

IPD graduate path

If you are in your final year of study or graduated within the last three years, we offer a membership package to help you on your way in your career. [IET Advantage](#) provides a progressive, goal-drive framework to help you make the most of your membership as you work towards Professional Registration.

As well as the goals from IET advantage, it is important to keep on track with your Professional Development. The below checklist should act as a reminder of what to do at each stage of your development.

Induction/Within your First Substantive Post

- Meet with key managers or colleagues to find out about the expectations and opportunities of the role.
- Submit an [intent to register](#) with us and commit to working toward Professional Registration.
- Learn about the department, organisation and sector that you are working in. Sign up for the relevant [Technical Professional Network \(TPN\) or Community](#).
- Learn the processes and procedures of your organisation (including safety or management requirements).
- Consider your development opportunities and make a plan
- Start using [Career Manager](#) to record your evidence and keep a note of your objectives and action plans.
- Find a mentor who can support you either through your company or via our [mentoring service](#).

First and Second Year of Development

- Develop an understanding of UK-SPEC and consider how your experiences may meet the competence requirements.
- Meet regularly with your mentor or line manager to discuss your progress
- Update your [Career Manager](#) as you develop competence evidence and as you move into trainee and supervised practitioner levels.
- Plan the next stages of your development by setting new objectives in [Career Manager](#) – link these to trainee or supervised practitioner levels to achieve competence.

Third and Fourth Year of Development

- Consider your wider career plan and what you want to do. If you are considering a move into a management role then ensure that you still have sufficient engineering tasks to maintain your engineering knowledge (particularly the depth required for A and B competence areas).
- Continue meeting with your mentor or line manager to discuss your development– now you are working autonomously your meetings may become less frequent but you should continue to meet.
- Take opportunities to develop management skills, increase awareness of budgets and begin to consider how you can not only work in a team but show leadership such as supporting the development of colleagues or acting as a mentor to newer team members. This will help you develop your C competences.
- Undertake regular development activities to deepen and broaden your existing knowledge to take into account your increased responsibilities.
- Archive a copy of your competence assessment containing older evidence from your initial years of development in [Career Manager](#) and replace it with newer evidence of competence. You will likely working as a supervised practitioner in most areas and beginning to move into a practitioner role in the areas that you have more experience.

Fifth Year Onward

- Consider if you now meet the IEng or CEng competence requirements for Professional Registration.
- Start to consider what are your best pieces of evidence for Professional Registration. You will likely be working at a practitioner level in most competence areas and may start to act as an expert in a few areas. If there are areas where you are still working at supervised practitioner level then this provides a focus for further development.
- Start updating your Career History to cover your responsibilities as this will make up a substantial part of your application. Where possible write this in terms of competences achieved.
- Consider the application requirements and read the guidance notes for Professional Registration so you are clear on what you need to do to complete your application.
- Draft your application and discuss it with your mentor or line manager.
- Consult a Professional Registration Advisor (PRA) – don't forget to record which PRA you spoke to on your final application.
- When you are ready, double check you have completed all of the areas in the registration checklist and submit your application to us.