

Road to Registration for Mentors, Supervisors and HR Practitioners

Turning Graduates into Professionals!

A one-day course to show you how to impart your engineering knowledge and develop your graduates on their Road to Registration.



In today's pressurised and demanding business world, engineering firms need all the help they can get to advance their candidates to ECSA registration. Working on the front-line of South Africa's struggle to beat the skills shortage, you can rely on the Candidate Academy to assist you with input and practical tools.

Attend this course and learn about:

- Where your candidates are in the registration process
- The competencies that your candidates will need to master during their candidacy phase
- Your roles and responsibilities as a mentor, supervisor, coach or HR manager in the registration process
- Coaching and mentoring techniques
- How to develop training plans to take your candidates from novice-stage to competent professionals
- The ECSA requirements, tips and techniques on how to complete each report and prepare for the professional review

Presenters:

Allyson Lawless Pr Eng, DEng(*hc*), Hon FSAICE, FREng
Stewart Gibson Pr Eng, FSAICE

COURSE DATES & VENUES

Courses are offered based on demand. In-house and dedicated face-to-face or online courses are also available to suit individual company needs.

Please contact Lizéle du Preez for more information on upcoming courses: Lizelle@saicepdp.org / 011 476 4100

TIMES: 08:00 for 08:30 to 16:30

REGISTRATION

To register, visit www.candidateacademy.co.za
OR email Academy@saicepdp.org

WHO SHOULD ATTEND

The course helps all those in management positions to a more effective role play in the development of candidates.

It is therefore recommended for:

- Line managers
- Supervisors
- Mentors
- HR practitioners

COURSE CONTENT

ABOUT REGISTRATION

- Education levels
- Categories of registration
- What Outcomes must be demonstrated?

WHO IS THE TRAINING TEAM?

- The role of the employer, mentor, supervisor, HR and the candidate
- Who was successful and who not?

WHO ARE OUR GRADUATES?

- Our graduate tapestry
- The performance formula: $P = A \times M \times E$

WHAT TRAINING IS NEEDED?

- Technical competencies
- Cross-cutting and enabling competencies

HOW TO PREPARE A TRAINING PLAN

- Planning candidate training
- Managing a training programme

COACHING

- Lessons from Chinese math teachers
- Types of coaching and coaching techniques

MANAGEMENT AND HUMAN RESOURCES

- Corporate support
- Human resources management
- Access to funding and Charter recognition

WHEN ARE YOU READY TO REGISTER?

- Complexity
- Engineering activities and problem solving

COMPLETING ECSA APPLICATIONS

- Structuring the Training and Experience Summary (TES)
- Understanding the Training and Experience Report (TER)
- The Engineering Report and how to demonstrate all the Outcomes

THE FINAL PROCESS

- The online submission
- The assessment process
- The Professional Review

ABOUT YOUR FACILITATOR

Allyson Lawless is a Civil Engineer experienced in structural and municipal engineering and developing and supplying engineering software. In the year 2000 she became the first female president of the South African Institution of Civil Engineering. During that year she recognised the looming skills challenge. Since 2003 her career has been focused on skills development. Allyson has researched and contributed to the writing of several books, the most notable being, Numbers and Needs, and Numbers and Needs in Local Government, which address skills shortages and the associated solutions in civil engineering and local government respectively. She served on the ECSA JIC Committee which developed the outcomes-based registration approach and requirements. Allyson is an Honorary Fellow of SAICE and the Royal Academy of Engineering, London.

Stewart Gibson trained and qualified as a Civil Engineer in the UK before moving to South Africa in 1974 where he joined a major consultancy group, eventually becoming a Group Director. After 25 years with the group he left and formed his own company advising municipalities on ways of improving their service delivery as well as mentoring and assisting graduate engineers, technologists and technicians towards professional registration. As a member of Toastmasters International for many years, Stewart is a skilled presenter and facilitator. He is a Fellow of SAICE and has extensive experience as an ECSA reviewer and assessor.

Allyson and Stewart have mentored and trained thousands of candidates between them and are available to offer support to mentors, supervisors and HR practitioners after the course. Please contact us to find out about these support options.

Benefits include:

- A reference manual with the latest ECSA processes
- Interactive exercises to help you learn faster
- Networking with other mentors, supervisors and HR



The Candidate Academy's philosophy is to support candidates on their road to registration with ECSA, by helping them through the transition from theoretical training to the 'how' of engineering projects and processes. The Academy offers practical, hands-on training relevant to experiences in the workplace.

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