

STRENGTHENING CDIO PRACTICE WORLDWIDE: A COMPETENCY FRAMEWORK AND DEVELOPMENT PATHWAY

TOPIC/PROBLEM/QUESTION

Across the CDIO community, there is a significant opportunity to bring greater coherence and visibility to faculty development efforts that are already taking place in many institutions and regions. While the CDIO Standards provide a strong common reference, there is currently no unified, evidence-based articulation of the core competencies a “CDIO practitioner” should demonstrate, nor a shared pathway that supports progression from foundational practice to mentoring and leadership. This creates space to better connect and amplify existing good practice, make development more navigable for new adopters, and strengthen our ability to benchmark, recognise, and scale effective CDIO practice in a consistent way.

The working group will address this by defining the essential competencies of CDIO practitioners, mapping them explicitly to the CDIO Standards, and proposing a coherent development pathway with clear progression levels and observable indicators. The question we are solving is straightforward: how might the CDIO community establish a shared competency framework and scalable professional development pathway that strengthens and aligns CDIO practice worldwide, while remaining adaptable to local contexts and emerging priorities such as AI-enabled teaching, authentic assessment, and sustainability

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PRE-CONFERENCE WORK

To ensure the working group begins the conference with a shared baseline and useful inputs from diverse contexts, members will collaborate remotely for at least two months prior to the conference and continue the work during the conference. Pre-conference work will focus on building a common understanding of the initiative, consolidating relevant competency frameworks already in use, and identifying high-leverage faculty development models that can be adapted for CDIO.

These include

1. **Align on the initiative and what has been developed so far** (shared understanding of intent, scope, and expected outputs).

2. **Compile and share relevant competency frameworks** currently used for faculty development in members' institutions/regions.
3. **Scan and synthesise high-leverage faculty development models** that are scalable and evidence-informed, for potential adaptation within the CDIO ecosystem.

THINGS TO DO OR CAN BE DONE DURING THE PHYSICAL CONFERENCE

During the conference, the working group will use a combination of closed working sessions and open community engagement to accelerate Phase 1 and set up Phase 2 work. Key activities will include:

1. **Working session: confirm scope and draft competency domains** for "CDIO practitioner" capability, grounded in the CDIO Standards/Syllabus and existing faculty competence research
2. **Mapping workshop: align draft competencies to relevant CDIO Standards (5–12)** and identify gaps, overlaps, and where clearer practice descriptors are needed.
3. **Open roundtable with conference participants** to gather inputs, stress-test relevance across regions, and capture examples of effective faculty development and implementation challenges.
4. **Synthesis and next-step planning session** to consolidate conference inputs into a refined draft and agree on post-conference tasks for validation with the broader CDIO membership.

HOW WILL THE FINALIZATION OF THE STATE OF THE ART PAPER BE ORGANIZED?

The process for finalizing the related state-of-the-art paper will be agreed upon the meeting.

OTHER RELEVANT INFORMATION

Include any other relevant information here.