

IPowerE Ambassadors EngTech Company Approved Scheme

1. Introduction

This note advises IPowerE Ambassadors how the IPowerE Company Approved Scheme for EngTech works sufficiently for the Scheme to be presented to companies.

2. IPowerE's Company Approved Scheme

A Registration Agreement between IPowerE and the Society of Operations Engineers(SOE) has been agreed, ratified by Engineering Council and is operational. Under this agreement applicants to IPowerE for EngTech, IEng, CEng can be processed jointly by IPowerE and SOE to achieve IPowerE membership and Engineering Council registration.

Applications for registration can be made by individuals on the basis of their qualifications, experience and skills.

For EngTech applicants IPowerE has a process – “EngTech Company Approved Scheme” - for assessment and approval of company training schemes, staff grading and HR procedures such that an individual who has achieved an approved company grade is deemed to have an exemplifying qualification for EngTech registration.

The EngTech Company Approved Scheme was developed to be: a means of gaining IPowerE members, to be of benefit to companies and form the basis of a relationship with companies. The long term objective of the Scheme is to make it the norm in the sectors where IPowerE is interested, such as power generation, for engineering technicians to be EngTech. In the EngTech Scheme promotion of the scheme to individuals, who are employees, is by the company with registration fees generally paid by the company and the process is simple for the individual. These arrangements overcome many of the disadvantages of promoting registration by approaching individuals with unsolicited mail shots.

EngTech Company Approved Schemes have been successfully set up with: Infinis, MANX Electricity and Thames Power Services. In addition to securing a stream of members the arrangements has resulted in strong relationships with these companies. Progress beyond these three has been hampered by adverse economic conditions and plant closures in the CCGT sector. Now that the Registration Agreement is operational it is

possible to revive promotion the EngTech Company Approved Scheme with other companies.

IPowerE's method for approaching companies is to identify target companies where, ideally: IPowerE has a member employed by that company who can be approached to be the EngTech champion for IPowerE, where IPowerE has a IPowerE Ambassador who is known to the company such as a counterparty to a supply contract, and where the company employed a cadre of engineering technicians. An initial meeting is set up by the Ambassador with the company to explain: EngTech, the benefits to employers and employees and how the IPowerE Company Approved Scheme works. Should that meeting prove successful arrangements are made for trained IPowerE assessors to be assigned, the assessment conducted and, if successful, the scheme established.

To be worthwhile for IPowerE to deploy assessors and for the company to undergo assessment there needs to be a pool of potential EngTech candidates. There is no hard and fast number expected by IPowerE but the aim should be twenty applicants and with the company being committed to all technicians in the approved grade being registered such that regardless of turnover the number is maintained.

A successful company will need to have: clearly defined grades for their staff with responsibilities, duties and role clearly specified, a structured training scheme, this might be in-house, that underpins the grade, a process of maintaining competence and an annual review process. The company will need to demonstrate a commitment to staff competence and that they allocate appropriate resource to maintaining competence.

The company's training, HR processes and the skill required for entry into a particular grade will be assessed as resulting in individual have competence that satisfies the requirements of UKSPEC. Assessment is by trained IPowerE assessors likely to take one day with the company's personal being involved for approximately half of that day.

Scheme are normally established for three years and then reviewed.

The intention is to achieve success with the initial few companies then identify the peers of those initial companies and promote EngTech on the basis "ABC Ltd has an approved scheme why don't you". Thus, Infinis could be the ABC Ltd when approaching Viridor, or Thames Power Services the ABC Ltd when approaching Centrica.

The Registration Agreement with SoE covers EngTech, IEng and CEng such that if an initial meeting is secured IEng and CEng can also be promoted with individuals but not by means of a Company Approved Scheme.

A key to achieving a good initial approach and first meeting is having an IPowerE representative - an IPowerE Ambassador - ideally known to or having knowledge of the target company and a knowledge of the EngTech Company Approved Scheme but not necessarily in the detail as required to be an assessor.

IPowerE Ambassadors are provided with this briefing note, background documentation, a template PowerPoint presentation and general support. No particular skill or experience is required beyond an ability to engage with people and deliver a presentation.

3. Further Information

Further information is available from the Bedford office.

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