



New Continuing Competency Program for Agrolgy Professionals

FREQUENTLY ASKED QUESTIONS

The new Continuing Competency Program (CCP) is designed to ensure regulated professionals are completing RELEVANT learning activities that build / maintain / enhance COMPETENCY in the PUBLIC INTEREST.

1. What is the new Continuing Competency Program (CCP)?

The new CCP is a structured framework for agrolgy professionals to:

- self-assess their skills and knowledge,
- identify areas where they may need improvement, and
- participate in targeted learning activities.

The goal is to ensure professionals maintain / enhance their competency throughout their careers.

2. Why is there a shift to self-assessment and gap-focused learning?

Self-assessment encourages professionals to take a **critical look** at their competencies, ensuring growth is relevant. By focusing on identifying and addressing competency gaps, the program helps agrologists maintain high standards and better serve the public, clients, and employers.

3. How do I self-assess my competence?

Review your current knowledge, skills, and abilities (recent work experiences, new technologies in your practice area, etc).

Ask yourself – **what do I need to learn / become better at in my field of practice?**

4. What types of learning activities can address competency gaps?

- Workshops,
- Webinars,
- Courses,
- Speakers,
- Reading professional literature,
- Reputable podcasts, etc.

Networking is not considered Continuing Competency.

5. Is there a minimum requirement for learning activities?

The emphasis is shifting from quantity to quality—completing activities that truly address your gaps and contribute to your competency is most important.

A minimum of 1 learning goal is required to submit your 2026 Permit Fee – but you should submit as many learning goals/activities as you feel is necessary.



6. Continuing Competence Program Cycle - TIMELINES

Renewal Period: December 1/25 to January 31/26

1. DECLARE A PRACTICE AREA ***complete during 2026 renewal**
2. SET A LEARNING GOAL FOR 2026 ***complete during 2026 renewal***
3. COMPLETE LEARNING ACTIVITIES ***complete anytime during 2026***
4. RECORD SUBMISSION ***complete during 2027 renewal***

2027 onward – learning goals AND learning activities will be submitted annually.

7. I'm in a management position – what should my learning activities be?

Your CC activities should support your ability to lead teams, make informed decisions and uphold professional standards. Potential learning activities focused on:

- strategic planning
- leadership
- communication
- ethics
- any technical areas you oversee

8. I'm a Certified Crop Advisor (CCA) – what should my learning activities be?

CCA's complete excellent learning throughout the year.

The Agrologist Manitoba Program can be easily aligned with the CCA Program.

1. Evaluate where gaps in competency might be (use this to create a learning goal)
2. Note which CCA learning activities might address these gaps
3. When renewing your license – ensure learning goals and learning activities correspond

All approved CCA learning activities can be recorded as previously done – but the idea is to ensure the activities are RELEVANT to your own learning needs.

9. I'm retired / semi-retired – what should my learning activities be?

For retired / semi-retired professionals, learning activities should reflect ongoing practice or potential practice.

Where are you providing advisory services?

Where might you provide advisory services?

What new areas should you remain up-to-date in? [ie: new technology, practices, regulations]

10. I'm considered an expert in my field – what should my learning activities be?

New technologies and practices are constantly emerging in agronomy.

If you are already considered a leader in your field – consider:

Am I current on all developments in technology?

Are there any areas that need refreshing to maintain competency in this field?

11. What if my formal education is in one area, but I'm practicing in another area?

Your continuing competency should reflect your **current professional practice**, not your original education. If your day-to-day work is in a different area than your formal education:

1. Ensure you are practicing only where you have the necessary competency (experience + knowledge)
2. Base your self-assessment and learning activities on the competencies relevant to your actual role, ensuring you remain qualified and effective in the field where you work.

12. Eliminating hours-based requirement

The new CCP moves away from the traditional “hours-based” professional development. Instead of counting hours, the focus shifts to meaningful learning - identifying gaps and targeted learning to maintain or enhance competence.

This ensures the public continues to have access to qualified and competent agrology professionals.

13. How does the new CCP benefit me as an agrology professional?

By actively identifying and addressing competency gaps, you:

- stay current with new technology, processes, industry trends and regulatory changes,
- better serve your clients and community [ie your public],
- enhance your professional reputation,
- support career growth,
- improve the public's perception of the expertise required to ensure safe food production and environmental protection.