

From the Updating to the Continuing Professional Development – The National Programme for the Continuing Professional Education of Surveyors

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Key words:

SUMMARY

The C.N.G., as all the other Professional Orders, warmly invites its members to update during the whole professional life. The introduction of such duty is declared in the ethical codes and represents the awareness of the professional organization of the fact that the initial education of its members is not enough to guarantee the maintenance of qualitative standards required for the practice of the profession. The C.N.G. is strongly engaged in the progressive affirmation of the continuing education as the absolute priority of the politics of the professional organization, which acts both to a level of sensitization of questions and of recognition and of credit of the instructive offers, trying also to obtain the support of the public authority (for example through fiscal reductions and direct subventions).

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First, it is important to specify the concept that C.P.D. – Continuing Professional Development, (term used in the documents of European Institutions) contemplates: professional fulfilments imposed by the ethical code, or The Professional Updating and The Continuing Education.

The Professional Updating means the subsequent activity to dedicate to academic courses – diploma, degree, or specialization -, addressed to adapt, for the whole professional life, the professional knowledge.

The Continuing Education, within the surveying profession, includes all activities aimed to improve competences and technical and managerial ability in order to guarantee effectiveness, safety and efficiency in the professional practice.

In this first phase, preliminary to the definitive programme of the professional development, we are carefully reflecting both on the basis of C.P.D. project studies, managed by the institutions, and on documents of bodies of the European Community and of European Organizations, and also on the recognition of what happens in this field in the other extra E.U. States.

For example, from the examination of some cases, it appears clear that the way undertaken by the Italian Ministerial Institutions for some professional categories, where the members carry out activities of public employee, can not understand what the professional has to do to maintain his professionalism to a high level, considering the particular characteristics in which the profession develops; it is necessary infact to remember that it performs only in the private professional office and under the personal responsibility of the registered member.

This fact characterizes the profession of the Italian Surveyor as a particular professional study, infact only the public employees who have taken the State Qualifying Examination, upon particular instructive training addressed to the profession, can be put on the professional register.

The peculiar characteristic of the Italian Surveyor is infact to be "a polyvalent expert" who spaces in a large sector of activities regarding real estate, from building and maintenance of real estate immovable generally, to its variations, improvements and trasformation, to its physical, juridical and economical consistency.

The surveyor is also present in problems regarding the rearrangement, verification and valuation of real estates, in the survey and he works frequently in the activity of technical and cadastral services and in the administrations of Public Bodies.

The approach to the C.P.D for the C.N.G., is not only seen as a consequent updating to the application of new technical and scientific information, but above all, as a personal and professional growth of the professional man through the critical revision and the valuation of the one's professional experience.

So, in addition to the transmission vertical process, the professional man has to make use of a personal training and research course.

The C.P.D., in the professional and free reality of our category, must not focus on the instructive event, but on the professional man who is the true protagonist of the professional growth.

The profession is the central element which establishes instructive lines and conditions of control of itself.

The 108 Provincial Boards of the Italian Surveyors will have new roles and tasks, consequent to the recognition of the centrality of the professional man, on the development and professional updating.

Through the C.P.D., the Italian Professional Surveyor has to update and increase his knowledge and his skills acquiring and comparing himself with the new technical and scientific discovers and new technology, improving and developing his education and experience.

The participation to the C.P.D programmes, is not only a duty of the surveyor put on the register and recalled by the Ethical Code, it is also a right of the citizens who required diligent, updated and sensitive professional men.

The learning through experience and resolution of problems, constitutes the bases of the developing process which mantains and increases the professional competence.

The C.N.G. is now involved in the choice of a C.P.D systems among the classified ones of several national and international organizations, with the aim to adopt, among the available options, a method of political advantage for the education and control of the updating, and at the same time careful not to ignore the benefits deriving from the cost analysis.

First of all, it has to chose between the prevision of a C.P.D. system with a simple ethical duty and one where the ethical code must be carefully observed.

Till now we have promoted a kind of education characterized by the fact that the member could choose to participate to such activity or not.

There should not be any reserves for the activation of a programme regarding the professional and obligatory development with examination outlooks established in the Professional Regulation.

The key question in this case, to solve, regards the imposition of the specific duty which is ratified dutifully and the modality of fulfilment of such duty. In general we are in tune with the experiences activated in other States where normally the negative result of the examination does not imply the extreme consequence of expulsion from the professional register. Almost always the normal resolution expected is the simple suspension of the professional man who, after having accomplished the professional updating, will be reintegrated.

Even if the imposition of the duty will be desirable in the near future, now we think that it would be a drastic solution and maybe too hasty, in fact it could reduce the updating to an irritating and bureaucratic duty imposed to the member.

On the basis of experiences accomplished by other E.U. professional organizations, the C.N.G. thinks it would be better to adopt a method with a gradual application of roles regarding the professional development, beginning for example from the new members put on the register to all members.

Concerning the choice regarding the modality of fulfilment of the C.P.D. duty, the C.N.G. has individualized three possible models (which can be common to other professions, too):

- in accordance with modalities predetermined by the professional institution and in accordance with codified scheme (so called closed system);
- giving to the free initiative and to the good sense of the professional man the tasks to individualize courses and other activities that can guarantee to him the maintenance of qualitative standards in the professional practice (so called opened scheme);
- the professional man has to accumulate part of the required quantity of the continuing education through reliable courses and recognized activities, while for the remaining part he is free to self-determine (so called mixed system).

Among the listed systems, the C.N.G. considers more suitable for the characteristics of the Italian Surveyor, the choice of the mixed system which conjugates the updating politics and the professional development.

It must be observed that the instructive part reserved to the C.N.G. as Institutional Body is aimed to the reinforcement of its role within the control and guidelines of the professional standards and to create an offer of high quality.

While the instructive part trusted to the free choice of the professional man is functional both to the assertion of his responsibility in the determination of the individual educational way and to the recourse to international modality of the professional growth.

Moreover, the C.N.G. has considered that the choice of a mixed system of C.P.D application, can create the bases for the strategical constitution of partnership between public and private subjects, interested in the creation of a network of cognitive opportunities opened to professional men from different Nations and sectors.

According of what saying above, the execution of the C.P.D process can be expected in phases through:

- updating and learning of new technics and procedures through the participation to educational events organized by the Professional Institutions;
- improvement of one's own professional ability through the critical valuation of one's own professional experience and comparison among colleagues;
- personal research effected through the participation to the initiative of group, the critical examination of the professional and theoretical literature and the use of instruments regarding learning and research as new technology, internet and something else.

The system of periodic examination of the C.P.D. project, proposed by the C.N.G., will consider the professional man's ability to plan his growth and to develop his competence and ability.

According to the C.N.G, the valuation regarding C.P.D. will be total and in tuned with those institutional and professional European Organizations that provide a duty of instructive and reliable events , variable from 20 to 60 hours and the need to document periodically, for the educational and self-managed part (analytic certification), an informal activity that demonstrates engagement to the professional development.

To conclude, I would remember that in the last years, the commitment of the C.N.G. is to promote the C.P.D. VALUE as the individual interest of the professional man and to protect it as a public interest in order to impose it subsequently as an istitutional duty.

To know the objectives, operative modality, articulation of roles and procedural iter fpr the accomplishment of the programme, see the next enclosures of the present report, while the C.N.G. will be responsible for the definition of the F.C.P. regulation regarding members put on the register and for the drawing up of useful documents for the organization of instructive events as the manual of the subscriber, data regarding the organization of the project and valuation tables.

To realize the C.D.P. National programme and to reach the objectives exposed in this report, the C.N.G. is actually engaged, through its national committee and the telecom network of Geoweb (data processing society of the C.N.G.), to elaborate regulations, procedural iter, and to individualize instructive regional contents and bodies of certification to confirm.

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