

APOL14: Continued Professional Development

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1. Purpose

The purpose of this document is to outline the Continuing Professional Development (“CPD”) framework established by the Association of B-BBEE Professionals (“ABP”) to ensure the continuous development and maintenance of professional competence among its Members and associates within the Broad-Based Black Economic Empowerment (B-BBEE) Industry. It delineates the necessity of CPD for Members to adapt to the evolving demands of their professional environments, meet industry standards, and uphold ethical behaviour. The CPD framework serves as a mechanism to monitor and enforce standards, facilitate lifelong learning, and foster excellence within the profession. Additionally, it outlines the requirements, measurement criteria, reporting responsibilities, monitoring procedures, and potential sanctions associated with CPD compliance, emphasizing the importance of accountability and adherence to professional standards.

2. Scope

The CPD framework is mandatory for registered Members, particularly those holding the Economic Empowerment Professional (“EEP”) title, who are required to record their CPD activities annually.

3. What is CPD

Continuing Professional Development (“CPD”) refers to learning activities that improve, maintain and broaden knowledge and skill and develop personal qualities necessary to enable Members and associates to perform competently within their professional environments. It specifically includes the development and maintenance of competence in BEE Industry.

4. Why is it necessary

The Association of B-BBBEE Professionals (“**ABP**”) is recognised as a professional body and as such is required to develop, monitor and enforce standards that ensure the continuous development and maintenance of professional competence of BEE Professionals, Verification Agencies and BEE Advisors who are Members of ABP.

ABP’s affiliation to **the dtic** and SANAS as well as its recognition by the South African Qualifications Authority (“**SAQA**”) further re-enforces its obligation to foster a commitment to lifelong learning and development amongst its Members. Individual lifelong learning and development is a hallmark of professionalism.

The knowledge and skills needed to function effectively in the business world continue to change and expand at a rapid rate. ABP Members face increased knowledge and skills expectations. Continued development of professional competence and lifelong learning are critical if Members are to meet these expectations.

Amongst its aims, ABP includes "setting the standards for ethical behaviour, professional development and the achievement of excellence in the profession. ABP believes that a CPD programme plays an important role in ensuring that Members fulfil their professional activities and responsibilities and in the maintenance of professional standards, ethics and knowledge.

In the event of a charge of unprofessional conduct, a Member who can demonstrate compliance with the CPD requirements would be in a stronger position than a person who was unable to do so.

5. CPD Framework

5.1. Objective

The objective of CPD is to assist Members to develop and maintain professional competence in order to provide accurate BEE advice or BEE verifications of high quality in the public interest.

5.2. Compulsory Professional Development

CPD is compulsory and is applicable to all Members, but not on the same basis. Registered Members, Members who hold the Economic Empowerment Professional (“**EEP**”) title are required to record their CPD activities annually. It is the Members’ ethical and professional responsibility to accurately record their points.

5.3. Measurement of CPD activity

5.3.1. Approach

Measurement of completion of CPD shall be done as an input-based approach which attempts to measure by establishing a minimum amount of learning hours that is considered appropriate to develop and maintain professional competence.

5.3.2. Hours/Points

Members registered as EEP’s are required to complete at least 20 verifiable and 20 non-verifiable hours per annum. Members who are deemed Associate Members must complete 10 verifiable hours per annum.

Members will have 4 (four) weeks from initial notification to submit and send verification of their CPD activities if selected for the audit. It is therefore imperative that Members keep record of their attendance to CPD events such as a certificate, signed registration form, receipt of course payment, etc., in the event they are chosen for audit purposes. ABP will send out notifications

in March of every year as we are aware of the operational strain of the industry during January and February of every year.

5.3.3. Qualifying Programmes

ABP shall accredit various CPD activities but will not prescribe which one's Members must complete, other than to provide maximum number of hours which can be claimed for certain activities. Members are free to choose from the range of relevant CPD activities based on their identified learning and development needs and ABP will rely on the professional judgment of Members in this regard.

Members will choose and record their CPD activity using the CPD table below:

CATEGORY	ACTIVITY/ EVENT	ABP EVENT POINT ALLOCATION	EXTERNAL EVENT POINT ALLOCATION	MAXIMUM NUMBER OF POINTS PER YEAR	Verifiable/Non- verifiable
A	MDP, Masters, PHD, Post Grad. Diploma			20	Verifiable
B	Accredited events or activities	15	10	20	Verifiable
C	Attending workshops & short courses	Half day- 4 Full day – 8	Half day- 2 Full day – 6	15	Verifiable
	Webinars	Three hours- 2	Three hours- 2	20	Verifiable
D	Facilitating breakfast presentations, seminars and updates	5	3	10	Verifiable

E	Serving on ABP Committees	10	5	10	Verifiable
F	Conferences, AGM, Members meetings, summits	5	5	5	Verifiable
G	Writing BEE related articles	4	2	6	Verifiable
H	Reviewing BEE related educational material, summarising sector codes for the industry, packaging learning	10	5	15	Verifiable
I	Attending breakfast presentations, seminars and updates	4	2	8	Verifiable
J	Personal Development Course-assessment	4	2	4	Verifiable
K	Work Experience-new learning ie new sector codes	4	2	4	Verifiable

5.3.4. Accreditation of events and reading material:

ABP will have a list of accredited providers and it is in fact a revenue-generating arm, ie each provider pays an annual amount to advertise accredited training to ABP website.

5.3.5. Reporting period

The first reporting cycle for all existing Members will commence on 01 January 2020 until 31 December 2020 and for new Members one calendar year after joining ABP.

5.4. Responsibility for reporting and record-keeping

Members bear the primary responsibility for documenting compliance with CPD requirements. They have an obligation to develop and maintain their professional competence and are required to update their CPD points on the ABP system and keep their own records and be in a position to justify their CPD compliance if necessary.

All Members carrying an ABP EEP designation must maintain a record of their CPD activities and report the hours completed to ABP relevant to each reporting cycle (see paragraph 2.5).

Notwithstanding the need for confidentiality of Members' personal information, ABP may provide a CPD compliance report of its Members to any third party as and when requested for the purpose of proving compliance.

For all categories other than A&B, Members have to advise how the activity has resulted in enhanced BEE knowledge and improved services to current and future clients so that ABP can evaluate the validity of the activity. Documentation confirming attendance should not be sent to ABP unless requested. Each Member must retain documentation for at least one year after the end of the reporting period. ABP may request these documents at any time up to one year from the end of a reporting period. Documentation may be a grade report or transcript for activities involving an examination. A

written confirmation of attendance (i.e., Certificate of Attendance, Certificate of Completion, etc.) from the organization and should include: Member's name, name of program, name of CPD provider, date of program, location, number of CPD hrs and signature of provider representative.

5.5. Monitoring of CPD activity

ABP will implement a system that allows Members to review their CPD activity for the year and provide a consolidated total advising them how many more hours they require so that they can easily keep track of their activity. The system is also able to generate an annual report which alerts them to which Members have not complied with the minimum CPD requirements.

Please note that ABP reserve the right to audit the CPD activity of any Member at any time of the year. Members may be required to attach their CPD log when reapplying for Membership/renewing Membership.

5.6. Sanctions

ABP is committed to ensuring that Members commit to and strive through personal initiative to maintain professional competence through CPD, and keep abreast of emerging issues, world trends, etc. in the B-BBEE space. Members who do not comply with CPD reporting requirements will be given 60 days to report additional hours. Members who fail to comply within the 60 days will have their Membership suspended and disciplinary action may follow. The same sanction will apply to any Member who is found to have fraudulently reported their CPD hours.

5.7. Exemptions

Members may apply for exemption from the CPD requirements based on retirement or due to extenuating circumstances such as medical, disability leave, career breaks or other similar reasons.

These requests should be reviewed on a case-by-case basis. Written requests along with supporting documentation must be made to ABP.

Abbreviations and Terms used

ABP		The Association of B-BBEE Professionals
The dtic		The Department of Trade, Industry and Competition
SANAS		South African Nation Accreditation System
Reporting cycle		A fixed period of a calendar year from the beginning of January to the end of December; or in any other 12-month period as determined by the Board from time to time.
ABP Event		ABP event means an event, activity provided, hosted by ABP
External Event		Means an event, activity not provided or hosted by ABP
Verifiable CPD		Verifiable CPD is an ABP CPD event for which proof of completion/participation is available, for example, but not limited to, attendance registers, reading registers, attendance certificates, or such other manner of proof as may be determined by the Board from time to time that can be submitted to the ABP upon auditing of a Member's CPD points.
Non-verifiable CPD		Non-verifiable CPD are those BEE related activities which are not hosted by ABP/ not an ABP event, or those activities which do not result in a product or for which no other evidence of the learning exist, as may be determined by the Board from time to time that can be submitted to the ABP upon auditing of a Member's CPD points.