

## Policy on Reduced Professional Development Reporting Targets

This policy applies to members in the ‘senior member’ category.

For all practitioners, the normal targets of the ProDev Program include a minimum of 90 hours in the following categories:

- Formal Training
- Informal Training
- Participation
- Presentations
- Contributions to Knowledge

For practitioners who work full time continuously, this requirement stems from subtracting the allowance for Professional Practice (150 PDH) from the overall target (240 PDH).

Practitioners who are in the ‘senior member’ category are expected to maintain this proportional amount of professional development activities in the five categories noted above. **NOTE: Individuals in the ‘senior member’ category will have their targets adjusted automatically**

The target of three categories per year still applies. If the ‘senior member’ participates in Professional Practice activities in a given year, then those activities count towards the target of three categories per year. If the ‘senior member’ does not practice at all in a calendar year, they are expected to demonstrate activities in three of the other categories.

Example of an acceptable ProDev record from a ‘senior member’:

	Year 1*	Year 2	Year 3	Total
Professional Practice	5			N/A
Formal Training		4		4
Informal Training	26	26	26	74
Participation	3	12	12	27
Presentations				
Contributions to Knowledge			8	8
				113**

\* In year 1, the practitioner has satisfied the three-target category by including Professional Practice activities.

\*\* The amount of professional practice hours is ignored when tallying the total number of activities. This amount should exceed 90.

### **Example of detailed activities:**

#### Year 1

- Formal Training: Attended Engineers Geoscientists Manitoba’s PD Conference
- Informal Training: Read for ½ hour per week throughout the year
- Participation: Attended the AGM

#### Year 2

- Professional Practice: Provided contract consulting services to former employer

- Informal Training: Read for ½ hour per week throughout the year
- Participation: Served on an ad hoc committee for Engineers Geoscientists  
Manitoba

### Year 3

- Informal Training: Read for ½ hour per week throughout the year
- Participation: Mentored a younger professional (one-hour meeting per month)
- Contributions to Knowledge: Wrote an article for the *Keystone Professional*