color: #0056b3; color: white;"><i>Contributions to the Profession</i></th> </tr> </thead> <tbody> <tr> <td style="background-color: #cccccc;"> <ul style="list-style-type: none"> Formal course from an educational institution or training provider, online or in person = ½ day <p>OR</p> <ul style="list-style-type: none"> Self-study or seminar, workshop, technical field trip, employer training or on-the-job training = 1 full day <p>Sample topics include: codes, standards, regulations, health and safety, emerging and evolving science and technology</p> </td> <td style="background-color: #d9e1f2;"> <p>Activities such as:</p> <ul style="list-style-type: none"> Writing published technical papers, articles or reviews Designing or teaching a training program or course related to your discipline or professional practice Presenting at conferences, workshops or seminars or attending and writing a summary of its relevance to your job Serving on college, industry or association committees </td> </tr> <tr> <th style="background-color: #cccccc;"><i>Management or Leadership Training</i></th> <th style="background-color: #0056b3; color: white;"><i>Peer and Professional Interaction</i></th> </tr> <tr> <td style="background-color: #cccccc;"> <ul style="list-style-type: none"> Formal course from an educational institution or training provider, online or in person = ½ day <p>OR</p> <ul style="list-style-type: none"> Self-study or seminar workshop = 1 full day <p>Sample topics include: supervision, team building, change management, accounting, project management, globalization, sustainability and soft skills (negotiations, business etiquette, public speaking, etc.)</p> </td> <td style="background-color: #d9e1f2;"> <p>Activities such as:</p> <ul style="list-style-type: none"> Community Service or volunteering related to the profession Serving as a file reviewer or member of an accreditation team Learned society membership with PD courses applicable to OACETT Subscribing to a discipline-related journal and writing a summary of its relevance to your job Mentoring Serving on OACETT Council, committees/working groups or Chapter executive </td> </tr> </tbody> </table>	<i>Contributions to Technical Knowledge</i>	<i>Contributions to the Profession</i>	<ul style="list-style-type: none"> Formal course from an educational institution or training provider, online or in person = ½ day <p>OR</p> <ul style="list-style-type: none"> Self-study or seminar, workshop, technical field trip, employer training or on-the-job training = 1 full day <p>Sample topics include: codes, standards, regulations, health and safety, emerging and evolving science and technology</p>	<p>Activities such as:</p> <ul style="list-style-type: none"> Writing published technical papers, articles or reviews Designing or teaching a training program or course related to your discipline or professional practice Presenting at conferences, workshops or seminars or attending and writing a summary of its relevance to your job Serving on college, industry or association committees 	<i>Management or Leadership Training</i>	<i>Peer and Professional Interaction</i>	<ul style="list-style-type: none"> Formal course from an educational institution or training provider, online or in person = ½ day <p>OR</p> <ul style="list-style-type: none"> Self-study or seminar workshop = 1 full day <p>Sample topics include: supervision, team building, change management, accounting, project management, globalization, sustainability and soft skills (negotiations, business etiquette, public speaking, etc.)</p>	<p>Activities such as:</p> <ul style="list-style-type: none"> Community Service or volunteering related to the profession Serving as a file reviewer or member of an accreditation team Learned society membership with PD courses applicable to OACETT Subscribing to a discipline-related journal and writing a summary of its relevance to your job Mentoring Serving on OACETT Council, committees/working groups or Chapter executive
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	Activities: Any 3 of 4 in Blue OR Grey								

Benefits for Employers

Engagement in CPD may be beneficial to employers and their businesses by helping to:

- ensure employees are up-to-date in knowledge and aware of the changing trends in engineering technology and applied science
- minimize the risk of professional errors and potential litigation
- provide evidence of professional competence of staff
- make your workforce and business more responsive to change including new technologies, legislation and market developments
- increase public confidence and the reputation as an employer of a skilled workforce

Employers, in return, can provide support by:

- developing company procedures which support CPD
- providing development opportunities
- assisting with resources and expertise
- giving positive encouragement and recognition
- helping members assess their competence and development needs

For complete details, visit the OACETT website.

Questions? Contact Sherrie Machan at 416.621.9621, x234 or email cpd@oacett.org



IT'S TIME