Sustainable
Urban
Rehabilitation in
Europe

INTRODUCTION TO THE LABOUR MARKET

Lecture 15. Professional improvement, CPD

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Erasmus+

TRAINEESHIP (PROFESSIONAL PRACTICE EXPERIENCE)

Professional Practical Experience is critical to consumer protection and quality in the built environment. It is the bridge between the achievement of the graduate standard and having the expertise to apply that knowledge, skill and competence effectively. Professional Practical Experience equips the architectural graduate with the skills to function effectively in the practice environment dealing with contracts, regulations, finance, contractors, other professionals, site supervision, consumers and clients.

The practical professional skills that can only be delivered in a live practice environment are essential, especially in the presence of the variable approaches to regulation existing in EU Member States. The importance of CPD is increasingly being recognised at EU level but cannot replace mandatory Professional Practical Experience prior to establishment as a professional.

The majority of EU Member States have long required standards higher than the Minimum Standard set out in the Directive. Any race to the bottom in terms of standards, which can seem attractive in economically pressured times, is especially dangerous because it undermines consumer protection and confidence, hinders graduate and professional mobility and recognition on an international scale and negatively impacts on the markets for services within the Single Market. *(www.ace-cae.eu)*

3   CONTINUOUS PROFESSIONAL DEVELOPMENT

CPD is an acronym for Continuing (or Continuous) Professional Development. It can be broadly defined as any type of learning that you undertake which increases your knowledge, understanding and experiences of a subject area or role.

The key focus of the Working group in the field of CPD is to further progress the ACE's understanding of requirements relating to CPD in Member Organisations and their Home States in the context of the focus on CPD now established in the modernised Professional Qualifications Directive, and in the broader picture of professional and regulatory support mechanisms in Europe.

CPD can extend and augment, but not replace, the initial dedication and training of the architect. Rapid developments in the construction sector, including technological, social and regulatory developments, require architects to engage actively and positively in Lifelong learning. An "**ACE Quality Guide**" has already been established.

CPD – CONTINUOUS PROFESSIONAL DEVELOPMENT

Professional development is learning to earn or maintain professional credentials such as academic degrees to formal coursework, attending conferences, and informal learning opportunities situated in practice. It has been described as intensive and collaborative, ideally incorporating an evaluative stage. There are a variety of approaches to professional development, including consultation, coaching, communities of practice, lesson study, mentoring, reflective supervision and technical assistance.

6   CONTINUOUS PROFESSIONAL DEVELOPMENT

Professional development opportunities can range from a single workshop to a semester-long academic course, to services offered by a medley of different professional development providers and varying widely with respect to the philosophy, content, and format of the learning experiences.

Some examples of approaches to professional development include:

- Case Study Method – The case method is a teaching approach that consists in presenting the students with a case, putting them in the role of a decision maker facing a problem
- Consultation – to assist an individual or group of individuals to clarify and address immediate concerns by following a systematic problem-solving process.
- Coaching – to enhance a person's competencies in a specific skill area by providing a process of observation, reflection, and action.
- Communities of Practice – to improve professional practice by engaging in shared inquiry and learning with people who have a common goal
- Lesson Study – to solve practical dilemmas related to intervention or instruction through participation with other professionals in systematically examining practice
- Mentoring – to promote an individual's awareness and refinement of his or her own professional development by providing and recommending structured opportunities for reflection and observation
- Reflective Supervision – to support, develop, and ultimately evaluate the performance of employees through a process of inquiry that encourages their understanding and articulation of the rationale for their own practices
- Technical Assistance – to assist individuals and their organization to improve by offering resources and information, supporting networking and change efforts

Exhibition of the best architectural designs © ICOMOS-POLAND

8 ACE CPD EUROPE: SKILLS FOR YOUR ARCHITECTURAL LIFE

Continuing Professional Development (CPD) is a structured way of maintaining and developing your competence as a qualified professional by engaging in regular learning activities.

Your CPD can be either structured or informal. "Structured" CPD will often be in a classroom, though it can also be through distance learning or online learning. Structured CPD activities will have clear learning aims and outcomes which will have been given to you by a teacher, speaker or tutor.

Informal CPD will usually mean quick, free and self-directed activities, such as reading. It may not always be obvious that these informal activities are CPD, but if you can learn from them, they can help you to stay up to date in a general way.

ACE CPD EUROPE: SKILLS FOR YOUR ARCHITECTURAL LIFE

By undertaking CPD activities regularly you will, as a professional and qualifying architect, be able to:

- Stay professional

- Ensure your competence

- Keep up to date

- Stay ahead of the game

- Enhance and improve your performance

- Keep growing and progressing

- Remain competitive and employable

- Manage and plan your career

- Enhance your client offer

- Increase your potential

- Widen your business and career prospects

- Practice anywhere

ACE CPD EUROPE: SKILLS FOR YOUR ARCHITECTURAL LIFE

To help participating architects to stay ahead and up to date, ACE has initiated a list of quality European CPD system for architects, endorsed by ACE Member Organisations in various EU Member States. While they are all very different in content and emphasis, these CPD systems all meet the minimum agreed European quality standards. They offer you sound and safe CPD. And as a bonus, all the European bodies listed here recognise each other's CPD, making it easier for you to do CPD wherever you are.

In all cases, one learning hour equals one international CPD credit.

11 ALL REGISTERED CPD SYSTEMS AND MATERIAL ARE REQUIRED TO MEET THE FOLLOWING GUIDELINES

CPD SYSTEMS GUIDELINES

1. Availability of information about the system and CPD material.
2. System operated or recognised by an ACE Member Organisation.
3. Quality based assessment and regular review of CPD material in conformity with these general guidelines.
4. Specific professional skills to be achieved, aimed at professional profiles.
5. Organised by structured knowledge areas and defined by different training types, including relevant self-directed learning.
6. Method of financing that makes the CPD material affordable.

It will be acceptable that a CPD System has part of its contents dedicated to education and/or information for non-professionals, citizens and/or students.
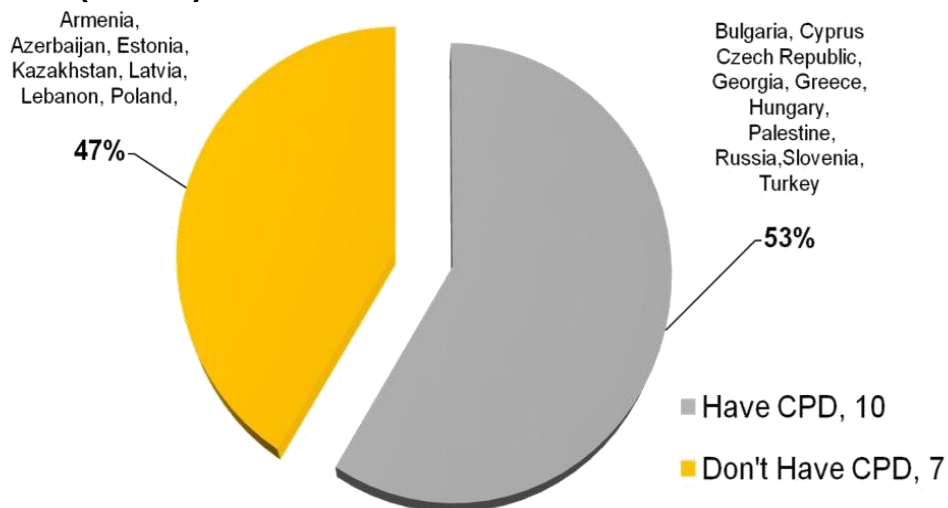
CPD MATERIAL GUIDELINES FROM ACE

1. Contents and objectives meet the needs of architects and other related professionals in terms of Continuous Development.

2. Training objectives are best suited to the development of professional practice or a public service by architects and professionals.

3. Material is generic and non-marketing oriented.

4. Material content is adequate and clearly defined for professional context in which it is delivered.

5. Material is accurate and current and available to a majority of professionals.

6. Resources are adequate to support the learning objectives.

7. Learning method and scope are adequate to meet the intended outcome.

8. Different editions of the same material have consistent learning outcomes.

9. Assessment of participants learning should be provided.

10. Quality assessment methods are in place or planned.

MOST EU COUNTRIES OFFER DEVELOPMENT UNDER CEP (POLAND DOES NOT WORK UNDER THIS SYSTEM)

Obligatory continuing education system (CPD)

Armenia, Azerbaijan, Estonia, Kazakhstan, Latvia, Lebanon, Poland,

Bulgaria, Cyprus Czech Republic, Georgia, Greece, Hungary, Palestine, Russia,Slovenia, Turkey

47%

53%

- Have CPD, 10
- Don't Have CPD, 7

BULGARIA	CPD opportunities (only in Bulgarian)
CROATIA	CPD opportunities & events (only in Croatian)
CZECH REPUBLIC	CPD opportunities (only in Czech)
DENMARK	CPD opportunities (only in Danish)
FINLAND	CPD opportunities & events (only in Finnish)
GERMANY	CPD opportunities (only in German)
GREECE	CPD opportunities & events (only in Greek)
HUNGARY	CPD opportunities & events (only in Hungarian)
LITHUANIA	CPD opportunities (only in Lithuanian)
THE NETHERLANDS	BNA Academie (only in Dutch) Architecten Werk (only in Dutch) Bureau Architectenregister agenda (only in Dutch)
NORWAY	CPD opportunities (only in Norwegian)
SLOVAKIA	CPD opportunities (only in Slovakian)
SPAIN	CPD opportunities (only in Spanish)
SWEDEN	CPD opportunities (only in Swedish)
UNITED KINGDOM	CPD opportunities

https://www.warsztatarchitekta.pl/architekt-w-ue/wykonywanie-zawodu-w-ue

https://www.ace-cae.eu/access-to-the-profession/continuing-professional-development/events-in-europe/

CPD CYCLE

Assess	+	What work do I currently do, or might do over the coming year?
	+	What issues might I come up against – professional, technical, ethical, personal, commercial?
Plan	+	Review the range of courses available on the accountingcpd website
	+	Draft a plan of 5 cpd courses to cover your requirements
Action	+	Purchase your courses programme
	+	Schedule training time in your diary to access the courses
	+	Complete the training and draft action points from what you have learnt
Evaluate	+	Draft action points from what you have learnt
	+	If relevant, schedule them into your diary
	+	Alternatively decide how they should impact on what you do
	+	Start the loop again and start to plan what further training you need

CPD METHODS OF DEVELOPMENT

FORMS OF CPD

- WORKSHOPS
- CONFERENCES
- LECTURES
- STUDY FOR A QUALIFICATION
- RESEARCH
- STRUCTURED READING
- PREPARATION OF PAPERS
- INTERACTIVE LEARNING

16 TRAINING PLATFORM OF THE CHAMBER OF ARCHITECTS OF THE REPUBLIC OF POLAND

Online training takes place in real time by transmitting stationary training sessions.

Online training is intended for a limited number of virtual participants who can not take part in a stationary training. The virtual participant has the possibility, via the Internet, to view the image from the training (including the presentation displayed by the projector or TV screen) and to listen to the sound. Currently, a virtual participant is not able to ask questions and take an active part in the discussion.

The training materials are available on the online platform of the Chamber of Architects of the Republic of Poland – IARP:

https://www.warsztatarchitekta.pl/szkolenia/materialy-elektroniczne-ze-szkolen

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TRAINING PLATFORM OF THE CHAMBER OF ARCHITECTS OF THE REPUBLIC OF POLAND

Other professional development tools:

The Architect's Vademecum is to become a "mini-encyclopedia" of the IARP member to will carry them through all design stages - thanks to access to administrative procedures, official forms or contract templates: https://www.warsztatarchitekta.pl/vademecum

Mediateka - Architect's Library - database of films, magazines, monographs, architectural and professional literature: https://www.warsztatarchitekta.pl/mediateka

Journal of the Chamber of Architects of the Republic of Poland: Profession: Architect, http://www.zawod-architekt.pl/

ArchiLegis - legislative newsletter: https://www.warsztatarchitekta.pl/2014-08-04-11-51-26

PROFESSIONAL PRACTICE EXPERIENCE ICOMOS-POLAND MATERIALS

See more: http://icomos-poland.org/pl/publikacje.html
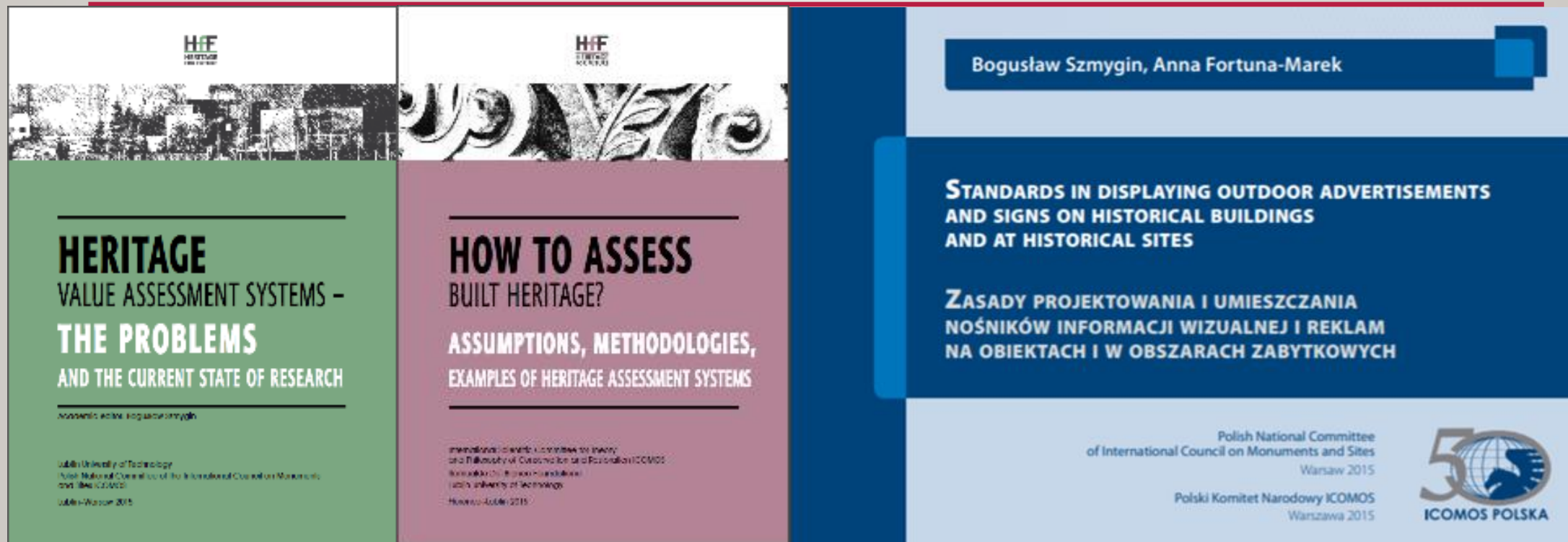
20 REFERENCES

- CPD – Continuing Professional Development https://www.ace-cae.eu/access-to-the-profession/work-groups/

- Enterprise Europe Network, https://een.ec.europa.eu/

- IARP – POLISH CHAMBER OF ARCHITECTS, https://www.warsztatarchitekta.pl/

- ICOMOS-POLAND PLATFORM" http://icomos-poland.org/pl/publikacje.html

- Professional development, https://en.wikipedia.org/wiki/Professional_development

Project "SURE - Sustainable Urban Rehabilitation in Europe"
implemented in frames of Erasmus+ Programme
Key Action 2: Strategic Partnership Projects
Agreement n° 2016-1-PL01-KA203-026232