

Road to Registration for Mentors, Supervisors and HR Practitioners

Get behind your candidates!

A one-day course to show you how to make your **experience work for engineering** 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 SA'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
- Understanding your candidates and their needs
- How the Portfolio of Evidence files are best used to keep track of candidates' progress and achievements
- How to take your candidates from novice-stage to competent professionals

Presenter:

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

COURSE DATES & VENUES

Scheduled courses are offered around the country based on demand. Please contact Lizélle for more information on upcoming courses.

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

REGISTRATION

To register, visit www.candidateacademy.co.za
For more details contact Lizélle at lizelle@ally.co.za

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 ARE OUR GRADUATES?

- Our graduate tapestry
- Candidate aspirations and frustration

WHO IS THE TRAINING TEAM?

- Training team
- Who was successful and who not?

WHAT TRAINING IS NEEDED?

- What experience is required?
- 'Soft Skills'

HOW TO PREPARE A TRAINING PLAN

- Planning candidate training
- Managing a training programme
- Preparing submissions for ECSA

COACHING

- Skills acquisition pyramid
- Professional judgement
- Coaching

RELATIONSHIP AND ATTITUDES

- Successful coaches and mentors
- How can candidates be more successful?

MANAGEMENT AND HUMAN RESOURCES

- Corporate support
- HRM
- Overall success factors

REGISTRATION PROCESS

ABOUT YOUR FACILITATOR

Allyson Lawless is a civil engineer experienced in structural, municipal and mining engineering. In the year 2000 she became the first female president of the South African Institution of Civil Engineering, and during that year recognised the looming skills challenge. Since 2003 her career has been focused on skills development and she has published two books, 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.

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 an active member of Toastmasters International, Stewart is a skilled presenter and facilitator. He is a Fellow of SAICE

In line with the academy's philosophy, presenters are available to offer support to mentors, supervisors and HR practitioners after the the course. Please contact us to find out about these support options.

Benefits include:

- Portfolio of Evidence Development File
- Interactive exercises to help you learn faster
- Networking with other mentors, supervisors and HR practitioners

'Very good information shared. The road to registration has been clearly explained'

'The course was worthwhile and very interesting. Group discussions from other people attending shared valuable lessons and experience'

'The course is informative and it should be done at least twice a year'



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