



# Submit those registrations and become SA's new pioneers!

SAICE'S CALL TO graduate engineers, technologists and technicians to become South Africa's *infrastructure pioneers* now comes with another high-value, practical course for practitioners who have been around a long time but are still not registered as professionals.

"On top of a very busy and successful year in 2010, the Candidate Academy has come to understand the need for those who have been working for a number of years, to submit their applications for professional registration," says Allyson Lawless, SAICE Professional Development and Projects director and driver of the Candidate Academy. "We are referring to this group as *mature candidates*."

"It seems that the more the experience gained, the more difficult it becomes to complete the application for professional registration."

As registration is a well-recognised measure of having achieved adequate competence to practise, there is increasing pressure for technical staff working in the public sector to register. This is dictated by Gazette 29967, published in June 2007, which calls for senior managers in local government to be competent in the field in which they are managing. Also, the Occupational Specific Dispensation published by the Department of Public Service Administration considers registration status when determining grades.

In response, the Candidate Academy is now offering a Road to Registration for Mature Candidates course, aimed at those

with 15 or more years of experience and who have yet to submit their forms.

The one-day course includes filling in forms under the guidance of an experienced mentor, and preparing candidates' applications for submission. Follow-up meetings and consultations can also be negotiated with the presenter to ensure that mature candidates finally complete and submit their applications to ECSA (Engineering Council of South Africa).

"We hope that the response to this new intervention will be as enthusiastic as it has been to the other courses we have developed to help graduates take on the challenge to register," says Allyson. "Submissions for professional registration are on the rise in civil engineering since we launched the Candidate Academy; young graduates are certainly responding to our call to get professionally registered and become the *infrastructure pioneers* of the future."

## WORKPLACE TRAINING PLANS

The Academy has found during last year's training that many companies struggle to plan and implement their workplace training. In response, the Academy has become involved in consulting with companies on the Candidacy Phase – specifically to help develop workplace training plans.

These plans are vital to ensure that candidates gain an adequate breadth of workplace learning experiences, and can take up responsible positions where they can demonstrate their ability to make decisions and to exercise professional judgement.

## ROAD TO REGISTRATION: IN-HOUSE TRAINING

In response to the many requests for in-house training, the Candidate Academy offers a corporate course so that all those involved can be part of the training process.

"Based on our experience of these interventions, we found that in companies where candidates attend the course together with their mentors, supervisors and the Human Resources departments, there is a common understanding of their different roles and responsibilities towards becoming professionals. Mentors, supervisors and HR attend a late afternoon orientation on the challenges and techniques to be adopted in training young people. The following day, all role players attend the full-day Road to Registration course which covers disciplines and training activities, the approach candidates should take to accelerate their progress, and an afternoon session devoted to filling in the forms."

## TRAINING OF MENTORS, SUPERVISORS AND HR SPECIALISTS

After years of research, the Candidate Academy has developed a course that offers tips and techniques on coaching and structuring workplace training for candidates to ensure that their potential is fully developed.

Given the challenges of diversity and weak educational background experienced by many budding professionals, a range of support and development initiatives and activities are suggested which

have been proven to really make a difference to young graduates in the workplace.

Training of mentors and supervisors (as well as HR specialists in the company) is particularly important as they influence the training of many each year, and will thus have a long-term influence on the training and development of staff.

"We really encourage more mentors, supervisors and HR to attend the Road to Registration for Mentors, Supervisors and HR course," continues Allyson. The dates for this course are 21 July and 18 October, and both are offered at the SAICE National Office in Midrand.

### **FUTURE PLANNING: MORE DISCIPLINES AND CENTRES**

The future for civil engineering looks promising if the number of people attending Candidate Academy courses is anything to go by. There are also these exciting new developments:

- Chemical Engineering has come on board and they will be offering a Road to Registration for their members.
- Discussions are taking place for Road to Registration for candidates' courses for Mechanical, Electrical and Industrial Engineering.

"The Candidate Academy offers courses at new centres this year (George and Port Elizabeth) and we call on SAICE members to make use of the opportunities to attend the courses," says Allyson. "The courses are offered at the request of SAICE members in these regions. The demands are high, so don't miss a course when it is in

your area. We do not have the capacity to offer courses at all the centres every year. It might therefore be a couple of years before we can get back to your area!"

The Academy has also developed a course on Sewer Design, the first of which will be offered in East London towards the end of June. This three-day course introduces candidates to on-site sanitation systems, and covers design guidelines for waterborne sanitation options, hydraulic design, sewer pipe materials, layout of residential sewer systems, outfall sewers, construction considerations and testing before commissioning. It also looks at operations and maintenance, with reference to issues like blockages, camera inspections, sewer jet cleaning and dredging large sewers.

### **KEEPING A JOURNAL – MADE EASY**

As part of the journey towards registration, candidates must record all the activities and achievements that count towards this final goal – not so easy when you're not highly organised and familiar with what is required. So the Candidate Academy has developed a special tool to help: the Journal Program – provided on CD and used together with the Master File and the Planning File – lets candidates generate and store reports electronically.

The program lets candidates select the outcomes they want to achieve over a period of time, plan their training, record and review progress, manage assessment reports, etc. It is designed so that candidates can take it with them if

they move companies, and continue to record progress.

Public sector organisations have been snapping up the Journal Program, as it fills a vital need for them to monitor and manage training progress (see the Candidate Academy's display advert for more information and pricing).

### **TEAM EFFORT**

The joint effort by CESA (Consulting Engineers South Africa) and SAICE to advertise the courses to members, regions and divisions, is helping to spread the message to a wide audience, bringing different views to the courses. SAICE members who are not CESA members can attend courses offered through CESA by visiting the CESA website and registering electronically. If CESA members wish to attend courses offered by SAICE, they should contact Dawn Hermanus at SAICE. Details of courses, activities and dates are on the two organisations' respective websites:

- [www.civils.org.za](http://www.civils.org.za)
- [www.cesa.co.za](http://www.cesa.co.za)

### **The following people can also be contacted:**

#### **Dawn Hermanus (SAICE)**

011 805 5947  
[dawn@saice.org.za](mailto:dawn@saice.org.za)

#### **Mary Maabane (CESA)**

011 463 2022  
[sce@cesa.co.za](mailto:sce@cesa.co.za)

*Please turn over for 2011 courses.*

## Get organised! Get registered!

*The Candidate Academy Journal Program on CD and Portfolio of Evidence files will put your professional development on track – so you become the best you can be.*

Your career in engineering is just beginning, and you need to focus on the next step: **getting that ECSA registration.** Aimless plodding won't make it happen. You need to get organised, plan your goals, and get your achievements down in black and white.

**Get the Journal Program and Portfolio of Evidence files from the Candidate Academy and put your career on track.**

#### **What you get:**

**Portfolio of evidence files** (Master File and Period File) which have guidelines and forms to track your achievements. They are divided into sections to help you stay organised, and to safely store the documents and certificates you will later submit to ECSA.

**Cutting edge software** – designed by top engineering educators for candidates and their mentors will allow you to:

- Choose your goals and outcomes for the year

- Plan what training you want to do
- Record and review your progress
- Manage your assessment reports
- Generate reports and graphs

This information is vital for reviews with your mentor, for signing off and for filing in your Portfolio of Evidence files – which will finally be used for your professional registration, to open doors to your dream career!

#### **Costs:**

**Master file** R 110 (excl. VAT)

**Period file** R 110 (excl. VAT)

**Candidate Journal Programme** R 500 (excl. VAT)

**Special offer:** Buy all three for R 700 (excl. VAT)

**candidate  
academy**  
*the road to registration – tower above the rest*

For more information email [saice@ally.co.za](mailto:saice@ally.co.za)