



Commitment and Undertaking (C & U) Agreements

<p>1. What is a C&U?</p>	<p>A Commitment and Undertaking is an agreement between the employer and ECSA, in which the employer commits to train engineering candidates to the standard that is required for registration.</p>
<p>2. What are the requirements for an employer to enter into a C&U agreement?</p>	<p>As long as an employer is able to provide a professionally registered mentor (either internal or external), one or more competent supervisors, and is able to commit to an adequate range of experience to ensure the development of competence (whether fully within the organisation, or where necessary, through secondment) an employer may enter into a C&U.</p>
<p>3. What will an employer benefit from entering into a C&U?</p>	<p>The C&U offers many benefits:</p> <p>By training candidates in a structured manner, with the 11 Outcomes in mind, employers will develop competent engineering professionals to expand their team of professionals. Candidates will generally attain the level of competence required in a shorter time than their peers who are not trained in a structured manner.</p> <p>If an employer signs a C&U, it gives their candidates the assurance that they are committed to quality training. This therefore makes them an employer of choice, so they are able to attract high calibre candidates.</p> <p>By signing a C&U, management and mentors will be in the ECSA database and will be notified of any changes in the registration process.</p> <p>The ECSA assessors and reviewers are given assurance that candidates have been through a structured process, overseen by mentors who understand what is required. Thus, applications, should theoretically be easier to assess.</p>

4. Does ECSA assist companies to establish structured training programmes to enable them to enter into C&Us?

ECSA does not specifically engage with companies to develop individual training programmes. However, the Discipline-specific Training Guidelines (R-05n) offer guidance per discipline on the type of training that candidates should undergo to develop the competence required.

5. Are C&Us entered into with all employers in the profession and what is their impact in registering candidates?

The intention of the C&U is to ensure that employers commit to quality training to support candidates to develop the competence required for registration.

When structured programmes and regular interactions, reviews and assessments take place, candidates tend to be ready for registration sooner than their peers who are not in structured programmes. Many employers who have honoured their C&U agreements have been successful with registering their candidates over the years.

The legacy C&U agreements were a simple one-page document in which the CEO committed training candidates. To offer more comprehensive guidance, a new C&U document has been developed, which is composed of relevant extracts from all policy, standard and guideline documents, outlining the roles of the employer, mentor and supervisors. The new C&U contains two agreements - a detailed agreement for the employer to sign, which includes management and HR contact details, and a bulleted list of what they are committing to, and a mentor C&U. This contains a list of activities which the mentor commits to and signs. Mentor agreements will be appended to the employer's C&U. The new format C&Us will be valid for 5 years, rather than the current practice of being in place indefinitely.

6. What happens if I register as a candidate and train under a C&U and it lapses before I register professionally?

The intention of renewing C&Us is for ECSA to ensure that contact and mentor details are kept up to date. There will thus not be a problem with registering if the C&U has lapsed. However, candidates should encourage their employers to keep C&Us up to date.

<p>7. Does ECSA ensure that the environment in which a candidate works meets the standards which ECSA seeks to impose?</p>	<p>ECSA does not assess workplaces to approve C&Us. It relies on the professional judgment of management and mentors to determine whether the environment or training plans are adequate. However, ECSA is in a position to monitor the success of candidates applying for registration, and with more comprehensive information on employers, will be able to react when deferrals and/or refusals occur frequently from an individual employer.</p>
<p>8. Can ECSA ensure that Government Departments sign C&Us to enable public servants to gain the required competence for registration?</p>	<p>It is ECSA's intention to carry out a major PR campaign to make public sector structures aware of the need to offer candidates comprehensive training. ECSA would like to contact as many relevant Heads of Department as possible.</p>

Please feel free to send contact details of your managers to kwenza@ecsa.co.za or john@ecsa.co.za