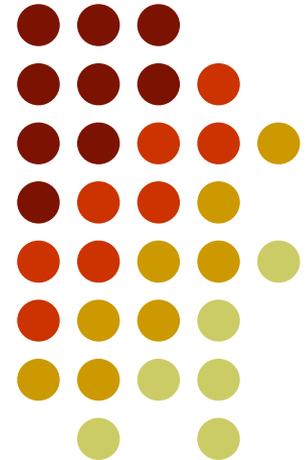


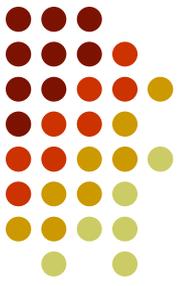


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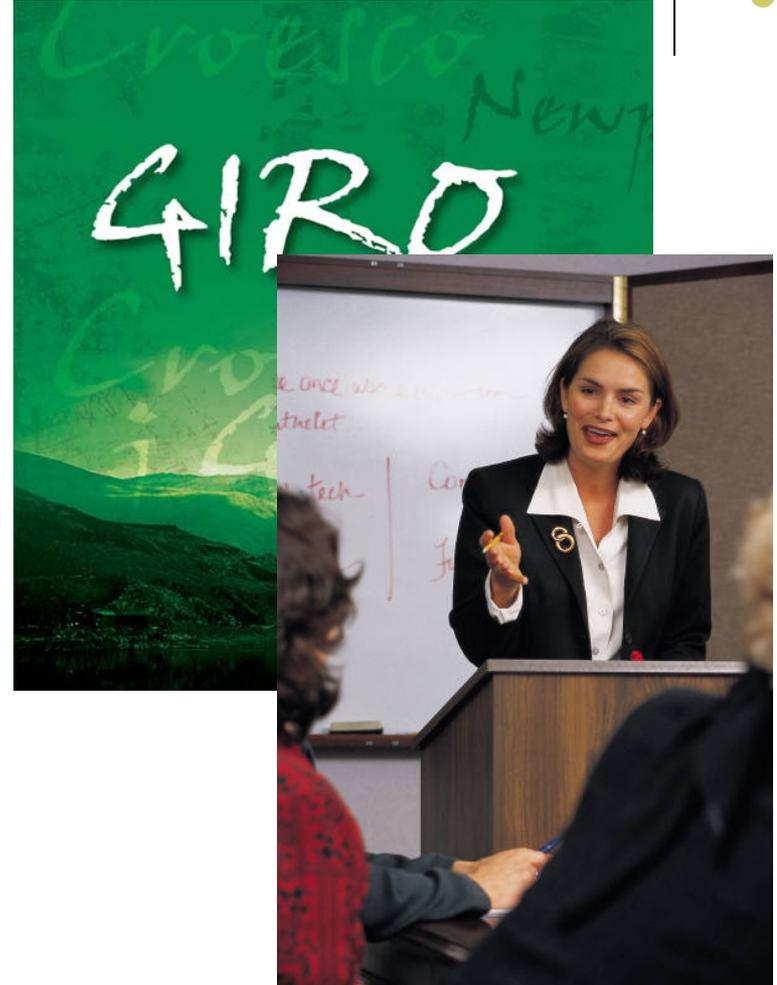
Continuing Professional Development  
Nick Dumbreck





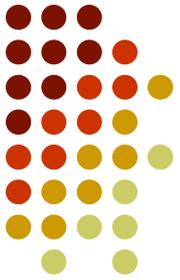
# What is CPD?

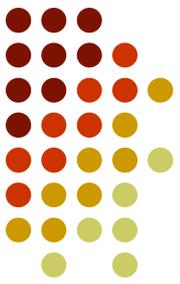
- The development of knowledge and of technical, personal and professional skills and competencies throughout an actuary's working life



# What is CPD?

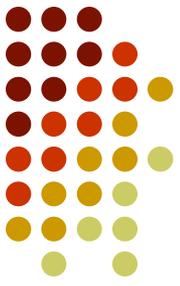
- CPD refers to the development of the whole person with attention to technical actuarial skills, related professional skills, business and management skills, professionalism skills and personal skills





## Why do CPD (1)?

- Qualification is only the first step towards full competence
- Developments in actuarial techniques
- Developments in the external environment
- Reputation and status of the profession depend on relevant and up-to-date advice
- Our clients and the public expect it



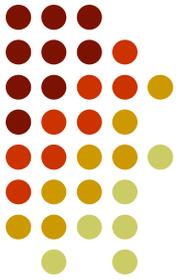
## Why do CPD (2)?

- Different roles
- Move between countries or work in an international environment - different regulatory framework etc
- New areas of practice

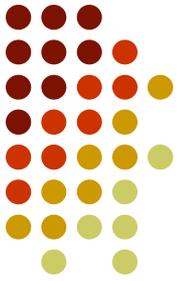


# IAA Survey

- 54 full members
- 48 responded



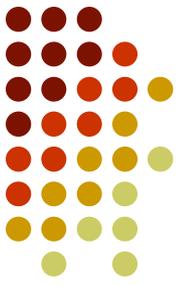
# IAA Survey



Three parts:

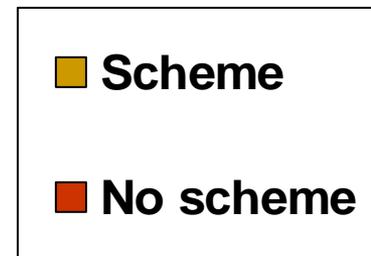
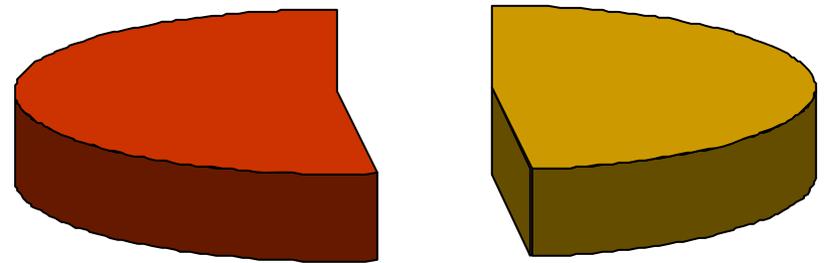
- First - current membership statistics & expected growth
- Second - current CPD scheme
- Third - views on CPD



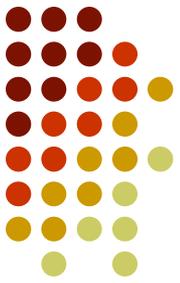


# IAA Survey

- 23 - just under half - have CPD scheme
- Covers 80% of all actuaries
- But 6 full members with 300 or more members without scheme

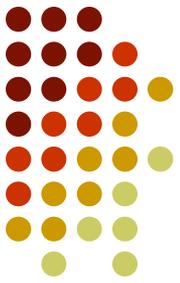


# IAA Survey



- 19 require minimum amount, range 15 to 50 hours, average 25 hours
- Half recommend coverage of certain topics
- Half prescribe coverage of certain topics
- Half expect coverage of issues outside the member's technical area
- Almost three quarters require members working in non-traditional areas to do CPD
- Only three offer examinable CPD

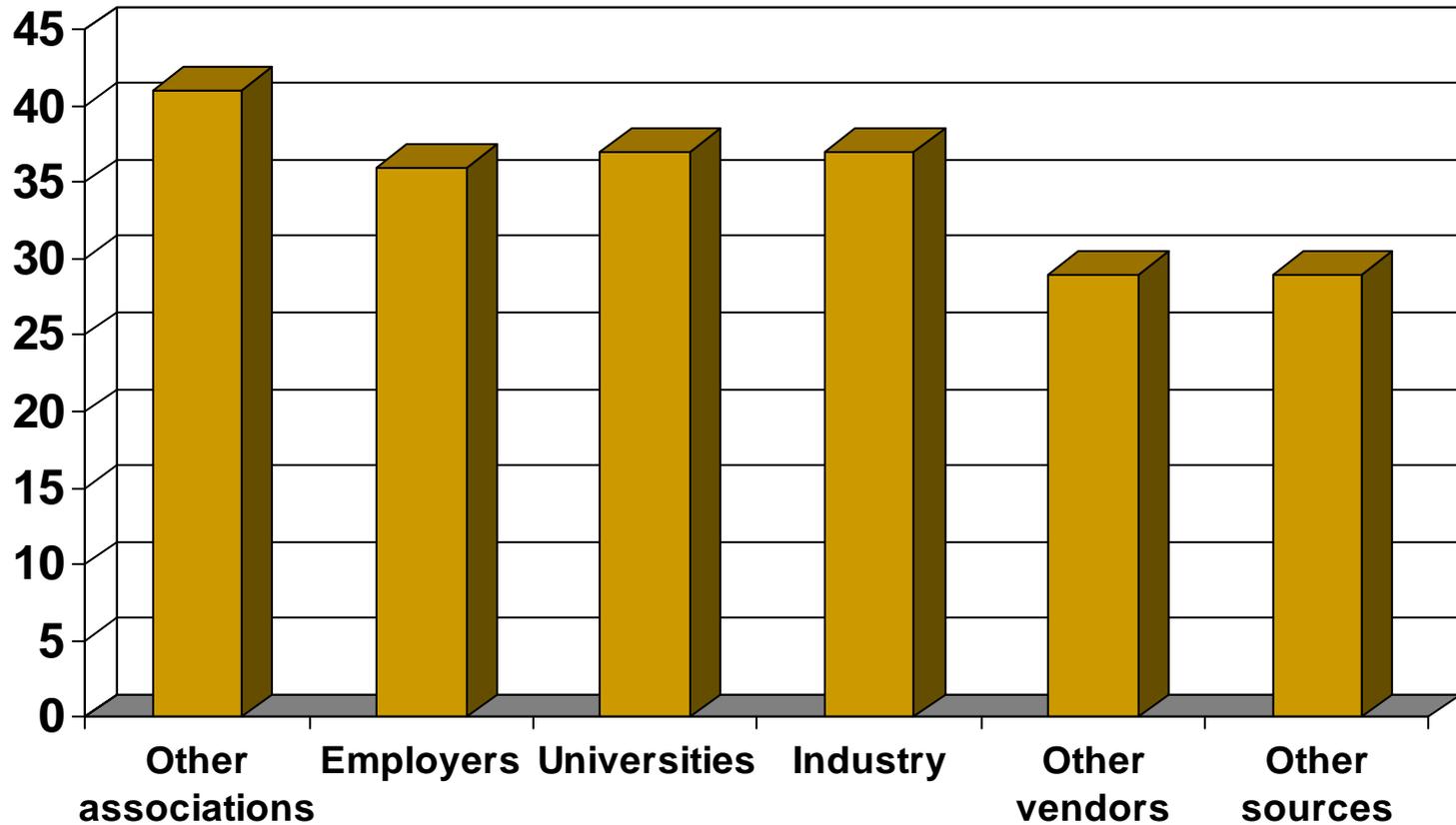
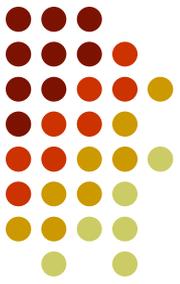
# How do you ensure that CPD opportunities are available?



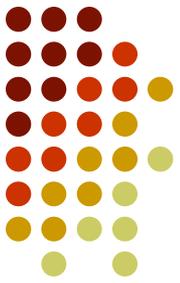
- Most associations organise conferences, seminars etc
- Publicise events organised by others
- Two did not organise CPD due to limited numbers and resources



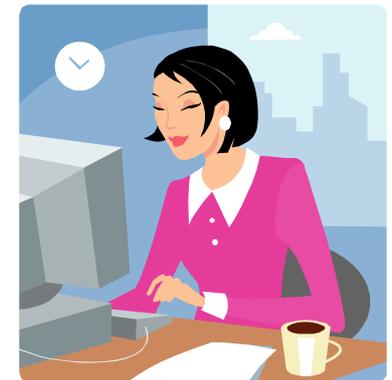
# Sources of CPD available to your members?



# Which delivery methods are commonly used?



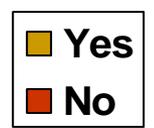
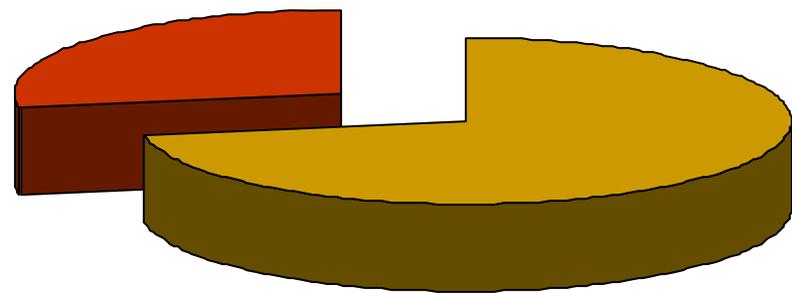
- All held meetings
- 29 books, CDs, other non-interactive remote means
- 19 used webcasts
- Some used website



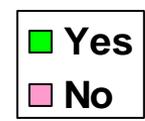
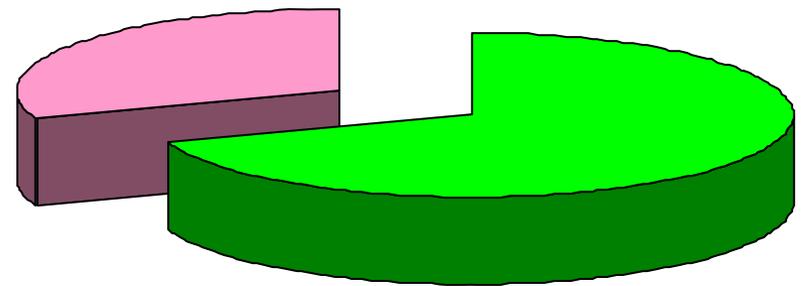


# Do your members:

Have adequate sources of CPD?



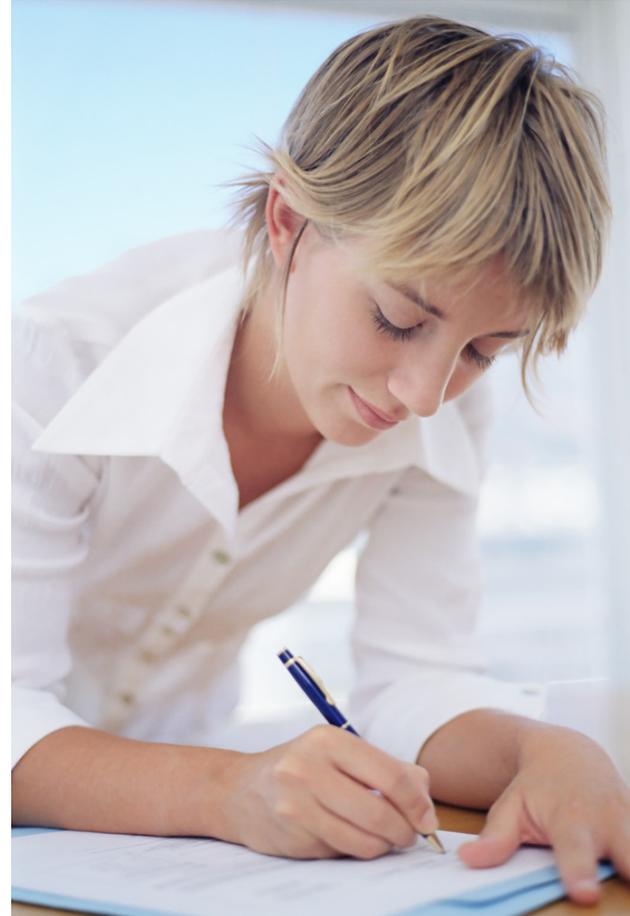
Get enough CPD?



# IAA Survey

Those who monitor  
CPD rely on:

- Annual declarations
- Self registration of activities
- Automatic registration of certain activities
- Application for practising certificate

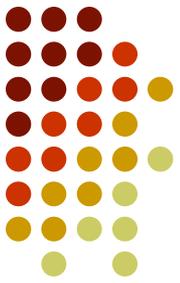


# IAA Survey

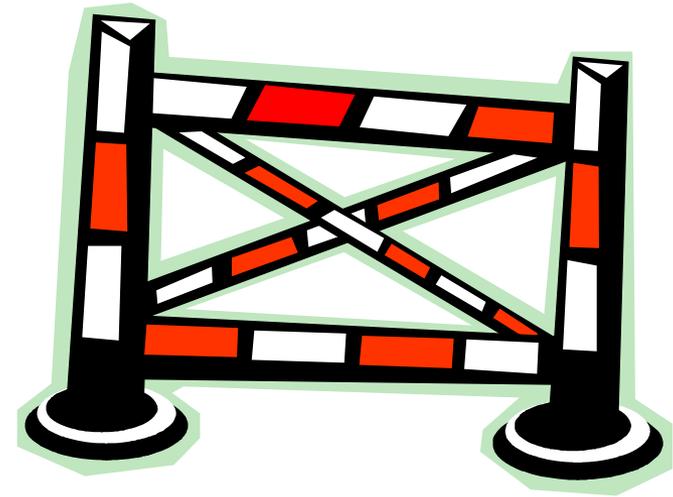
- Associations were asked about the consequences of non-compliance with CPD requirements?
  - 50% of associations withdraw practising rights
  - 6 associations withdraw membership completely

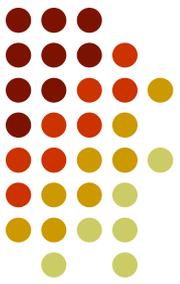


# Biggest problem that you face in ensuring adequate CPD?



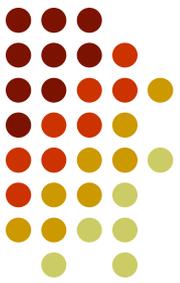
- Resources – cost, time
- Insufficient good lecturers
- Voluntary nature of CPD
- Non resident members
- Lack of employer commitment





# What can associations do?

- Create an environment to foster the acquisition of knowledge
- Act as facilitator
- Awareness of business environment
- Draw attention to new developments
- Monitor compliance
- Discipline

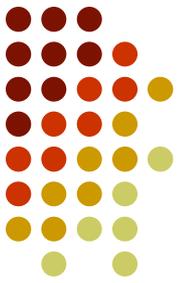


# What is the role of the IAA?

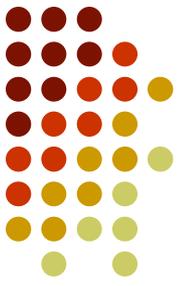
- Management - national level
- IAA should monitor CPD strategy and encourage best practice
- Limited help concerning the local conditions
- Develop packages for generic CPD
- Database of CPD activities
- Sections are aware of CPD issues and can organise courses (preferably with the blessing of the host country....)

# The IAA CPD strategy

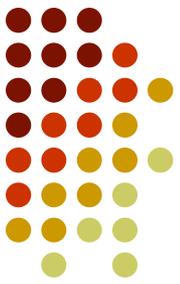
- A “soft approach”



# Can CPD be voluntary, given the requirements of the IAA code?

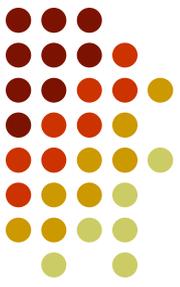


- The IAA CPD strategy states: *“it is important that an actuary keeps abreast of developments in actuarial techniques so that work done is up-to-date and relevant”*
- And *“reputation and standing of profession depends on actuaries giving relevant and up-to-date advice”*
- The IAA code states that *“an actuary shall perform professional services only if he is competent and appropriately experienced”*



## Possible future strategy

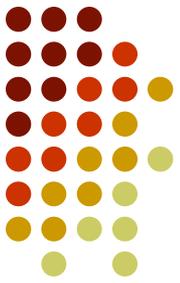
- Current IAA strategy - best practice - not mandatory
- Should all associations have a CPD scheme?
- IAA code refers to competence – does this imply obligatory CPD?
- Failure of individuals to do CPD should invoke disciplinary action



# Possible future strategy

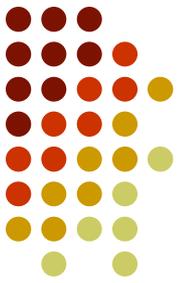
- Survey highlighted limited or lack of resources as issue
- Potential solutions to the resource issue include:
  - IAA CPD database
  - Larger associations make available CPD material
  - IAA could encourage development of web-based CPD material
  - IAA could encourage more “regional” meetings

# Some questions for discussion (1)

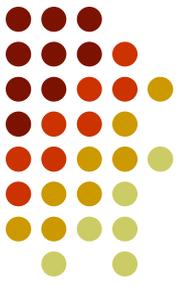


- Should the adoption of a mandatory CPD scheme be obligatory for IAA full members?
- If so, to which categories of member should it apply?
  - All?
  - Excluding those in non-actuarial roles?
  - Other exclusions?
- ...and how soon should this be implemented?

## Some questions for discussion (2)



- How can the IAA help member associations to provide CPD to their members?
- And how can individual associations help each other?



# Summary of questions

- Should the adoption of a mandatory CPD scheme be obligatory for IAA full members?
- If so, to which categories of member should it apply?
  - All?
  - Excluding those in non-actuarial roles?
  - Other exclusions?
- ...and how soon should this be implemented?
- Should CPD be mandatory for membership or for practising?
- What should be the penalty for non-compliance?
- What are the practical issues with mandatory CPD?
- What types of CPD should count towards the total?
- How can the IAA help member associations to provide CPD to their members?
- And how can individual associations help each other?



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