

Cost effective CPD requires planning and thought

How will you approach it???

This segment considers what your CPD logbook could look like. I have included an A+ membership example vs a regular membership example. For regional practices, the face to face seminars may be from local agencies or you can accrue the points via Continuum. Also look out for 'Refuel: On Demand' – the Vic chapter's recorded seminar events which you can watch at a later date if you couldn't attend the session. Coming soon in 2016.

Now if spending money on CPD is an issue for you and your practice, have a look at the following example in Table A:

Table A

Date	Content	Time	Points	Cost
15/01/15	Study of technical magazine – new flooring design	1 h	1 informal pt	\$0
12/02/15	RAIA VIC small housing seminar	2 h	2 formal pts	\$48
15/02/15	Prepare and present learnings to rest of the practice from small housing seminar	1 h	1 formal pt	\$0
21/03/15	Self-organised practice group - site visit of " <i>insert building name</i> " with the architect	1 h	1 informal pt	\$0
30/03/15	Study of technical magazine – new audio technology	1 h	1 informal pt	\$0
04/05/15	Mentoring of graduate architect	2 h	2 informal pts	\$0
18/06/15	Preparation time and presentation at AIA seminar	2 h	2 formal pts	\$0
11/07/15	Graduate mentoring	1 h	1 informal pt	\$0
13/08/15	Volunteering at " <i>insert charity</i> " – designing office	3 h	3 informal pts	\$0
03/09/15	Continuum course: 'The Future is Green'	2 h	2 formal pts	\$91
05/09/15	Preparation and presentation of learning from 'The Future is Green' to colleagues	2 h	2 formal pts	\$0
16/11/15	Architect preparation and presentation of building to peers as a part of self-organised site visit - " <i>insert building name</i> "	2 h	2 formal pts	\$0
Total:		20 h	11 formal, 9 informal	\$139

So if you are a small practice of 5 people (1 newly graduated, 1 recently graduated and 3 experienced architects) with an A+ membership, it would cost your practice less than \$3900 per year to have every person attain their 20 CPD points each according to the first table.

That's less than \$2.10 a day per person.

This ensures staff are up-to-date with the latest designs, specifications, standards, materials, technology and systems. A small amount of money to illustrate how staff comply with the Architects Regulations 2015 - where an Architect in charge of a client's project must "maintain a thorough knowledge of the architectural services to be provided and of matters relating to the performance of

those services.” By engaging in a range of CPD activities with different cohorts, it also gives staff networking opportunities at meetings and events.

In the example above you may notice some things are free or discounted. Different memberships have different discounts applicable.

A+ Membership benefits

Let’s talk a little more about this.

In addition, discounted CPD, events and products, A+ Membership also offers a practice access to the following areas:

- The Australian Standards Quick Reference service
- Benchmarking - a business benchmarking solution
- Acumen - including 10 minutes of free legal advice.
- Free access to the Environment Design Guide
- HR+ human resources and industrial relations advisory service
- A+ members badge to use on branding
- Additional discounts to all national Institute events, and substantial saving on awards entries
- Preferential placement on Find an Architect

Compare Table A to Table B - Table B being what people ‘generally’ think CPD logbooks look like. Again let’s take the example of a small A+ practice of 5 people completing CPD like in Table B. This would end up costing \$5071 a year instead of \$3900 to have every person attain their 20 CPD points.

Table B

Date	Content	Time	Points	Cost
15/01/15	AIA Education Committee	2 h	2 informal pts	\$0
12/02/15	RAIA VIC small housing seminar	2 h	2 formal pts	\$48
15/02/15	RAIA VIC lighting seminar	2 h	2 formal pts	\$48
21/03/15	Attending a Perimeter event	2 h	1 informal pt 1 formal pt	\$28
04/05/15	RAIA VIC design seminar	2 h	2 formal pts	\$48
18/06/15	AIA Education Committee	2 h	2 informal pts	\$0
11/07/15	RAIA VIC standards/codes seminar	2 h	2 formal pts	\$48
13/08/15	RAIA VIC facades seminar	2 h	2 formal pts	\$48
03/09/15	Continuum course: ‘The Future is Green’	2 h	2 formal pts	\$91
16/11/15	Attending a Perimeter event	2 h	1 informal pt 1 formal pt	\$28
Total:		20 h	14 formal, 6 informal	\$387

So the choice of events is important, as are the range of events a person is attending as a part of their yearly CPD.

Plan CPD together as a whole practice so key events are covered and people get a range of experiences that relate to the practice’s key deliverables.

Now let's compare A+ Membership to having 5 individual memberships from the Table C example.

Table C

Date	Content	Time	Points	Cost
15/01/15	Study of technical magazine – new flooring design	1 h	1 informal pt	\$0
12/02/15	AIA VIC small housing seminar	2 h	2 formal pts	\$52
15/02/15	Prepare and present learnings to rest of the practice from seminar	1 h	1 formal pt	\$0
21/03/15	Self-organised practice group - site visit of “insert building name” with the architect	1 h	1 informal pt	\$0
30/03/15	Study of technical magazine – new audio technology	1 h	1 informal pt	\$0
04/05/15	Mentoring of graduate architect	2 h	2 informal pts	\$0
18/06/15	Preparation and presentation of topic at AIA seminar	2 h	2 formal pts	\$0
11/07/15	Graduate mentoring	1 h	1 informal pt	\$0
13/08/15	Volunteering at “insert charity” – designing office	3 h	3 informal pts	\$0
03/09/15	Continuum course: ‘The Future is Green’	2 h	2 formal pts	\$100
05/09/15	Preparation and presentation of ‘The Future is Green’ to colleagues	2 h	2 formal pts	\$0
16/11/15	Architect preparation and presentation of building to peers as a part of self-organised site visit - “insert building name”	2 h	2 formal pts	\$0
Total:		20 h	11 formal, 9 informal	\$152

So again a small practice of 5 people (1 newly graduated, 1 recently graduated and 3 experienced architects) with regular memberships, would cost about \$2600 per year to have every person attain their 20 CPD points each.

That's about \$1.50 a day, per person.

On the face of it, it's a cheaper option for smaller practices - which may be perfect for some but be aware of additional costs along the way as some entitlements differ between subscriptions. Compare what extras you get for each type of membership [here](#). Remember to add in those extra hidden costs of getting HR advice, Acumen access, entering the Awards etc. when you are comparing the best membership for you and your practice.

Now if you had a staff of 20 (3 newly graduated, 5 recently graduated and 12 experienced architects)...

- A+ Membership: about \$1.80 per day per person
- Individual membership: about \$2.50 per day per person

In Summary, the main points are:

- 1) Find the membership that suits you, your practice and your staff
- 2) CPD can be achieved in a cost effective way – you just need to take the time to think about what aspects count and what your Professional Development needs are.