

STRATEGIC PLAN

and

OPERATING PLAN

2015 - 2017

www.engc.org.uk

Foreword by the Chairman

I am very proud to have been asked to chair the Engineering Council for a second term of office. The importance of engineering to society has received increased recognition over the last few years and I am pleased to say that this has reflected positively in the level of interest demonstrated by individual engineers and technicians in professional registration through our partners, the Professional Engineering Institutions, who continue to play a vital role in assuring society that the infrastructure around them, as well as the products and services that they use on a daily basis, will be safe, reliable, efficient and sustainable.

This continued success can only be achieved through an individual commitment, supported by academics and employers, to the attainment of globally recognised professional standards. The Strategic Plan that is set out in this document explains how the professional engineering community, through joint initiative and activities, will ensure that society continues to place trust in those that become professionally qualified with us.

Rear Admiral Nigel Guild CB PhD DEng CEng FEng

Introduction

The Engineering Council is charged with regulating the engineering profession in the UK, and influencing the education and training required to practise engineering. We do this with the 35 Professional Engineering Institutions and 19 Professional Affiliate organisations.

Operating under a Royal Charter, the Engineering Council maintains the national registers of Engineering Technicians (EngTech), Incorporated Engineers (IEng), Chartered Engineers (CEng) and Information and Communications Technology Technicians (ICTTech). We also set and maintain UK-SPEC (United Kingdom Standard for Professional Engineering Competence) and the ICTTech Standard, the internationally recognised standards of competence and ethics that govern the award and retention of these titles.

Nearly a quarter of a million people have met the standards for registration with the Engineering Council; around a quarter of them are domiciled overseas. The Engineering Council is an active member of international organisations and agreements, enabling it to exert real influence internationally. This benefits not only individual professionally registered engineers and technicians but also UK engineering businesses and the UK system of engineer education.

Vision

That society continues to have confidence and trust in the engineering profession.

Mission

To maintain internationally recognised standards of competence and commitment for the engineering profession, and to license competent institutions to champion the standards.

The Importance of Professional Registration

Professional engineering registration underpins the systems and processes that ensure that the future of society is safeguarded. By awarding EngTech, IEng, CEng and ICTTech, the Engineering Council provides employers, government and wider society, both in the UK and overseas, with the confidence that professionally registered engineers and technicians possess and maintain the knowledge, skills and commitment required to meet the engineering and technological needs of today, whilst also catering for the needs of future generations.



Professional Registration provides:

Society with:

- A process that ensures the public is safeguarded through the provision of independent and trustworthy advice, reliable products and services, and safe and reliable infrastructure
- Assurance of behaviour that is ethical and contributes to sustainable development.

Employers with:

- Globally accepted third party competence assurance for customers and clients
- A framework for encouraging and supporting employees in meeting their commitment to Continuing Professional Development (CPD).

Individuals with:

- An internationally recognised and respected approach to professional registration
- Confirmation by their peers of their commitment to the profession
- An opportunity to exchange and enhance knowledge within communities of practice that support individual commitment to CPD.

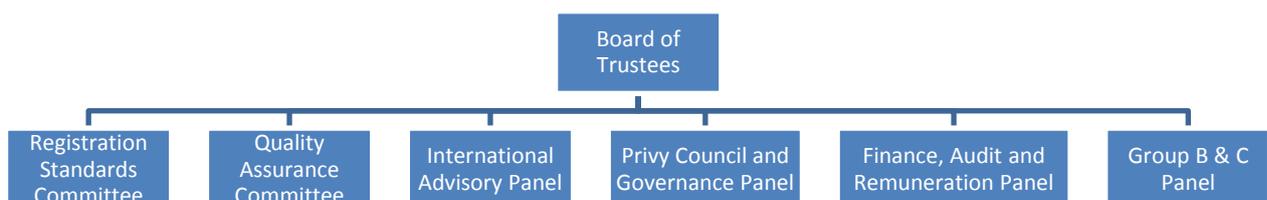
STRATEGIC PLAN 2015 - 2017

This document sets out our plans and priorities for the next three years and shows how this activity supports the delivery of our vision and mission. Our activity includes both the routine functions that make up our core business and also new initiatives that build upon the Engineering Council’s success over the last few years. The new initiatives are grouped under three strands of delivery, each of which has a series of key tasks requiring both resources and shared commitment. The resources for this activity are provided by the income generated through Registrants’ fees. The initiatives are underpinned by our core business as shown in the diagram below.



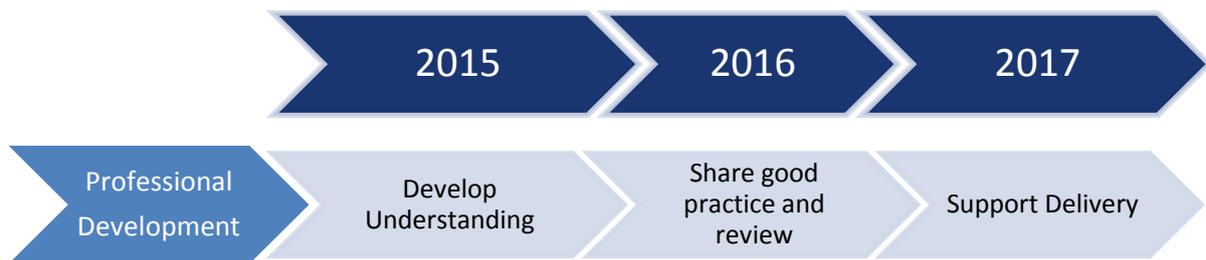
The Engineering Council

The Engineering Council has 22 Trustees who oversee our work. They represent both the engineering profession (nominated by the 35 Professional Engineering Institutions) and wider society (nominated by EngineeringUK). In order to deliver the Strategy, we operate two principal committees and four activity related panels as shown below:



INITIATIVES

STRAND 1. Professional Development



Accountability: Registration Standards Committee

Responsibility: Head of Policy & Standards

Aim: to provide appropriate mechanisms that support professional engineering institutions in ensuring that the competence of potential and existing registrants is developed, maintained and enhanced.

Key Tasks:

- 2015: Develop Understanding
 - Review PEI practice with respect to approval/accreditation of IPD schemes and provision of IPD
 - Develop an understanding of the CPD needs of existing registrants and their employers.
 - Research and benchmark performance in other professions/nations and identify good professional development practice.
- 2016: Share good practice and review
 - Share good practice with respect to approval/accreditation of IPD schemes and provision of IPD
 - Share good practice with respect to systems for reviewing, evaluating and providing feedback members' CPD records
 - Review the profession's support for potential registrants (including college and university students) to inform what more might be done.
- 2017: Support Delivery
 - Establish and share good practice for the support of potential registrants.
 - Support the development of appropriate frameworks, tools and processes.

STRAND 2. Technicians



Accountability: Registration Standards Committee

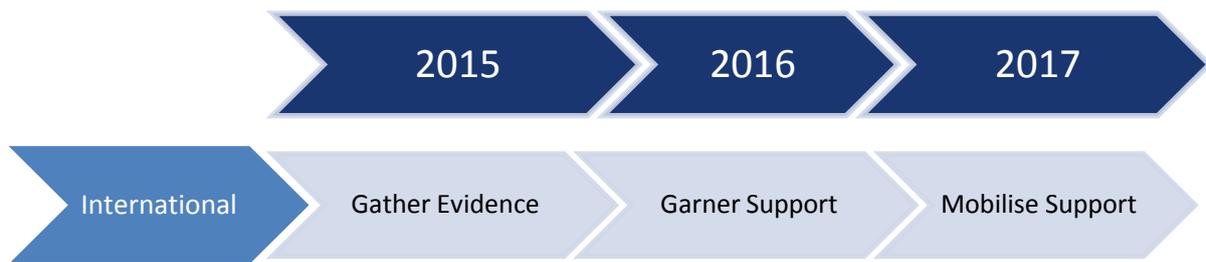
Responsibility: Head of Technicians and Apprenticeships

Aim: To support, share and promote good practice for the professional engineering institutions to establish pathways to registration, and increase the number of registered technicians; to improve the visibility of the value of technician registration and the associated products with employers and individuals.

Key Tasks:

- 2015: Establish Good Practice
 - Establish good practice for the approval of qualifications, apprenticeships and programmes
 - Support and encourage the increase in the number of approved apprenticeships.
 - Support the promotion of technician registration and retention of registered technicians through appropriate initiatives.
- 2016: Promote Good Practice
 - Share and assist in the development of good practice across all Technician related programmes.
 - Identify opportunities to improve the registration and retention process
 - Support the profession to exploit and increase EngTech and ICTTech registration, building on good practice.
- 2017: Improve the Product
 - Support the improvement of technician products across the profession increasing retention of technician registrants
 - Test for blockers and barriers and remove obstacles
 - Verify that technician registration is valued by employers and registrant and act on findings.

STRAND 3. International



Accountability: International Advisory Panel

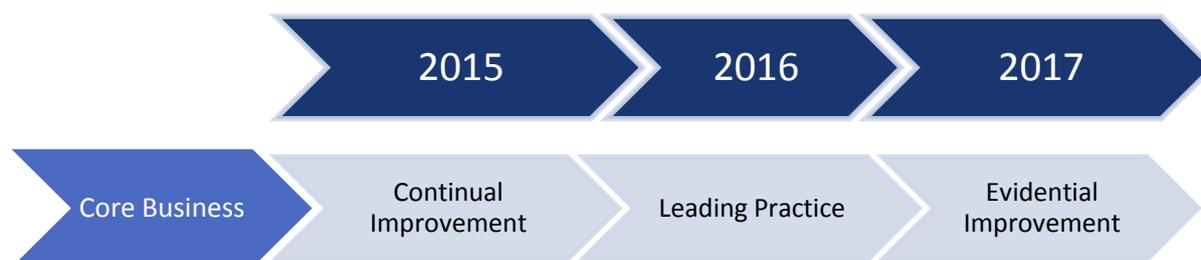
Responsibility: Head of International

Aim: To promote the benefits of competency based assessment aligned to UK-SPEC in order to support international mobility for professional engineers and technicians whether registered through the standard or the individual route.

Key Tasks:

- 2015: Gather Evidence
 - Develop understanding of the value of the UK registration model to other nations
 - Review and establish mechanisms for monitoring globalisation trends in Professional Engineering Institution membership and how this is influencing demand for registration.
 - Devise and pilot an international audit of individual route registration.
 - Identify appropriate mechanisms for enhancing mobility and recognition for professional engineers and technicians.
- 2016: Garner Support
 - Review lessons learnt from the individual route pilot and promote to like-minded bodies.
- 2017: Mobilise Support
 - Assist in the development of common approaches to individual route assessment and registration
 - Monitor globalisation trends in registration and identify any actions required.

CORE BUSINESS



The Engineering Council will approve a business plan that sets out how the new initiatives will mesh with the routine activity that makes up the core business. During the period covered by this Strategic Plan, there are a number of strategic goals and enablers supported in each calendar year by strategic themes as outlined below:

Strategic Goals

The Engineering Council's Core Business Strategic Goals for the period 2015-17 are driven by its Mission where the following have been identified:

- To maintain internationally recognised standards of competence and commitment as described in UK-SPEC and the ICTTech Standard
- To seek and promote excellence in the licensing of competent institutions through effective and efficient processes
- To continue to develop, improve and digitise key processes.

Strategic Enablers

- People: To value, support, develop and utilise the full potential of our staff and volunteers
- Environment: To provide a modern and efficient working environment
- Technology: To identify and utilise appropriate technology to deliver value to stakeholders.

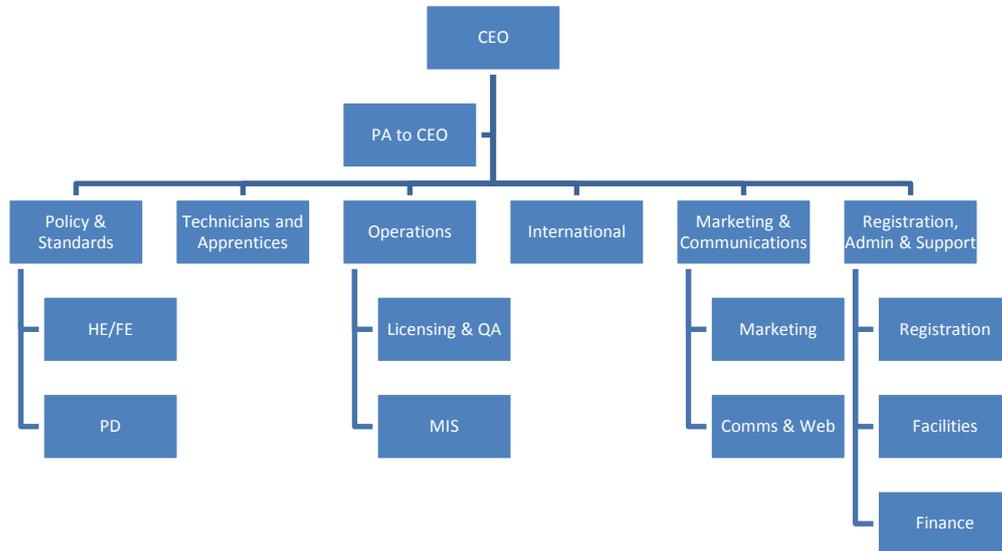
Strategic Themes:

- 2015: Continual Improvement
 - Review and instigate process improvement programme for Registration and Licensing
 - Progress digitisation programme (MyEngC)
 - Develop and roll out volunteer strategy
 - Identify opportunities to promote registration with PEIs (emphasised during licensing reviews).
- 2016: Leading Practice
 - Complete digitisation
 - ISO9001 recertification (Feb 2016)
 - Embed 'lean' business processes.
- 2017: Evidential Improvement
 - Customer results, e.g. satisfaction
 - People results, staff development, leadership and management.

OPERATING PLAN 2015 - 2017

Organisation

The internal structure that will deliver the Strategic Plan is shown here and their activities summarised in the pages that follow:



POLICY AND STANDARDS

Accountability: Registration Standards Committee

Responsibility: Head of Policy & Standards

Purpose: Ensure that the Engineering Council's standards for registration (UK-SPEC and ICTTech) remain fit for purpose (including in a global context) and recognised, and that standards are maintained and appropriately developed, and supported by PEIs and other stakeholders

Key Tasks:

- Maintain and keep under review the standards, the Registration Code of Practice and HE accreditation criteria
- Foster common understanding and use of standards (e.g. in relation to accreditation of programmes and assessment of individual applicants)
- Develop and keep under review the guidance material in support of the standards and the Registration Code of Practice.
- Monitor and engage with policy developments in education, professional development, training and other relevant matters
- Engage with other relevant UK bodies (employer organisations, education bodies, SSCs, National Skills Academies, government departments)
- Provide advice to PEIs and other stakeholders
- Manage the operation, development and budget for the on-line professional recording system 'mycareerpath'
- Manage the operation and development of the Academic Courses Accreditation Database (ACAD)
- Provide the secretariat for Registration Standards Committee and support the independent Engineering Accreditation Board.

TECHNICIANS

Accountability: Registration Standards Committee (*via* the Engineering Apprenticeship and Technician Qualifications Forum)

Responsibility: Head of Technicians and Apprenticeships

Purpose: Ensure that the Engineering Council's standards (UK-SPEC and ICTTech) underpin qualifications, apprenticeships and programmes that lead to Engineering Technician and ICT Technician registration, and that the pathways to registration are appropriately developed, and supported by PEIs and other stakeholders.

Key Tasks:

- Provide the secretariat for the Engineering Apprenticeship and Technician Qualifications Forum, and provide input into Registration Standards Committee
- Ensure technician standards are promoted by the profession and other stakeholders
- Foster common understanding and use of standards (e.g. in relation to approval of qualifications, apprenticeships and programmes, and the assessment of technician applicants, ensuring compliance with the Registration Code of Practice)
- Monitor and engage with policy developments with regard to Apprenticeships, Vocational Education and Technician Training
- Engage in projects supporting the development and enhancement of pathways to registration
- Engage with other relevant UK bodies (Apprenticeship and Awarding Organisations, skills bodies and academies where relevant)
- Provide advice and support to PEIs and other stakeholders.

OPERATIONS

Licensing and Quality Assurance

Accountability: Quality Assurance Committee

Responsibility: Operations Director

Purpose: Ensure that Licensed Members efficiently and effectively maintain consistent standards of competence and commitment for individuals being nominated to the register in accordance with UK-SPEC and ICTTech and the Registration Code of Practice

Key Tasks:

- Carry out reviews of Licensed Members as outlined in the Bye-laws and set out in the Engineering Council's Licensing Manual
- Engage with PEIs and other stakeholders to monitor, develop, support and share good best practice for registration processes
- Engage with Professional Affiliates and support progression to Licensed Member status where appropriate
- Monitor other engineering bodies and support progression to Professional Affiliate Status where appropriate

- Maintain a pool of competent registrant volunteers who can liaise with and monitor Licensed Members
- Liaise and work with other regulatory bodies and support the development of regulation good practice
- Provide the secretariat for Quality Assurance Committee.

Governance

Accountability: Privy Council and Governance Panel

Responsibility: Operations Director

Purpose: Ensure that the engineering community continues to serve the interests of society through appropriate structures and professional behaviours

Key tasks:

- Monitor, review and provide advice on governance and constitutional matters and Royal Charter petitions to the Privy Council Office
- Act as the Engineering Council's disciplinary and appeals body
- Provide the secretariat for the Privy Council and Governance Panel.

MIS

Accountability: Finance, Audit and Remuneration Panel

Responsibility: Operations Director

Purpose: Manage the Management Information Systems, ensuring the integrity of the registration database

Key Tasks:

- Develop and maintain an ICT capability that enhances and optimises the efficiency of the organisation
- Manage, support and maintain software and applications.

INTERNATIONAL

Accountability: International Advisory Panel

Responsibility: Head of International

Purpose: Ensure that Engineering Council standards for registration are globally recognised and that the international mobility of engineering professionals is facilitated

Key Tasks:

- Foster common understanding and use of Engineering Council standards in a global context
- Monitor and engage with policy developments in education, training and other relevant matters within the EU and elsewhere
- Engage with other relevant international bodies (ENAAEE, FEANI, IEA etc.)
- Provide advice to PEIs and other stakeholders
- Provide the secretariat for the International Advisory Panel.

Marketing and Communications

Accountability: Finance, Audit and Remuneration Panel

Responsibility: Head of Marketing and Communications

Purpose: Promote the value of professional registration to clients, employers, registrants and potential registrants, thereby enhancing the status of registrants and the brand of the Engineering Council

Key Tasks:

- Engage with PEIs and other stakeholders to promote the value of becoming professionally registered
- Create and exploit public relations opportunities, alongside our partner bodies (PEIs, EngineeringUK and Royal Academy of Engineering etc.)
- Ensure that PEIs, staff and other stakeholders are kept informed of relevant activity through a variety of media
- Take responsibility for the Engineering Council brand, including maintaining and monitoring the website.

Registration, Administration and Support

Accountability: Finance, Audit and Remuneration Panel

Responsibility: Head of Administration & Support

Purpose: Ensure that the operation of the organisation is delivered in an efficient and effective manner

Key Tasks:

- Operate financial processes and maintain appropriate statutory accounts.
- Deliver fair and consistent people management policies and practices
- Provide effective facilities management services
- Provide secretariat for Finance, Audit and Remuneration Panel (FARP)
- Maintain and operate the central database of professionally registered engineers and technicians and ICT Technicians
- Engage with PEIs and registrants to ensure data integrity and to provide assistance and advice where it is requested.



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