

Professional Membership Program



PARTICIPANT GUIDE

1. Overview

The Professional Membership Program (PMP) provides continuing professional development opportunities for those working in the disability employment sector. The program will use an annual points system to recognise development activities undertaken by members.

The PMP is the framework under which all DEA training courses and professional development activities sit, including those of our partners.

Development activities may include short and long courses, conferences, forums, workshops, webinars and broadcasts. Members who accrue 100 CPD points in a calendar year are deemed professional members and can use the post-nominals, MDEA.

The pressing need for evidence-based, industry-informed, standardised training throughout the disability employment sector has been widely acknowledged through multiple sources (e.g. the Disability Royal Commission).

The objective of the PMP is to drive our industry towards practical professional standards that ensure delivery of consistent, high-quality services for clients.

Training providers and event partners have the opportunity to include their approved learning products in the program, giving PMP participants access to a broad range of professional development activities.

2. Benefits of the Professional Membership Program

Membership will provide access to:

- a curated collection of training opportunities and events that have been reviewed for quality and relevance to your industry,
- a supportive community of disability employment professionals and respected partners through exclusive PMP networking events,
- relevant and targeted communication of sector news, industry best practice and DEA updates,
- a record of your professional development activities through the allocation of annual CPD points, and
- recognition of your achievements through the attainment of professional member status and the use of the post-nominals, MDEA.
- DEA member pricing for training and events (irrespective of your organisation).

3. Access to learning products

All DEA endorsed courses and events are listed at disabilityemployment.org.au/events/ for members to access. Each product listing includes the duration, content, location, format, cost, intended audience, the provider or facilitator, expected outcomes and the CPD points assigned to the course.

4. Participation and eligibility

4.1 Membership eligibility

PMP membership is open to anyone working in the disability employment sector. Once registered, all have the opportunity to participate in program activities and qualify as a DEA Professional Member if they achieve the required 100 CPD points in a calendar year.

Every microcredential, training course or professional development event that DEA offers has an assigned number of CPD points. Upon completion, a member can request to log these points using the [Professional Membership Program CPD Points Form](#) and DEA will add them to a participant's profile.

4.2 Individuals from DEA member organisations

All individuals from DEA member organisations can join the PMP at no cost as a benefit of organisational membership. Individuals can register themselves or be registered en masse by their organisation.

4.3 Individuals from non-member organisations

Individuals who are not employed by a DEA member organisation can join the PMP at a cost of \$200 per year. Individuals can [register online](#).

Many of the courses and events offered by DEA are available to the public. However, only PMP participants can accrue CPD points and achieve DEA Professional Member status.

4.4 Qualifying as a Professional Member (MDEA)

Once registered in the program, participants can start accruing CPD points immediately.

Those who accrue 100 CPD points in a calendar year will attain Professional Member status and the right to use the post-nominals, MDEA.

Points will reset each January. Members who do not accrue 100 points in the calendar year will start afresh on 1st January.

However, members who have accrued 100 points and become Professional Members will retain that status for the following calendar year.

For a visual representation of the process, view the [Membership Flow Chart](#).

4.5 Qualifying as a Professional Member in 2025

Those who join the PMP in 2025 will be recognised as early adopters and have the option to log CPD points retrospectively for certain activities undertaken in 2024.

Those activities are listed in the [Professional Membership Program CPD Points Form](#).

Participants who accrue 100 CPD points through activities undertaken in the calendar year (or approved activities from 2024) will gain Professional Member status for the remainder of 2025 and all of 2026.

Participants who fail to accrue 100 CPD points in 2025 will not gain Professional Member status and their points will reset on 1 January 2026.

Permission to use the post-nominals, MDEA is strictly a privilege of current Professional Members.

4.6 Transferability of CPD points and member status

Scenario 1: A PMP participant elects to leave a DEA member organisation and moves to another DEA member organisation.

Outcome: Their membership and status will be unaffected.

Scenario 2: A PMP participant elects to leave a DEA member organisation and moves to a non-member organisation.

Outcome: Their PMP membership lapses upon leaving a member organisation. They can opt to continue participating and accruing CPD points by paying the non-member fee of \$200 per year.

However, if they attained Professional Member status prior to moving roles, they are entitled to maintain this status and use the MDEA post-nominals for the standard period of time (irrespective of whether they opt to register and pay the non-member fee).

Scenario 3: An individual joins a DEA member organisation and has completed DEA professional development activities in the current calendar year (whilst working at a non-member organisation).

Outcome: Once employed by a DEA member organisation, they can join the PMP for free as a benefit of organisational membership. They will retrospectively be awarded CPD points for any activities completed within the current year.

4.7 Organisations who become DEA Members

The Professional Membership Program is an immediate benefit of DEA member organisations. Once membership is approved, all staff can access PMP for free and will retrospectively be awarded CPD points for any DEA courses or events completed in the current calendar year.