

## SUCCESS CASE 11.2025

# Developing Engineers



## THE CHALLENGE

Transitioning graduate engineers into the work-place and technical engineers into people management.

## THE SOLUTION

All graduates attend the Engineers Ireland CPD Certificate in Professional Engineering and 4-6 experienced engineers attend an open Engineers Ireland Diploma in Engineering Leadership and Management with people from other industries. As the programmes are designed for engineers, the participants find them to be more relevant than similar training delivered to broader audiences. [Accredited CPD Certificate - Engineers Ireland](#) [Accredited CPD Diploma - Engineers Ireland](#).

## MAIN ACHIEVEMENTS

Participants and their managers report noticeable improvements in key relevant transversal ("soft") skills.

## KEY SUCCESS FACTORS

Getting buy-in from line managers to support participation is critical.

All Diploma nominees and their managers must attend a briefing in advance and give a written commitment to giving sufficient work and personal time to the programme to get the most out of it. Graduate Line Managers understand that supporting their graduate through this programme is a condition of being assigned the graduate.

The accreditation of the qualifications by a University is attractive (particularly to the graduates) as it is a key achievement for their CV.

Having an in-Company delivery option on the Certificate programme enables it to be both a great learning exercise and an opportunity for the graduates to build up relationships with each other which results in a cohesion which has career-long collaborative benefits.

## WAY FORWARD

As the interaction with people from other industries / companies is a critical part of the programme our number of places is constrained. Assisting Engineers Ireland in promoting the Diploma more with other companies they might enable them to run it more frequently and hence allow us more places. Consideration could be given to getting DSOs from other jurisdictions involved.