

Enhancing Awareness and Compliance with the CPD Act of 2016 Among Electronics Engineering Professionals in Nueva Ecija

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Abstract- *This research focuses on the level of awareness and compliance to the Continuing Professional Development Act of 2016 of electronics engineering professionals in Nueva Ecija. Through descriptive type of research, the researchers were able to classify the respondents according to their professional profile and their level of awareness of the said law. Although fully aware, the study revealed the respondents' limited compliance as more professionals used the oath of undertaking rather than the required CPD units in renewing their licenses. With the use of Chi-square and Point Biserial techniques, analysis showed that there is no significant association and correlation between the respondents' professional profile and their CPD compliance. Lastly, this study showed that the leading reasons for non-compliance with the law were being too busy and the high cost of CPD activities. With these research results, the researchers recommend the enhanced information drive on CPD Act of 2016, lowering or subsidizing fees of CPD activities, and urging concerned agencies and organizations to give more depth and power to professional licenses.*

Indexed Terms- *CPD Act Of 2016, RA 10912, Seminars, Trainings, Electronics Engineering, Professional License.*

I. INTRODUCTION

The Continuing Professional Development Act of 2016, or Republic Act No. 10912, is an important law in the Philippines that requires professionals across various fields to engage in continuous learning and skill enhancement. This legislation aims to keep professionals competent and competitive by ensuring

they stay updated with the latest developments in their fields. For electronics engineers, who are constantly impacted by rapid technological advancements, adhering to this law is vital to maintaining high standards in their practice and service delivery. However, despite the law's importance, many electronics engineering professionals struggle with the CPD requirements mainly because they lack awareness and understanding of the Act's details. This study aims to explore ways to improve awareness and compliance with the CPD Act of 2016 among these professionals.

The implementation of the CPD Act of 2016 has significant implications for professional practice in the Philippines. Research highlights the importance of continuous learning for maintaining professional competence. Smith (2018) stresses that ongoing education is essential for professionals to stay relevant and effective. Furthermore, Jones (2019) points out that complying with regulations like the CPD Act is crucial for professionals to meet the evolving demands of their fields. According to Brown and Johnson (2020), awareness and understanding of CPD requirements are key factors influencing how well professionals comply with these regulations. The CPD Act of 2016 thus requires a strategic approach to boost awareness and compliance, involving various stakeholders such as professional organizations, academic institutions, and regulatory bodies (Garcia, 2017).

Several studies offer insights into the challenges and strategies related to CPD compliance. Taylor (2018) discusses how digital technologies impact professional development, highlighting both the opportunities and challenges of using digital tools for

CPD. Hernandez (2019) looks at the level of awareness and perceptions of the CPD Act among Filipino engineers, finding significant gaps in knowledge that hinder compliance. Wilson (2019) identifies barriers to CPD compliance, including a lack of awareness, time constraints, and financial issues. Nguyen (2018) examines the effectiveness of different professional development programs in enhancing engineering practice, stressing the need for tailored CPD initiatives.

Chavez (2020) provides practical strategies for improving compliance with professional development requirements, emphasizing the role of professional organizations and regulatory bodies in supporting professionals. Similarly, Lopez (2020) offers a comparative study on compliance rates across different professions, providing insights into factors that influence adherence to CPD mandates. Brown and Johnson (2020) further explore the factors affecting compliance, suggesting that targeted awareness campaigns and clear communication of CPD requirements can significantly improve compliance rates.

The main objective of this study is to assess the level of awareness and compliance with the CPD Act of 2016 among electronics engineering professionals in Nueva Ecija and specifically answer the following research questions:

1. How will the respondents be described in terms of:
 - a. License status,
 - b. Employment status,
 - c. Industry profile, and
 - d. Years of experience in the profession?
2. What is the level of awareness in the CPD Act of 2016 among electronics engineering professionals in Nueva Ecija?
3. How may the respondents be described in term of:
 - a. CPD compliance and
 - b. CPD engagement activity?
4. Is there is a significant correlation between license status, employment status, industry profile and years of experience to the CPD compliance among electronics engineering professionals in Nueva Ecija?
5. What are the barriers to compliance with the CPD Act of 2016 for electronics engineering professionals in Nueva Ecija?

II. MATERIALS AND METHODS

a. Research Design

In this study, a descriptive type of research was used which focuses on the level of awareness and compliance of electronics engineering professionals in Nueva Ecija to the CPD Act of 2016. The researchers began by exploring existing literature that underscores the significance of engagement in continuing professional development activities of professionals in their professional growth and development.

b. Sampling Technique

The researchers used a convenience sampling technique wherein respondents were sent online questionnaire for them to answer and participate in the study in their own will. This study focused on assessing the 85 active electronics engineering professional members of Institute of Electronics Engineers of the Philippines, Inc. – Nueva Ecija Chapter as recorded in MyIECEP, the official membership site of the accredited professional organization of electronics engineering in the Philippines.

c. Data Gathering Instrument and Statistical Tools

The researchers utilized a questionnaire composed of 3 sections. Section 1 of the instrument corresponds to the respondents' professional profile which includes license type and status, employment status, years of experience in the profession, and the type of industry they are currently employed in. Section 2 of the instrument focuses on the level of awareness of the respondents on the CPD compliance, as well as participation in CPD activities. Section 3 of the instrument seeks to determine the reasons behind the lack of awareness and compliance to the CPD Act of 2016.

The researchers employed weighted mean and frequency distribution techniques to classify respondents' professional profile, to assess their level of awareness on CPD compliance, and to determine the barriers in their compliance. Additionally, Chi-square and Point Bi-serial correlation techniques were used to validate the association of respondents' professional profile to their level of compliance. The data gathered were analyzed through the aid of the latest version of the SPSS software.

III. RESULTS AND DISCUSSION

a. Respondents' Professional Profile

The respondents were composed of all the 85 active electronics engineering professional members from Nueva Ecija. Out of these, 24.7% or 21 respondents are Electronics Technician while 74.1% or 63 respondents are Electronics Engineers. There is only 1 Professional Electronics Engineer composing 1.2% of the respondents. In terms of their license status, 80% or 68 respondents have valid professional license the time this study is being conducted while 20% or 17 respondents have expired professional license. These results signify that most of ECE professionals in Nueva Ecija were duly licensed in practicing their profession. Table I summarizes the professional profile of the respondents.

TABLE I. RESPONDENTS' PROFESSIONAL PROFILE

Professional Category	License Status		Total
	Valid	Not Valid	
ECT	15	6	21
ECE	52	11	63
PECE	1	0	1
Total	68	17	85

The respondents' employments status shows that 34.1% or 29 respondents were not employed in an electronics engineering profession while 65.9% or 56 respondents were employed as an electronics engineering professional. From those not employed in an electronics engineering profession, 19 are Electronics Engineers while the remaining 10 are Electronics Technicians. On the other hand, from those electronics engineering professionals, 1 is a Professional Electronics Engineer, 44 are Electronics Engineers, and 11 are Electronics Technicians. These results only show that even some of the ECE professionals were not in the field of their profession, there are still more ECE professional who chose to work in the field of electronics engineering. These data were summarized in Table II.

TABLE II. RESPONDENTS' EMPLOYMENT STATUS

Professional Category	Employment Status		Total
	Employed in an ECE Profession	Not Employed in an ECE Profession	
ECT	11	10	21
ECE	44	19	63
PECE	1	0	1
Total	56	29	85

Meanwhile, data on the respondents' industry profile shows a diverse field of practice among electronics engineering professionals in Nueva Ecija. From those employed in electronics engineering profession, 22.4% or 19 respondents were in the field of Telecommunications, 15.3% or 13 respondents were in the field of Information and Communications Technology, 8.2% or 7 respondents were in the Academic field and the remaining professionals were in the fields of Biomedical Electronics, Semiconductor Electronics, and Instrumentation and Control. For those not employed in electronics engineering profession, 15.3% were employed in technical support, 5.9% or 5 respondents were employed in government agencies, 9.4% or 8 respondents were currently unemployed, and the remaining respondents were in the manufacturing, renewable energy, and design and consultancy fields. Figure 1 shows the summarized data on the respondents' industry profile.

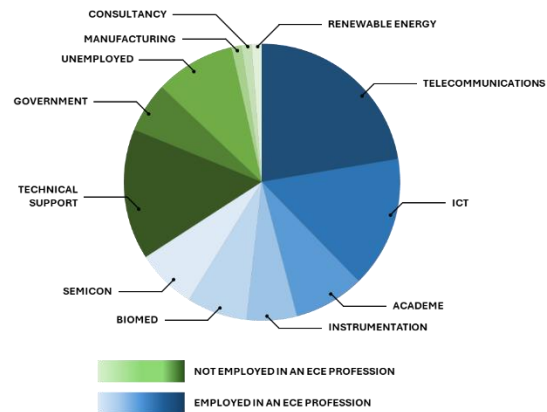


Fig. 1. Respondents' Industry Profile

In terms of years of experience in the electronics engineering profession, most of the respondents have 1 to 7 years of experience totaling to 52 which comprises 61.2% of the respondents, followed by those having less than 1 year of experience with 15 respondents or 17.6% of the ECE professionals. Moreover, those who have been on the profession for 8 to 14 years totaled to 11 respondents and for more than 15 years totaled to 7 respondents comprising 12.9% and 8.2% of the professionals respectively. Table III sums up the data on the years of experience of the respondent ECE professionals.

TABLE III. RESPONDENTS' YEARS OF EXPERIENCE

Years of Experience	Frequency
15 years and above	7
8 to 14 years	11
1 to 7 years	52
Less than 1 year	15
Total	85

b. Respondents' Level of Awareness to the CPD Act Of 2016

Almost all the electronics engineering professionals in Nueva Ecija were aware of the CPD Act of 2016 with a total of 80 respondents or 94.1% of the surveyed professionals on the affirmative side while 2 were not aware of the law and 3 opted not to answer the answer. By analyzing the data, those who doesn't have awareness are currently unemployed.

c. Respondents' Compliance to CPD Act of 2016

Participation in CPD activities was analyzed by assessing respondents' level of compliance with the CPD Act 2016. Twenty-four respondents (28.2%) had renewed their professional license by obtaining the CPD points required for license renewal. On the other hand, 31 respondents (36.5%) renewed their professional license using the oath of undertaking that requires the professional to meet the required CPD points in addition to points required at the next license renewal. 35.5% (30 respondents) chose not to answer this part of the questionnaire.

Respondents were almost equally distributed in attendance in professional training and seminars, 42 respondents answered they are attending, and 41 respondents do not. On the other hand, the result on their attendance to the Annual General Meeting which is the yearly assembly of ECE professionals in the Philippines shows a noticeable difference with the ones not attending totaled to 57 (67.1%) which more than double compared to the ones attending which has a total of 26 respondents (30.6%). These results were summarized in Table IV.

TABLE IV. RESPONDENTS' CPD COMPLIANCE

	Seminars and Trainings	Annual General Meeting
Attending	42	26
Not Attending	41	57
No Answer	2	2
Total	85	85

d. Association/Correlation of Respondents' Professional Profile to their CPD Compliance

To test the association between CPD compliance and professional profile, a Chi-Square correlation technique was used. As shown in the Table V, the computed sig. value (two-tailed) is 0.0695 for license status, 0.283 for employment status, and 0.349 for industry profile which are all greater than the p-value of 0.05. The null hypothesis is accepted which states that there is no significant association between license status, employment status, and industry profile to CPD compliance among ECE professionals in Nueva Ecija.

TABLE V. ASSOCIATION OF PROFESSIONAL PROFILE TO CPD COMPLIANCE

Variable	Chi-square (x ²)	Sig. Value (Two-tailed)	Interpretation
License Status	0.154	0.695	No significant association
Employment Status	1.155	0.283	No significant association
Industry Profile	6.700	0.349	No significant association

To test the correlation between CPD compliance and years of experience as an ECE professional, a Point Bi-serial correlation technique was used. The computed sig. value (two-tailed) is 0.223 which is greater than the p-value of 0.05. The null hypothesis is accepted which states that there is no significant correlation between years of experience to CPD compliance among ECE professionals in Nueva Ecija.

e. Barriers to CPD Compliance

Among the leading reasons of electronics engineering professionals in Nueva Ecija on the non-compliance to CPD Act of 2016 were being too busy with their jobs (35.3%) and high costs of attending CPD activities (22.4%). These results shows that electronics engineering professionals were prioritizing their current job and financial status rather than engaging in CPD activities and renewing their professional licenses.

IV. CONCLUSION AND RECOMMENDATIONS

From the data gathered in this study, the researchers concluded that most of the electronics engineering professionals in Nueva Ecija have active professional licenses and are fully aware of the Continuing Professional Development Act of 2016. Despite these facts, their compliance to the said law was not fully evident as shown in the way of how they renewed their licenses. More electronics engineering professionals renewed by the oath of undertaking than renewing by accomplishing the required CPD units.

Further analysis showed that the professional profiles like license status, employment status, and industry profile have no significant association on CPD compliance. Moreover, the years of experience as an ECE professional showed no significant correlation on the compliance to the CPD Act of 2016 among electronics engineering professionals in Nueva Ecija.

The leading reasons that bar the respondents from engaging in CPD activities were being too busy on their jobs and high costs of trainings and seminars that earns CPD units. With these reasons and the results of this study, the researchers recommend the enhanced information drive on the importance of continuing professional development because there are still

professionals who are not aware of the said law. Another thing is to minimize the costs for trainings and seminars or make the accredited professional organization subsidize the fees so that the professionals can afford participating especially those who are just starting their professional careers. Lastly, propose to concerned organizations and government agencies to give more depth and power to professional licenses because some professionals tend to not renew their professional licenses because for them it lacks authority and power when it comes to their job setting.

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