Mentoring for Civil Engineers

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Any errors remaining in this book after all of this help are,
of course, mine.

Patrick Waterhouse
March 2020

Glossary and abbreviations

attribute	The abilities someone must have to become an ICE member. Trainees must show they've achieved the attributes during their initial professional development and at the professional review. There are nine attributes
BAME	Black, Asian and minority ethnic
BIM	Building Information Modelling
career appraisal	The assessment undertaken at the conclusion of initial professional development by those who have not trained under an ICE training agreement
CMI	Chartered Management Institute
completion certificate	Certificate signed by the SCE and MDO to confirm that initial professional development has been completed
CPD	continuing professional development
CPRP	chartered professional review progressive
Delegated Engineer (DE)	An individual (normally a professionally qualified ICE member) who has been given responsibility, by an SCE to mentor trainees on a day-to-day basis
development report	Reports written by trainees to document progress made towards attaining the attributes. These are submitted to the SCE on a regular basis
ICE	Institution of Civil Engineers
initial professional development (IPD)	The career stage when a trainee gains the experience, special skills and professional approach needed to practise as a civil engineer. It bridges the gap between education and professional qualifications. For trainees on an ICE training scheme, IPD is recorded and assessed using IPD Online
IPD Online	The online system hosted by ICE for administering the training agreements, which allows trainees to log their IPD

LGBTQ+	An acronym for lesbian, gay, bisexual, transgender, queer or questioning and others
MDO	Membership Development Officer
MPR	member professional review
NEC	New Engineering Contract
partial completion	If a trainee leaves an employer before completing a training agreement, the progress made should be recorded by the SCE in IPD Online as a 'partial completion'
professional review report	Report submitted as part of an ICE professional review
professional review	The review of a trainee's attributes by two independent reviewers prior to membership of ICE
Supervising Civil Engineer (SCE)	An individual approved by ICE and provided by employers to mentor trainees. The SCE will preferably be a professionally qualified ICE member, but it's not mandatory. SCEs will have a good understanding of the process and standards needed to become professionally qualified with ICE, and an active level of personal contact with the trainee. They also make sure trainees get the necessary experience
TAGSO	Training Agreements Online system
training agreement	A formal agreement between an employer and a trainee. The employer agrees to provide support and experience so that the trainee can complete the IPD. The trainee agrees to work diligently to gain experience and document it as required by ICE and the SCE
training scheme	A structured training programme used by employers to help trainees get the experience and skills needed to qualify as professional engineers. An important part of the scheme is the mentoring trainees get from an SCE (and a DE if applicable), who is provided by the employer.

VAK
written exercise

Trainees' progress on the scheme is recorded and measured using IPD Online
visual, auditory and kinaesthetic
As part of the professional review, this is a 2 hour test of the trainee's ability to communicate in written English. The reviewers will draft two questions, one of which must be answered