



FIT EUROPE  
**REGIONAL CENTRE EUROPE OF THE**  
INTERNATIONAL FEDERATION OF TRANSLATORS

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## **FIT Europe CPD Fact File Survey 2019: Report**

**September 2019**

**Prepared by the CPD Working Group on the Board of FIT Europe**

As agreed at the Annual Meeting in The Hague last year, in 2019 we entered a new phase of our CPD Project.

On 17 June 2019 FIT Europe launched a second survey, named CPD Fact File Survey, to collect further data on Member Associations (MAs) as well as on policies and best practices across Europe in order to better match MAs according to whether they already have a CPD policy or not, start dialogue between associations, and reflect on a tentative list of best practices and CPD guidelines.

As in the first survey, a series of questions were devised by the Board's CPD Working Group, the widely used tool **Google Forms** was employed as a quick and easy data-gathering tool and the link to the survey was sent by email to all our MAs, along with a brief description of the aims. The survey remained open from 17 June to 1 July. Since some MAs could not fill out the survey within the time allotted for various internal reasons and asked to reopen it, we reopened the survey from 1 to 25 July.

Questions were designed to be easy to fill out and respondents were asked to answer yes/no, fill in numbers, chose from a selection of options or write short descriptions.

Participation in the survey was entirely voluntary.

Below we present the results of the survey in outline. Responses to questions which required member associations to describe their own policy/situation are unredacted.

### **Summary of the CPD Fact File survey results**

A total of 32 MAs out of 56 (57.1%) took part in the survey (there were 34 respondents, but two MAs filled out the survey twice), revealing once again that there is great interest in the topic.

The following is an overview of the responses we received:

**1) Name, country and year association was founded (32 respondents)**

<b>AITI (Associazione Italiana Traduttori e Interpreti)</b>	Italy	1950
<b>ANITI</b>	Italy	1956
<b>ASETRAD</b>	Spain	2003
<b>ASKOT</b>	Czech Republic	1990
<b>Associação Portuguesa de Tradutores</b>	Portugal	1988
<b>Assointerpreti</b>	Italy	1974
<b>ASTTI</b>	Switzerland	1966
<b>ATICOM</b>	Germany	1999
<b>BDÜ</b>	Germany	1955
<b>Bulgarian Translators' Union</b>	Bulgaria	1974
<b>Cymdeithas Cyfieithwyr Cymru</b>	Cymru/Wales, UK	1976
<b>DVÜD e. V.</b>	Germany	2012
<b>DZTPS</b>	Slovenia	1960
<b>EIZIE</b>	Spain	1987
<b>Finnish Association of Translators and Interpreters, SKTL</b>	Finland	1955
<b>Forbundet Kommunikation og Sprog</b>	Denmark	1970
<b>Institute of Translation and Interpreting</b>	UK	1986
<b>Irish Translators' and Interpreters' Association</b>	Ireland	1986
<b>JTP</b>	Czech Republic	1990
<b>MFTE</b>	Hungary	1989
<b>NAViO</b>	Norway	1997
<b>NGTV</b>	Nederland	1956
<b>ÖVGD</b>	Austria	1920
<b>Pancyprian Union of Graduate Translators and Interpreters</b>	Cyprus	1999
<b>Panhellenic Association of Translators (PEM)</b>	Greece	1967
<b>PEEMPIP</b>	Greece	2005
<b>SCIT</b>	Slovenia	2012
<b>Société Française des Traducteurs (SFT)</b>	France	1947
<b>SSPOL</b>	Slovakia	1990
<b>SYDISE</b>	Greece	2014
<b>TEPIS - The Polish Society of Sworn and Specialised Translators</b>	Poland	1990
<b>UNIVERSITAS Austria</b>	Austria	1954

## 2) Number of members

<b>AITI (Associazione Italiana Traduttori e Interpreti)</b>	Italy	1164 (499 of which are qualified members (QMs))
<b>ANITI</b>	Italy	150
<b>ASETRAD</b>	Spain	1267
<b>ASKOT</b>	Czech Republic	85
<b>Associação Portuguesa de Tradutores</b>	Portugal	245
<b>Assointerpreti</b>	Italy	150
<b>ASTTI</b>	Switzerland	418
<b>ATICOM</b>	Germany	160
<b>BDÜ</b>	Germany	8000
<b>Bulgarian Translators' Union</b>	Bulgaria	322
<b>Cymdeithas Cyfieithwyr Cymru</b>	Cymru/Wales, UK	380
<b>DVÚD e. V.</b>	Germany	167
<b>DZTPS</b>	Slovenia	300
<b>EIZIE</b>	Spain	344
<b>Finnish Association of Translators and Interpreters, SKTL</b>	Finland	1777
<b>Forbundet Kommunikation og Sprog</b>	Danmark	6000
<b>Institute of Translation and Interpreting</b>	UK	3100
<b>Irish Translators' and Interpreters' Association</b>	Ireland	300
<b>JTP</b>	Czech Republic	340
<b>MFTE</b>	Hungary	128
<b>NAViO</b>	Norway	150
<b>NGTV</b>	Nederland	1150
<b>ÖVGD</b>	Austria	410
<b>Pancyprian Union of Graduate Translators and Interpreters</b>	Cyprus	86 (registered)
<b>Panhellenic Association of Translators (PEM)</b>	Greece	320
<b>PEEMPIP</b>	Greece	375
<b>SCIT</b>	Slovenia	92
<b>Société Française des Traducteurs (SFT)</b>	France	1617
<b>SSPOL</b>	Slovakia	120
<b>SYDISE</b>	Greece	44
<b>TEPIS - The Polish Society of Sworn and Specialised Translators</b>	Poland	below 784
<b>UNIVERSITAS Austria</b>	Austria	813

### 3) Of which approximately how many translators, interpreters and terminologists?

Association	Country	No. of members	No. of translators	No. of interpreters	No. of terminologists
<b>AITI (Associazione Italiana Traduttori e Interpreti)</b>	Italy	1164 (of which 499 QMs)	271 (QMs)	228 (QMs)	n/a
<b>ANITI</b>	Italy	150	140	80	5
<b>ASETRAD</b>	Spain	1267	65%	15%	2%
<b>ASKOT</b>	Czech Republic	85	--	85	--
<b>Assointerpreti (Italian Conference Interpreters Association)</b>	Italy	150	50% of int. are also transl.	100%	0%
<b>ASTTI</b>	Switzerland	418	342	48	21
<b>ATICOM</b>	Germany	160	n.a.	n.a.	n/a
<b>BDÜ</b>	Germany	8000	ca 55%	ca 10%	n/a
				(the rest are both)	
<b>Bulgarian Translators' Union</b>	Bulgaria	322	213	38	71
<b>Cymdeithas Cyfieithwyr Cymru</b>	Cymru/Wales, UK	380	95%	20%	0
<b>DVÜD e. V.</b>	Germany	167	167	24	n/a
<b>DZTPS</b>	Slovenia	300	300	122	4
<b>EIZIE</b>	Spain	344	227	83	n/a
<b>Forbundet Kommunikation og Sprog</b>	Danmark	6000	1000	100	10
<b>Institute of Translation and Interpreting</b>	UK	3100	2800	300	0
<b>Irish Translators' and Interpreters' Association</b>	Ireland	300	280	20	0
<b>JTP</b>	Czech Republic	340	300	250	0
<b>MFTE</b>	Hungary	128	50%	50%	0
<b>NAVIO</b>	Norway	150	150	0	0
<b>NGTV</b>	Nederland	1150	800	350	10
<b>ÖVGD</b>	Austria	410	100%	100%	n/a
<b>Pancyprian Union of Graduate Translators and Interpreters</b>	Cyprus	86 (registered)	all 86	17	0
<b>Panhellenic Association of Translators (PEM)</b>	Greece	320	240	80	1
<b>PEEMPIP</b>	Greece	375	375	n/a	n/a
<b>SCIT</b>	Slovenia	92	92	92	0
<b>Société Française des Traducteurs (SFT)</b>	France	1617	1576	509	n/a
<b>SSPOL</b>	Slovakia	120	80	65	12
<b>SYDISE</b>	Greece	44	46	46	0

<b>TEPIS - The Polish Society of Sworn and Specialised Translators</b> <sup>1)</sup>	Poland	below 784	ST 654 and spec. legal T 130	654.	0
<b>UNIVERSITAS Austria</b>	Austria	813	561	410	n/a

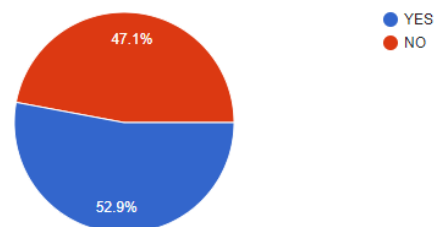
1) In Poland the title Sworn Translator (ST) covers two professions, that of the court interpreter and of the legal translator

The total membership figure for respondents is approximately 29,000<sup>1</sup>. Translators account for roughly 2/3 of the total, interpreters 1/3, although many are both. There are approximately 130 terminologists, although many MAs answered that they did not know how many terminologists they had (n/a).

## 4) Do you...

Do you have a CPD policy?

34 responses



18 YES/14 NO

<b>AITI (Associazione Italiana Traduttori e Interpreti)</b>	Italy	YES
<b>ANITI</b>	Italy	YES
<b>ASETRAD</b>	Spain	YES
<b>ASKOT</b>	Czech Republic	NO
<b>Associação Portuguesa de Tradutores</b>	Portugal	NO
<b>Assointerpreti</b>	Italy	YES
<b>ASTTI</b>	Switzerland	NO
<b>ATICOM</b>	Germany	YES
<b>BDÜ</b>	Germany	YES

<sup>1</sup> The working estimate that FIT Europe represents the interests of 40,000 TTIs may be an underestimate.

<b>Bulgarian Translators' Union</b>	Bulgaria	NO
<b>Cymdeithas Cyfieithwyr Cymru</b>	Cymru/Wales, UK	YES
<b>DVÚD e. V.</b>	Germany	NO
<b>DZTPS</b>	Slovenia	YES
<b>EIZIE</b>	Spain	YES
<b>Finnish Association of Translators and Interpreters, SKTL</b>	Finland	YES
<b>Forbundet Kommunikation og Sprog</b>	Danmark	YES
<b>Institute of Translation and Interpreting</b>	UK	NO
<b>Irish Translators' and Interpreters' Association</b>	Ireland	NO*
<b>JTP</b>	Czech Republic	NO
<b>MFTE</b>	Hungary	NO
<b>NAViO</b>	Norway	NO
<b>NGTV</b>	Nederland	YES
<b>ÖVGD</b>	Austria	NO
<b>Pancyprian Union of Graduate Translators and Interpreters</b>	Cyprus	NO
<b>Panhellenic Association of Translators (PEM)</b>	Greece	YES
<b>PEEMPIP</b>	Greece	YES
<b>SCIT</b>	Slovenia	YES
<b>Société Française des Traducteurs (SFT)</b>	France	NO
<b>SSPOL</b>	Slovakia	NO
<b>SYDISE</b>	Greece	YES
<b>TEPIS - The Polish Society of Sworn and Specialised Translators</b>	Poland	YES
<b>UNIVERSITAS Austria</b>	Austria	YES

\*ITIA organises CPD events throughout the year

## 5) Brief description of your policy

<b>AITI</b>	Italy	AITI adopted a 3-years CPD Policy as required by Italian law no. 4/2013. AITI organises CPD events itself (approx. 60 in 2018) and recognises attendance at other FIT associations' events (approx. 70 in 2018) as an acceptable form of CPD
<b>ANITI</b>	Italy	Our members are required to obtain thirty CPD points over a three-year period (current three-year period: 2017-2019) with no less than 6 points in each year. CPD courses are advertised on our website but we accept suggestion, which will be assessed on an individual basis, by our members.
<b>ASETTRAD</b>	Spain	Asetrad aims the organisation of courses, seminars, competitions and all kinds of activities to promote and improve the professional practice of translation and related professions.

<b>Assointerpreti</b>	Italy	Minimum 4 days CPD every 2 years. Requirement fulfilment is prerequisite for membership maintenance. Our National CPD Committee selects events submitted by members, regional chapters, institutions or other associations, collects certificates of attendance and monitors our members' compliance.
<b>ATICOM</b>	Germany	Organise webinars, seminars and other events for our members and also inform them about external activities so that members can hone and update their skills on a voluntary basis
<b>BDÜ</b>	Germany	Members have to agree to adhere to the Code of Professional Ethics in which CPD is one of the requirements. The BDÜ offers a lot of CPD events (webinars, seminars, courses, conferences) but doesn't prescribe a certain number of events per year.
<b>Cymdeithas Cyfieithwyr Cymru</b>	Cymru/Wales, UK	Our policy is to encourage members to take CPD seriously and to take advantage of any opportunity to improve and develop those skills which are key to ensuring that they can provide a service of the highest quality.
<b>DZTPS</b>	Slovenia	The CPD Policy is adapted to both translators and interpreters, which includes linguistic and professional seminars, such as legal language and legal system in various languages and countries.
<b>EIZIE</b>	Spain	One of EIZIE's main purposes is the improvement of the professional training of Basque language translators, correctors and interpreters. For that matter, new formation plans are devised every year, and several courses and seminars are also held throughout the whole Basque-speaking territory, depending on local needs and requests. Courses are offered to association members and non-members alike.
<b>SKTL</b>	Finland	SKTL's purpose is to strengthen the professional identity, skills and ethics of translators and interpreters; promote the general and common professional operating conditions of individuals operating in the field of translation and interpreting; promote translation and interpreting as part of Finnish culture; work for the benefit of education and training for translators and interpreters
<b>Forbundet Kommunikation og Sprog</b>	Denmark	We provide professional meetings for our members
<b>NGTV</b>	Nederland	All activities for the members organised by the organisation are CPD-activities
<b>PEM</b>	Greece	PEM has a CPD programme in place but there is no written CPD Policy yet. Our Articles of Association mention that each member should prove that during the previous 3 years they have completed a total of at least 16 hours per year, on average. The CPD process is as follows: The CPD team selects the speakers, sends them our Terms & Conditions and upon agreement we schedule the date and fees. Training then takes places via Zoom or live. Members should pay an extra amount to become "Sustaining members" and thus have the right to attend any or all of the training sessions. Attendees evaluate speakers at the end of each session. Feedback is given to both the Board and the speaker.
<b>PEEMPIP</b>	Greece	Multilevel CPD programme. Members must accumulate a total of 18 credits within 3 years. Credits are given based on a scoring system, per activity.
<b>SCIT</b>	Slovenia	Our CPDs try to meet the following criterias: one- or two-day event (appr. 6 teaching hours or more per day), one to two presenters (speakers) usually invited from abroad (native country), focus on contrastive aspects in both languages and/or between the specialised and common language. Every CPD is quality oriented, therefore it is often organised as a boutique workshop (up to 12 - 15 participants). A certificate of attendance is issued to each participant. Every event is accompanied by a compilation of notes, if necessary also with a PowerPoint presentation.
<b>SYDISE</b>	Greece	Voluntary



<b>TEPIS</b>	Poland	TEPIS promotes the idea that the sworn translator must uphold professionalism, which rests on and should be guaranteed by diligence and continuing professional development. The need for professional development is determined, among other things, by the fact that the profession is perceived by law and the public as a profession of public trust because of the role played above all in court proceedings. The TEPIS CPD Committee, composed of chairs of language sections and members of the Board, offers opportunities for continuing professional development of legal translators' and court interpreters' qualifications by holding training courses, meetings, seminars, a yearly conference etc .
<b>UNIVERSITAS Austria</b>	Austria	We periodically survey our members to get feedback on PD needs and we organize our CPD based on the survey results. Certified members must comply with CPD requirements (2 CPD activities in the last 5 years). We have a CPD committee with a team leader and regional representatives.

## 6) Language(s) of the CPD events your association organises

<b>AITI</b>	Italy	Italian, English, German, French
<b>ANITI</b>	Italy	Events mainly held in Italian but involving English, Spanish, French and German - so far
<b>ASETRAD</b>	Spain	Mainly Spanish
<b>Assointerpreti</b>	Italy	Italian and English so far
<b>ATICOM</b>	Germany	German
<b>BDÜ</b>	Germany	Mostly German unless the event is meant for a specific language (example: Spanish Law)
<b>Cymdeithas Cyfieithwyr Cymru</b>	Cymru/Wales, UK	Welsh
<b>DZTPS</b>	Slovenia	Slovene, German, English, Croatian, French, Italian, Bosnian, Serbian, Montenegrin, Spanish, Russian
<b>EIZIE</b>	Spain	Basque
<b>SKTL</b>	Finland	Finnish, English
<b>Forbundet Kommunikation og Sprog</b>	Danmark	Danish
<b>ITIA</b>	Ireland	English
<b>NGTV</b>	Nederland	Dutch
<b>PEM</b>	Greece	English, Greek
<b>PEEMPIP</b>	Greece	All necessary, but mostly English and Greek.
<b>SCIT</b>	Slovenia	English, German, Serbian, Croatian, Bosnian
<b>SYDISE</b>	Greece	English and Greek
<b>TEPIS</b>	Poland	Polish, English, German, French, Italian, Spanish, Russian, Western Slovenic and Asian languages
<b>UNIVERSITAS Austria</b>	Austria	German and English

## 7) Mention one or two things of your CPD policy that worked well and that you would suggest to others (e.g. setting up a CPD Committee, having a quality-based grading system)

<b>AITI</b>	Italy	Organization of CPD events by all 12 AITI's regional divisions, sometimes in cooperation (in particular for webinars); central quality-based grading system under coordination of the AITI's national CPD Commission
<b>ANITI</b>	Italy	We found helpful pre-grading and sponsoring third party courses and translation, including as suggested by our members. We also found that our members appreciated webinars organized on specific matters regarding the profession by our accountant and legal consultant and focusing on issues that came up during the year.
<b>ASETAD</b>	Spain	Each professional member can attend one course per year free of charge
<b>Assointerpreti</b>	Italy	CPD Committee, simple and detailed set of rules, some events at national and regional level are free of charge to promote the very idea of CPD and make requirement fulfilment easier. Recognizing events held by other associations of professionals other than interpreters and translators.
<b>ATICOM</b>	Germany	Strong focus on webinars, as these are more popular than face-to-face seminars
<b>BDÜ</b>	Germany	Since the BDÜ is a federal organisation we have people responsible for organising CPD events on a regional level, who in turn work closely together. We have also founded a commercial organisation (BDÜ Weiterbildungs- und Fachverlagsgesellschaft mbH), which enables us to organise bigger and national events as well as webinars (which are getting more and more popular).
<b>Cymdeithas Cyfieithwyr Cymru</b>	Cymru/Wales, UK	It is difficult to highlight any successes as we cannot insist that members undertake CPD activity and we do not have the staff resource to monitor how well the policy is working. Workshops organised by ourselves are generally well attended.
<b>DZTPS</b>	Slovenia	A CPD Committee, assessment of seminar providers, special rates for DZTPS members and students
<b>EIZIE</b>	Spain	We run a survey among the participants after each training session. This helps us know how the courses can be improved: duration, schedule, trainers... Participants can also suggest specific courses they would like to attend.
<b>SKTL</b>	Finland	Committees for different professional groups serve as CPD Committees (amongst other tasks), planning and organising targeted courses for e.g. authorised translators, translators of medical texts, court interpreters etc.; Co-operation with universities, when students can benefit from co-studying with professionals - and vice versa.
<b>Forbundet Kommunikation og Sprog ITIA</b>	Denmark Ireland	A professional secretariat and involved members a) Ensuring that the audience is suited to the topic/level b) Providing a starting-out event free of charge for newcomers/those thinking of becoming TR/INT.
<b>NGTV</b>	Nederland	We have to follow the rules of the Dutch law. We made a CPD plan that gives the NGTV the accreditation.
<b>PEM</b>	Greece	1) At the end of each training session, we give all attendees a link to a "Training Evaluation Form", which they can fill in anonymously. This way they can evaluate the speaker, the presentation, the learning outcomes, etc. 2) Our training sessions included a 1-hour webinar with a mindfulness instructor, which attracted the largest audience and proved useful to members.

<b>PEEMPIP</b>	Greece	Setting up a team that handles CPD-related matters, from the programme fine-tuning to the evaluation of the documentation provided by members. Having a credit system that is based on activities groups, each group gives specific number of credits, and all that is based on the quality or quantity of each activity. Our system was based on ATA's CPD programme. Also, we did a pilot phase, first, for 2 years, to see what works and what doesn't, which we introduced to our members on a voluntary basis.
<b>SCIT</b>	Slovenia	Participants value the quality of our CPDs, even though they are a bit pricier (80 - 140 EUR). We always check the presenter's education background to ensure active knowledge in LSP and/or legal translation.
<b>SYDISE</b>	Greece	We are at an initial stage
<b>TEPIS</b>	Poland	Setting up a CPD Committee, issuing Certificates of Attendance to participants of CPD activities, and running CPD activity evaluation questionnaire
<b>UNIVERSITAS Austria</b>	Austria	1) Early bird prices and strict deadlines for admission. 2) Local representatives organize their own CDP activities in their regions.

**8) Mention one or two things of your CPD policy that did not work well and that you would advise others not to do (e.g. failure to specify the target audience, i.e. beginners, advanced, medical translators)**

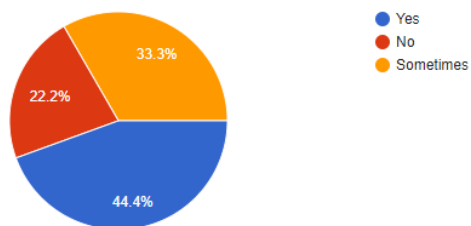
<b>AITI</b>	Italy	Most CPD events are organized only in spring and autumn; some more specific CPD events for interpreters are required
<b>ANITI</b>	Italy	Given our modest experience, so far, in the organization of CPD courses, we have no major critical issues to point out.
<b>ASETRAD</b>	Spain	Failure to specify the target audience
<b>Assointerpreti</b>	Italy	Not allowing remote attendance was a mistake. Giving for granted that our members accept CPD rules only because CPD is provided for by the law. Communication is a must.
<b>ATICOM</b>	Germany	---
<b>BDÜ</b>	Germany	Offering too many different things which tends to cause some of them not to reach the minimum number of participants.
<b>Cymdeithas Cyfieithwyr Cymru</b>	Cymru/Wales, UK	See the previous answer.
<b>DZTPS</b>	Slovenia	A seminar should not be too long, max. 3 hours, otherwise participants find it too long.
<b>EIZIE</b>	Spain	We organised a course on CAT tools last year, which we ended up having to cancel for lack of interest. We believe this was because the course focused on three different CAT tools, which maybe was too much bearing in mind the short duration of the course. Focusing on only one CAT tool might have been a better idea.
<b>SKTL</b>	Finland	Difficulty of specifying the target audience when attendees represent many types and levels of professions in T/I. Especially this applies to courses in marketing of services, branding, entrepreneur skills.
<b>Forbundet Kommunikation og Sprog ITIA</b>	Denmark Ireland	High prices a) Allowing tutors/speakers to dictate unreasonable rates. It's important to balance the speaker fee with the price to be paid by attendees to provide value for money.

<b>NGTV</b>	Nederland	b) Not advertising on time c) Not getting attendees to pay when booking a place. Freelancers tend to frequently cry off at the last minute but are more likely to come along if they have already paid up.
<b>PEM</b>	Greece	For us it is very clear to follow the rules: for an activity, there is an invitation, a CV or LinkedIn profile of the speaker, a kind of evaluation and a portfolio. The procedure must be followed by the rules. We can't make our own CPD policy.
<b>PEEMPIP</b>	Greece	1) The first year we offered 22 training sessions, but there was no beginner, intermediate and advanced levels. Everyone could attend every session, which led to some complaints in the evaluation forms.
<b>SCIT</b>	Slovenia	Making the programme mandatory (because of the number of opportunities members in Greece have to accumulate credits for the programme).
<b>SYDISE</b>	Greece	-
<b>TEPIS</b>	Poland	Interpreters rarely find time for CPD
<b>UNIVERSITAS Austria</b>	Austria	hard to advise since CPD is country specific The most difficult thing is the price calculation. Do not sell your CDP activities too low!

### 9) Does your association...

Does your association offer member rates of CPD events to members of other FIT associations?

18 responses

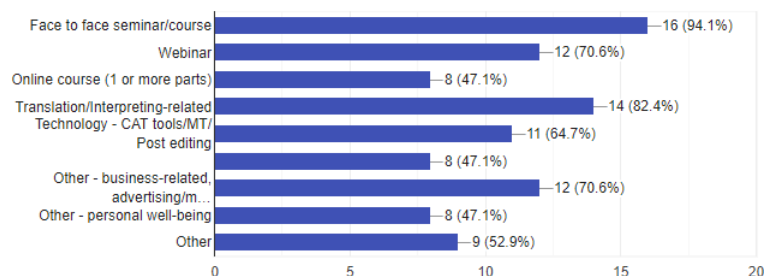


+ITIA yes

## 10) Type of...

Type of events held:

17 responses



+ITIA Face to face events only, though we would be interested in organising webinars.

## 11) What CPD events did your association organize in 2018?

<b>AITI (Associazione Italiana Traduttori e Interpreti)</b>	Italy	approx. 60 CPD events in 2018 of many types (see above)
<b>ANITI</b>	Italy	Our main event during the year was in connection with the Annual General Meeting in April 2018. We were also among the organizers of two literature and translation events in Palermo: "Una Marina di Libri" in June and "Festival delle Letterature Migranti" in October. We organized and published webinars on legal and tax issues impacting the profession. We delivered speeches in third party's events.
<b>ASETRAD</b>	Spain	8 webinars (3x about marketing related topics, 3x about copyediting, 1x about tips for beginners 1x about GDPR), 2 panel discussions
<b>Assointerpreti</b>	Italy	GDPR. The European Commission and SCIC. Conference Interpreters Professional Ethics.
<b>ATICOM</b>	Germany	diverse events, including ones on ISO certification
<b>BDÜ</b>	Germany	Too many to list here. No big national one (which we tend to organise only every other year)
<b>Cymdeithas Cyfieithwyr Cymru</b>	Cymru/Wales, UK	In the 2018-19 financial year: 3 face-to-face workshops; 4 translation e-workshops; 2 interpreting practice sessions; bespoke training for 4 public institutions; and a Members Day.
<b>DZTPS</b>	Slovenia	6 seminars and workshops in total.

<b>EIZIE</b>	Spain	How to use corpora, proof-reading, consecutive and simultaneous interpretation workshop, how to use the Berria (Basque newspaper) style-guide, Wordfast Classic, how does the new GDPR affect translators?, English-Basque translation workshop, SDL Trados, workshop on administrative texts, translating children's literature, translation and terminology.
<b>Finnish Association of Translators and Interpreters, SKTL</b>	Finland	SKTL organized appr. 100 different events of all types mentioned above and including personal well-being and other than CPD (as book fairs). Especially we would like to mention course on authorized translation and Symposium on Translation and Interpreting Studies (arranged by SKTL's academic section).
<b>Forbundet Kommunikation og Sprog ITIA</b>	Denmark	Many many many
	Ireland	<ul style="list-style-type: none"> <li>• Translation: transcreation, certificate (Urkunden) translation, translation of business videos</li> <li>• Interpreting: note-taking, voice-training for interpreters, Irish court system/court terminology</li> <li>• Technology: CAT tools generally; lab session on Trados Studio; machine translation</li> <li>• Business related (tax/VAT returns, business plans, invoicing/pricing, ...)</li> <li>• Well-being: Emotional intelligence for translators</li> <li>• General: "Starting out" - with short slots on various aspects of the profession for those thinking of becoming TR/INT or right at the start of their careers; Round table with people from the tekkie end of translation (Microsoft, twitter, video game translation and one other localiser)</li> </ul>
<b>NGTV</b>	Nederland	A face to face event about entrepreneurial skills and the FIT-congress about intellectual property
<b>Panhellenic Association of Translators (PEM)</b>	Greece	CPD programme 2017-2018: CAT Tools (1), Interpreting (1), Linguistic sources (1), ) Public speaking/voice exercises (2), Legal terminology (1)
<b>PEEMPIP</b>	Greece	Mentoring programme, approx. 10 different webinars, various translation-related events (Translation Month 2018), trainings, and more. Check our blog for info.
<b>SCIT</b>		Bosnian (grammar, orthography and foreign language influence), Serbian (grammar, orthography, common mistakes in Serbian, legal translation), German (legal language, legal thinking, focus on certain legal areas)
<b>SYDISE</b>	Greece	Interpreting support tools, know your worth seminar
<b>TEPIS</b>	Poland	yearly two-day conference with workshops in October and 52 courses of training, and TEW (organized in collaboration with DGT)
<b>UNIVERSITAS Austria</b>	Austria	Workshops on legal translation and legal writing skill, EU-General Data Protection Regulation and Community Interpreting. Workshops on many business-related topic and some on personal well-being. Besides, we organize many networking activities.

## 12) What CPD events are you holding this year?

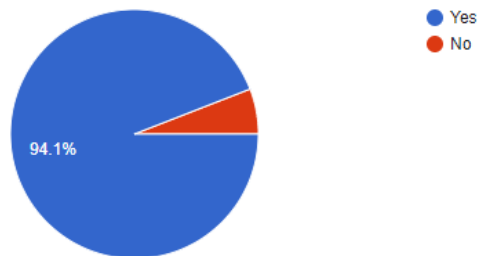
<b>AITI (Associazione Italiana Traduttori e Interpreti)</b>	Italy	approx. 40 CPD events in 2019 (until now) of many types (see above)
<b>ANITI</b>	Italy	Once again, our main CPD event (on the use of Corpora) was held after our AGM, and was open to members and non-members. We are once again involved in the organization of "Una Marina di Libri" and "Festival delle Letterature Migranti" and delivered speeches in third party's events. We will hold an event for members and non-members in November in Rome and publish more webinars on matters concerning the profession.
<b>ASETRAD</b>	Spain	Webinars and seminars (to be determined)
<b>Assointerpreti</b>	Italy	Remote interpreting (several events). From the millennial olive trees of Puglia to global climate change.
<b>ATICOM</b>	Germany	diverse events, including ones on ISO certification
<b>BDÜ</b>	Germany	Conference in Bonn "Translating and Interpreting 4.0"
<b>Cymdeithas Cyfieithwyr Cymru</b>	Cymru/Wales, UK	In 2019-20 financial year the programme will be very similar to 2018-19.
<b>DZTPS</b>	Slovenia	8 seminars and workshops in total.
<b>EIZIE</b>	Spain	Workshop on administrative texts, proof-reading, punctuation, the use of appositives, reviewing PDF and Word/Writer documents.
<b>Finnish Association of Translators and Interpreters, SKTL</b>	Finland	STKL organizes all types of courses mentioned above, and also course for medical interpreters and for state-registered court interpreters.
<b>Forbundet Kommunikation og Sprog ITIA</b>	Denmark Ireland	Many many many <ul style="list-style-type: none"> <li>• financial translation</li> <li>• marketing for translators and interpreters</li> <li>• career choices/translating and interpreting in the EU</li> </ul>
<b>NGTV</b>	Nederland	We just had a face to face event about machine translation and sales skills
<b>Panhellenic Association of Translators (PEM)</b>	Greece	CPD programme 2018-2019: Localization (3), CAT Tools (1), CAI Tools (1), Interpreting (1), Subtitling (1), Well-being (2), QA (1), Marketing (3), Website Loc (1), Office Management (1), Linguistic sources (1), Conferences (1), Small Business Development (1) Public speaking/voice exercises (2)

<b>PEEMPIP</b>	Greece	Same as above. Mentoring programme, approx. 10 different webinars, various translation-related events (Translation Month 2018), trainings, and more. Check our blog for info. Given our credit scoring system, several events can be included, not just the ones we are organizing as an association but those of other associations, too.
<b>SCIT</b>	Slovenia	English (legal language, legal translation, common mistakes in language use and translation), Albanian (to be organised in Autumn)
<b>SYDISE</b>	Greece	Conference interpreting French-English, GDPR
<b>TEPIS - The Polish Society of Sworn and Specialised Translators</b>	Poland	24 courses of training so far; planned more, including a yearly two-day conference with workshops in October
<b>UNIVERSITAS Austria</b>	Austria	Workshops on CAT and CAI tools, and machine translation

## 13) Would you be...

Would you be interested in collaborating with another FIT association to deliver a CPD event?

34 responses



**30 YES/2 NO**

<b>AITI</b>	Italy	Yes
<b>ANITI</b>	ITALY	Yes
<b>ASETTRAD</b>	Spain	Yes
<b>ASKOT</b>	Czech Republic	Yes
<b>Associação Portuguesa de Tradutores</b>	Portugal	No
<b>Assointerpreti</b>	Italy	Yes



ASTTI	Switzerland	Yes
ATICOM	Germany	Yes
BDÜ	Germany	Yes
Bulgarian Translators' Union	Bulgaria	Yes
Cymdeithas Cyfieithwyr Cymru	Cymru/Wales, UK	Yes
DVÜD e. V.	Germany	Yes
DZTPS	Slovenia	Yes
EIZIE	Spain	Yes
Finnish Association of Translators and Interpreters, SKTL	Finland	Yes
Forbundet Kommunikation og Sprog	Danmark	Yes
Institute of Translation and Interpreting	UK	Yes
Irish Translators' and Interpreters' Association	Ireland	Yes
ITIA	Ireland	Yes
JTP	Czech Republic	No
MFTE	Hungary	Yes
NAVIO	Norway	Yes
NGTV	Nederland	Yes
ÖVGD	Austria	Yes
Pancyprian Union of Graduate Translators and Interpreters	Cyprus	Yes
PEM	Greece	Yes
PEEMPIP	Greece	Yes
SCIT	Slovenia	Yes
Société Française des Traducteurs (SFT)	FRANCE	Yes
SSPOL	Slovakia	Yes
SYDISE	GREECE	Yes
TEPIS	Poland	Yes
UNIVERSITAS Austria	Austria	Yes

## Conclusions

As in the previous survey, we are very happy with the information collected and above all with the response rate – almost 60%!

Of the 32 respondents, 18 have a CPD policy. Some MAs, while not having a CPD policy (like ITIA), organise CPD events throughout the year. From the previous survey we know that 97% of MAs already organise such events. Although in 85% of MAs CPD is not required by law, approximately 56% have a CPD policy.

Only 44% of MAs always (and 33% sometimes) offer member rates of CPD events to members of other MAs. From the previous survey we know that almost 80% of MAs already recognise attendance at other MAs' events as an acceptable form of CPD, thus we encourage MAs to further implement the recommendation of reciprocity.

Among MAs face-to-face seminars prevail (94.1%), followed by webinars (70.6%) and online courses (47.1%). Topics are mainly translation or interpreting-related, followed by business-related ones.

94% of the MA respondents would be interested in collaborating with other MAs to deliver CPD events, which allows us to tap into our MAs' strengths to help other MAs which still have no CPD policy or are at a very early stage of developing one.

In view of the different approaches of MAs to CPD, an in-depth analysis will be presented at our Annual Meeting in Vienna in October 2019. We hope that this report and the analysis will foster a comprehensive debate on the matter there.

The Board would like to wholeheartedly thank all respondents who dedicated their time and went to the effort of answering the survey. We hope that we can have all FIT Europe associations on board at the Annual Meeting in Vienna.

If you have any comments or questions about the survey please feel free to contact us at: [gsvanzan@fastwebnet.it](mailto:gsvanzan@fastwebnet.it).