

Presentation by

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Career Development and Professionalism

Preparing for Professional Sustainability

Career Development

Individuals build their careers based on four key factors:

- **The learning and education they wish to undertake**
- **The ethics and morality of the society in which they live and work**
- **The market / businesses within that environment**
- **Their own personal interests and beliefs**

(In no particular order....)

Multiple Careers

Global Environment:

- **Jobs are no longer for life**
- **Individuals have to be prepared to continually improve and diversify their education**
 - **In their chosen profession and specialisation**
 - **Also to develop alternative career paths.**

As professionals, individuals have to ensure their learning is current and sustainable:

professional competencies and capabilities

Role of HEIs and Employers

Higher Education Institutions:

Provide a breadth of education, designed to prepare students for:

- “Entry into Service” as a graduate
- “Modification and Repair” as a developing professional

Employer Organisations:

Develop such graduates to meet their business and technical needs

Between them they need to prepare for the “next big thing” –
Automation, AI, Industry 4.0, etc.

How can an individual prepare for the future?

Facilitated Learning

..... **Developing and Sustaining Professionalism**

But we can't teach someone how to develop their own career....

Facilitate investigative learning – asking “Why”?

- **Developing an academic, pedagogic approach to individual learning**
- **Positioning individuals - values and behaviours**
- **Engineers in Society – power and responsibility: contextual problem solving**
- **Encouraging new, diverse and insightful reflection**
- **Engaging with Employer drive towards professional recognition**

Create and maintain a career plan to show the individual is both professional and adaptable

Professional Sustainability

Individuals need to consider their career development in terms of:

- Market: where the jobs are – and how they might change
- Learning: what they need to know to perform such jobs
- Society: understanding whether they are engineering something of benefit to the society in which they live
- Interests: what motivates and inspires them

With awareness of these factors, and guidance from academics, individuals can prepare for their long term professional sustainability. A 30-year plan will invariably change – but it exists to be changed (and it is never too early to plan for retirement!)

Professional Sustainability

