Welcome to IPC Newsletter

Contents:

Greetings from the new IPC Chairman
Page 1

Message from former Chairman
Page 2

IPC is Welcoming IQS
Page 2

23rd IPC Annual General Meeting – Seoul - Korea
Page 3

All you would like to know about IAF-MD20
Page 4-5

An update on the October 2019 IAF meeting
Page 6

New IPC Scheme: Sustainable Procurement Auditor
Page 7

Under Development: Certification of Inclusion Professionals
Page 8

ASTM E2659-18: Standard Practice for Certificate Programs
Page 9

IPC at Work: Global Representations
Page 10

IPC News
Page 11

IPC Vision, Mission and Values
Page 11

Join IPC, Membership Application Form 2020
Page 12

Greetings from the new IPC Chairman

Dear friends,

IPC’s 23rd Annual General Meeting has been held in Seoul, Korea, 28 and 29 October 2019. During this Annual General Meeting all members could verify IPC’s growth by the increased number of new and potential new members.

In order to master the rapid progress, in an ever more complex world, certification of professional competencies is becoming a necessity. It is essential to identify the knowledge and skills that are required. And IPC can help on that task by developing new schemes. Proactive implementation of IPC schemes by all stakeholders is essential to achieve global harmonization. With our active participation IPC can propagate its objectives to different personnel certification fields. IPC was and remains always open to proposals about new industry-specific personnel certification schemes. Through IPC’s recognition PCBs can help the industry proactively. Following such an approach, IPC is not only facilitating the global industry needs but it is also promoting the harmonization of certified personnel competence.

Ultimately, this IPC role is critical for the uniform quality of provided services or products that the market is expecting from competent professionals. By utilizing personnel certification both the scope and the timeliness of knowledge of individuals can be kept up to date. IPC is working hard to towards this direction by not only adopting new schemes but by also regularly updating its approved schemes.

As the new chairman of IPC, I’ll pay more attention to the development of new schemes and their implementation in the global industry. I expect your participation and support.

Your Truly,

Dr. Gilbert Gong

Chairman, IPC

Editor’s note: Please, feel free to forward this newsletter to your colleagues, business associates and any other party that might be interested. If they are wishing to join our mailing list, and for any additional questions please don’t hesitate to contact us at: secretary@ipcaweb.org.

Copyright: IPC, International Personnel Certification Association, www.ipcaweb.org, 14071 Peyton Dr #2701, Chino Hills, CA 91709, USA
International Quality Services (IQS) joins IPC

International Quality Services (IQS) has joined IPC as an Associate Member, since January 2020.


The Company was established in Lebanon and now operates globally, throughout its offices at United Kingdom, Asia, the Middle East, Western Europe and Africa. IQS services include Auditing and Certification of Management Systems, Second Party Auditing (auditing against customers’ specifications), Supplier Assessment (assessment of suppliers to major customers & mystery customer assessments), Training and Certifications for Quality Management System Related Courses.

For more information you can contact IQS at: https://iqs-ltd.com/

UK office: IQS/20-22 Wenlock Road
London, United Kingdom
Tel: +44 20 3290 6070
Email: info@iqs-ltd.uk or info@iqs.ltd

Middle East office: IQS/Beirut – Lebanon – PO Box: 14/5275
Fax: 009611840821
Cell: 009613342197
E-mail: me@iqs-ltd.com
Email Training Department: training@iqs-ltd.com

Through our consistent participation at IAF and ISO meetings we achieved to draw attention to the importance of both IPC and personnel certification standards. Of course, I didn’t do all this alone. I would like to extend my thanks to all board members for their great contribution in achieving all those significant goals. What we did is only a small part of what needs to be done and I am sure that Dr. Gilbert Gong, the new IPC Chairman, will raise the bar with the rest of the Board members. From now on I will continue my duty as an IPC Director. Hereby, I invite all of you, and especially the interested parties, that follow our activities, but have not been members until now, to join IPC, to participate in our committees and to create awareness in the importance of personnel certification.

Thank you once again,
Osman Vural

IPC’s IAF endorsed scheme now in PRINT edition.

IPC is the scheme owner of the world-wide operated IPC-PL-11-006 “IPC Management System Auditors certification scheme”. This IPC scheme which is the first personnel certification scheme ever to have achieved official endorsement by the International Accreditation Forum (IAF) is now available in print version. Copies are available by IPC secretariat (secretary@ipcaweb.org). There is no charge for IPC members. For third party orders a minimal shipping and handling fee will be charged depending on the quantity and delivery address. The document can be downloaded in pdf format, for free, from IPC website: http://bit.ly/2E6PAb0
23rd IPC Annual General Meeting – Seoul - Korea

The most recent IPC Board of Directors and Annual General Meeting took place Monday and Tuesday 28-29 October 2019, at Four Points Sheraton Hotel, Korea.

Mr. Osman Vural has completed two cycles as IPC Chairman.

All members thanked Mr. Vural for his service for the past 4 years.

New IPC Chairman was elected IPC Director Dr. Gilbert Gong. Dr. Gong is the GPC’s Korea, Chief Executive Officer.

Issues addressed during the IPC BoD-AGM meetings:

- IPC membership status update,
- Approval of new members,
- Reporting of Financial Committee,
- IPC MLA signatories status update,
- IPC existing and new schemes discussion,
- IPC MLA on training update discussion,
- Election of New Chairman and Bod members.

The new IPC Board of Directors is consisting by:

Chairman: Dr. Gilbert Gong (GPC, Korea)
Vice Chairman: Mr. Faton Aliu, (PECB, Canada)

Directors:
Mr. Osman Vural, (Staregister, USA)
Mrs. Niu Dongbo (CCAA, China)
Mrs. Rosa Anna Favorito (Bureau Veritas/CEPAS, Italy)
Mr. Thomas Votsmeier, (DGQ, Germany)
Mr. Torolf Paulshus, (EOQ, Europe)
Dr. Tommy Lo (HKICA, Honk Kong)
Mr. Frode Ervik Pettersen (Norsk Sertifisering, Norway)

During IPC BoD-AGM Meetings it was decided to introduce a new IPC scheme in the field of Inclusion Professionals, and to enrich IPC’s Certification Scheme “IPC Management System Auditors” IPC-PL-11-006 with the following new fields:

- IPC Requirements for Testing and Calibration Laboratories Auditors
- IPC Requirements for Information Security Management System Auditors
- IPC Requirements for Building Information Modelling (BIM) Auditors
- IPC Requirements for Sustainable Procurement Auditors
All you would like to know about IAF-MD20

IAF MD20: Generic Competence for AB Assessors

IAF MD20-Generic Competence for AB Assessors, is an IAF Mandatory Document related to the Application of ISO/IEC 17011. ISO/IEC 17011 is an International Standard that sets out the requirements for bodies operating accreditation systems for Conformity Assessment Bodies. MD20 defines the generic competencies for assessors involved in the accreditation of Certification Bodies/Conformity Assessment Bodies. The objective of MD20 is to ensure the consistent and harmonized application of ISO/IEC 17011 for defining the generic competence for assessors.

In 2009, the IAF Assessor Competency Task Force undertook a Job/Task Analysis (JTA) to identify the tasks, knowledge, skills and attributes (KSAs) required of Accreditation Body (AB) Assessors. A Job Task Analyses (JTA) study in 2010 was conducted followed by a survey validation study of the results of the JTA conducted in 2010 through 2011.

The JTA for AB Assessors was presented at the IAF Technical Committee during the IAF mid-year meetings 2012 in Frankfurt, Germany. The JTA study methodology followed standard industry standard practices.

IPC participated in that process through its Secretary Dr. George Anastasopoulos.

Annex 1 of MD20 contains the competency profile for Accreditation Body assessors (see pic1). Annex 2 of MD20 contains additional information to assist in understanding the competency profile (see pic2).

These competencies and associated knowledge and skills should be considered by the AB when evaluating assessors or the assessment team.

Annex 2 describes in detail the personal behaviors to be considered during the selection and training process as well as when monitoring the assessor activity. These are characteristics that affect an individual’s ability to perform specific functions. Therefore, knowledge about the behaviors of individuals enables an AB to take advantage of their strengths and to minimize the impact of their weaknesses.
IAF MD20: Generic Competence for AB Assessors (continued)

The use of the term “assessor” in MD20 does not require that all of the activities must be conducted by each individual assessor; however, the same competence would be required for the specific task whether it is being performed by the assessor or other AB personnel.

According to MD20 the AB shall have assessors or other personnel (e.g. lead assessors, technical officers, program managers) with competence to perform tasks assigned by the AB in accordance with Annex 1, Section B, Generic Assessment Competencies (1-5). Where any assessment is conducted by a team, the level of competence required should be held within the team as a whole and not by each individual member of the team.

The AB is also expected to establish and document procedures for selecting, training and formally approving assessors (or assessment team) and in so doing should consider the competency profile outlined in Annex 1, Section B, Generic Assessment Competencies (1-5).

<table>
<thead>
<tr>
<th>C. PROFESSIONAL COMPETENCIES</th>
<th>These are knowledge, skills and competencies associated with leading a team or others</th>
</tr>
</thead>
<tbody>
<tr>
<td>C.1. Leadership Competencies (required of someone at the AB)</td>
<td>Meeting management – ability to manage meetings including creating the agenda (if required), facilitating the meeting and adhering to the time schedules to achieve the assessment process objectives</td>
</tr>
<tr>
<td></td>
<td>Leader/leadership – displays the ability to guide a team or others and has the ability to mentor others</td>
</tr>
<tr>
<td></td>
<td>Ability to identify the competencies required of an assessment team</td>
</tr>
<tr>
<td></td>
<td>Ability to provide input into the selection of an assessment team</td>
</tr>
<tr>
<td></td>
<td>Ability to assign roles and responsibilities to the assessment team</td>
</tr>
<tr>
<td></td>
<td>Ability to coach team members during an assessment process</td>
</tr>
<tr>
<td></td>
<td>Ability to achieve consensus from an assessment team regarding assessment findings.</td>
</tr>
<tr>
<td></td>
<td>Maintaining control – ability to manage situations to ensure that the objectives of the assessment process are accomplished</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>C.2. Organizational Competencies (required of someone at the AB)</th>
<th>These are knowledge, skills and competencies associated with organizing and managing an assessment process</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Ability to reason/good judgment – ability to assess situations or circumstances and formulate sound conclusions</td>
</tr>
</tbody>
</table>

**pic2-Example of AB Assessor Competences**

For further information you can download this document from:  [https://www.iaf.nu/upFiles/IAFMD202016_Issue_1_25052016.pdf](https://www.iaf.nu/upFiles/IAFMD202016_Issue_1_25052016.pdf)

---

**What is Accreditation?**

Accreditation is the independent evaluation of certification bodies against recognized standards to ensure their impartiality and competence to carry out specific activities, such as tests, calibrations, inspections and certifications.

An accreditation body is an authoritative body that performs accreditation. In some instances, its authority is derived from government.

Its primary function is to assess, against internationally agreed standards, organizations that provide certification, testing, inspection and calibration services (collectively known as conformity assessment bodies). Accreditation demonstrates the competence, impartiality and performance capability of these organizations.

**What is Conformity Assessment?**

Conformity assessment is the demonstration that what is being supplied actually meets the requirements specified or claimed.

Conformity assessment can be applied to a product or a service, a process, a system, an organization or persons and includes activities such as testing, inspection, and certification.

Demonstrating compliance with standards and other criteria assumes greater importance to consumer confidence as products and services become increasingly technically complex.

Conformity assessment is therefore an indispensable part of an economy’s business and standards and conformance infrastructure.
A new sub-scheme was developed by IPC in compliance to ISO 20400:2017 “Sustainable Procurement — Guidance” and taking under consideration ISO 26000:2010 “Social Responsibility”.

The IPC sub-scheme is related to “Sustainable Procurement IPC Auditors and IPC Lead Auditors” grade certification. ISO 20400 provides guidance to organizations, independent of their activity or size, on integrating sustainability within procurement. It is intended for stakeholders involved in, or impacted by, procurement decisions and processes. This standard was developed by ISO project committee ISO/PC 277 and it was released on 21 April 2017.

ISO 26000 Guidance on social responsibility is providing guidelines for social responsibility (SR). Its goal is to contribute to global sustainable development, by encouraging business and other organizations to practice social responsibility to improve their impacts on their workers, their natural environments and their communities. It was released on 1 November 2010.

The IPC Sustainable Procurement Auditors and IPC Lead Auditors grade certification, requires the following competence profile, in addition to the generic IPC auditor/lead auditor requirements as described in Certification Scheme “IPC Management System Auditors” IPC-PL-11-006:

- Detailed knowledge and understanding of all parts of ISO 20400:2017
- General knowledge of the guideline of ISO 26000:2010
- Understanding of sustainable procurement principles in the context of ISO 20400:2017 and ISO 26000:2010
- Understanding of Sustainable procurement principles in the context of supply chain management
- Be in position to relate the requirements in ISO 20400 with procurement strategy, policy, organization and processes
- Be in position to integrate sustainable procurement into sustainability framework of an organization
- Ability to engage stakeholders, including suppliers, in ISO 20400:2017 implementation in an organization
- Ability to determine and conduct measurements against sustainable procurement objectives and targets
- Understanding of competence requirements for auditors and lead auditors (ISO 19011 and the ISO 17021 family)
The most recent IAF-ILAC meeting took place at Frankfurt from October 21st to October 29th. IPC was represented by its Secretary Dr. George Anastasopoulos.

Issues discussed related to personnel certification include:

**PCB Working Group (ISO/IEC17024)** had already established a subgroup to finalize KSAs for Assessors for Certification of Persons (based on IAF MD20 document). The subgroup work outcome including knowledge statement and KSA’s table was developed and presented. Further discussion was conducted on question/interpretation request no IAF-TC-12.012-19-2 Persons WG covering issues related to possibilities/options for transferring of persons’ certification under ISO/IEC 17024.

The new -under development- document “Methodology Document on Developing Competence Requirements for Main Scope Standards” was also discussed. The purpose of this document is to provide guidance on the methodology to develop competence requirements for main scope standards (e.g. ISO/IEC 17065, ISO/IEC 17024) in IAF documents as per Annex 1: A1, A2, A3, A4 under IAF MD-20.

Discussion followed on AB’s experiences from the implementation of their PCB programs. AB’s presented best practices based on everyday experience from their regions.

**IAF Task Force on Competence of AB Assessors and Experts** had a discussion on the “Methodology Document on Developing Competence Requirements for Main Scope Standards” in relation to MD20. Main steps include:

a. Assemble expert panel
   (expected to be completed by Oct 2020)

b. Conduct validation
c. Analyze the findings
d. Complete the competency profile

Other issues discussed included to appoint a convening expert panel for Product, GHG, Management System, an update on the competence requirements for assessors for persons.

Finally, an update on the progress related to the joint IAF/ILAC task force to create A-Series document from MD20 and A11 was presented.

**TFG Meeting on MD 20**

During that important meeting it was discussed how to proceed with respect to the preparation of a document providing general guidance/requirements for the competence of AB personnel involved in the accreditation process considering the feedback from the responsible committees of IAF and ILAC.

It was proposed that for the time being the requirements for the competence of the personnel of ABs defined in ISO/IEC 17011:2017 are sufficient.

The TFG and the representatives of the responsible IAF and ILAC committees, after detailed and in-depth discussion, decided that for the time being no such document should be prepared under the JWG A-series and that the content of ISO/IEC 17011:2017 is indeed sufficient.

In addition, it was confirmed that ILAC G11 will be withdrawn and the next revision of IAF MD 20 will provide requirements for specific accreditation fields within the scope of IAF only.
IPC Scheme Under Development: Certification of Inclusion Professionals

IPC is in process of developing a new personnel certification scheme for the Certification of Inclusion Professionals. This new IPC scheme is expected to be ready and published by the end of 2020.

From 2010 onwards, many companies and well-known brands worldwide have decided to obtain a certification on their Gender Equality, Diversity and Inclusion Policies introducing a new «philosophy» in their business strategies.

Gender Equality and Diversity support inclusion and should be practiced throughout all aspects of the organization, even in developing the plan for working toward a more inclusive culture.

Inclusive practices must be integrated into product development, communications, training and education, career and professional development, human resources processes, recruitment and retention and overall leadership and management practices.

The IPC scheme for Inclusion Professionals would include 3 different profiles:

1. Inclusion Manager
This professional is dealing daily with HR office with focus on communicative aspects, inside and outside the company.

Her/his activity aims at spreading out the culture and philosophy of «Gender Equality, Diversity or Inclusion Management». He/she coordinates projects in this regard and makes up its linked business plans or model agreed with the Board of Directors, to whom he/she needs to report.

2. Inclusion Advisor
The expert is acting as an external consultant, hired by companies who want to develop and implement their Gender Equality, Diversity and Inclusion Policies; or he/she can act as a third party auditor, to assess, with an independent perspective, the level of maturity of the approaches in these subjects. He/she knows this business philosophy, but she/he is specifically dedicated to put it into practice. Furthermore, she/he monitors and reports the developing actions into force to the Inclusion Manager, to whom he/she needs to report.

3. Inclusion Auditor
This auditor performs first, second- and third-party audit at customers’ site focusing on Inclusion Management Systems.

For more details you can contact IPC secretariat at: secretary@ipcaweb.org
ASTM E2659-18: Standard Practice for Certificate Programs

This American standard provides guidance to certificate issuers for developing and administering quality certificate programs and to stakeholders for determining the quality of certificate programs.

It was developed by ASTM in accordance with internationally recognized principles on standardization established in the Decision on Principles for the Development of International Standards, Guides and Recommendations issued by the World Trade Organization Technical Barriers to Trade (TBT) Committee.

The standard includes requirements for both the entity issuing the certificate and requirements for the specific certificate programs for which it issues certificates. It also provides the foundation for the recognition or accreditation, or both, of a specific entity to issue a specific certificate or certificates to individuals after successful completion of a certificate program.

It is important to note that ASTM E2659 does not address guidance pertaining to certification of individuals nor does it address guidance pertaining to education or training programs in general.

The standard is considering as “Certificate programs” the ones that are typically offered by community colleges and universities, government agencies, employers, independent for-profit training organizations, and professional and trade associations. It is complimentary to standardization documents regarding continuing education and training providers in general (such as IACET1-2013) and for entities offering personnel certification programs (such as ISO/IEC 17024).

ASTM E2659 aims to:

• Provide certificate program developers and certificate issuers guidelines for quality program development and administration;

• Form the foundation for a recognition or accreditation system, or both, that enable consumers, employers, government agencies, and others who rely upon a skilled workforce to distinguish between qualified workers and those with fraudulent or less-than-quality credentials;

• Assist stakeholders in differentiating between certificate programs from personnel certification;

• Assist stakeholders in differentiating certificate programs from other programs that confer certificates, including but not limited to certificates of attendance or certificates of participation.

More information about ASTM E2659 can be found at: http://astm.org/
IPC at Work: Global Representations

IPC is actively represented in international forums as the major stakeholder in personnel certification. Among others IPC is actively represented to the following technical groups and committees:

**IAF – International Accreditation Forum**

The IAF is the world association of Conformity Assessment Accreditation Bodies and other bodies interested in conformity assessment in the fields of management systems, products, services, personnel and other similar programs of conformity assessment. Its primary function is to develop a single worldwide program of conformity assessment which reduces risk for business and its customers by assuring them that accredited certificates may be relied upon. Accreditation assures users of the competence and impartiality of the body accredited.

The primary purpose of IAF is two-fold. Firstly, to ensure that its accreditation body members only accredit bodies that are competent to do the work they undertake and are not subject to conflicts of interest. The second purpose of the IAF is to establish mutual recognition arrangements, known as Multilateral Recognition Arrangements (MLA), between its accreditation body members which reduces risk to business and its customers by ensuring that an accredited certificate may be relied upon anywhere in the world.

**ISO-TC176**

TC176 is working on the standardization in the field of quality management (generic quality management systems and supporting technologies), as well as quality management standardization in specific sectors at the request of the affected sector and the ISO Technical Management Board.

ISO/TC 176 is also entrusted with an advisory function to all ISO and IEC technical committees to ensure the integrity of the generic quality system standards and the effective implementation of the ISO/IEC sector policy on quality management systems deliverables.

**ISO-CASCO**

ISO CASCO has been established in order to study means of assessing the conformity of products, processes, services and management systems to appropriate standards or other technical specifications. It is working towards the preparation of international guides and International Standards relating to the practice of testing, inspection and certification of products, processes and services, and to the assessment of management systems, testing laboratories, inspection bodies, certification bodies, accreditation bodies and their operation and acceptance. ISO CASCO is also promoting mutual recognition and acceptance of national and regional conformity assessment systems, and the appropriate use of International Standards for testing, inspection, certification, assessment and related purposes.

**ISO/TC34/SC17**

ISO/TC34/SC17 is working on Standardization in the field of food safety management systems, covering the food supply chain from primary production to consumption, human and animal foodstuffs as well as animal and vegetable propagation materials.

**ISO-TMB JTCG-TF 14**

ISO/TMBG refers to the groups that report to the ISO Technical Management Board (TMB). The TMB is the governance body responsible for the general management of the technical committee structure within ISO. As stated in clause 9.4 of the ISO Statutes, “The Technical Management Board may establish ad hoc technical and strategic advisory groups as deemed necessary to accomplish its responsibilities.” These groups are established and dissolved via TMB Resolutions. They report to the TMB at regular intervals and the TMB has oversight of their membership and activities.
News

ISO 22059 - New Standard for Consumer Warranties

The rise in e-commerce and globalization has revolutionized retail trade – for both the good and otherwise of the consumer. However, more choice doesn’t always equate to better quality. A new International Standard for consumer warranties will help to protect every player in the supply chain.

With an estimated USD 20 trillion worth of merchandise exported around the world each year, there is no denying we live in a globalized economy. But while digitalization and globalization bring with its unending choice for consumers, not all buyers get a good deal. Faulty goods or the unsatisfactory performance of products are the risk one takes.

Now, a new International Standard aims to reduce the likelihood of bad surprises for consumers and protect manufacturers and suppliers at the same time, enhancing confidence in all aspects of the deal.

ISO 22059, Guidelines on consumer warranties/guarantees, specifies what is required for a sound warranty or guarantee that will meet the reasonable expectations of consumers. It includes stating exactly what is covered and not covered, the time frame of coverage and the manufacturer or supplier’s expectations of consumers. It also features the inclusion of remedial action should the product fail.

ISO 22059 was developed by ISO project committee ISO/PC 303 and it is available for purchase from your national ISO member or through the ISO Store.

More info can be found at https://www.iso.org/standard/72471.html

ISO/TC 34/SC17, Food Safety Meeting

During 2019 food expert Mr. Dimitrios Katsieris, participated, on behalf of IPC, to the Ottawa annual meeting of the ISO/TC 34/SC17 for Food Safety Management Systems (September 18th, 2019) and at the ISO/CASCO JWG36 meeting, held also in Ottawa, for the revision of the ISO 22003 (September 19-20th, 2019). He also presented latest liaison report for IPC at the ISO/TC 34/SC17 meeting.
Join IPC

IPC MEMBERSHIP APPLICATION FORM 2020

1. CONTACT DETAILS

Name of Organization: ____________________________________________________________
Full Address: _________________________________________________________________
Telephone no: ________________________________________________________________
Web site: _________________________________________________________________
Name of representative: _______________________________________________________
E-mail: _________________________________________________________________

2. ACTIVITIES (tick as appropriate)

☐ Personnel Certification  ☐ Provision of Training Courses
☐ Certification of Management Systems  ☐ Other (please specify): ________________________________

3. ACCREDITATION BY IAF MEMBER

☐ Yes  ☐ No  ☐ Not Applicable
Name of Accrediting Organization: ____________________________________________
Date of Accreditation: _______________________________________________________

4. CERTIFICATION SCHEMES

<table>
<thead>
<tr>
<th>Personnel Certification Scheme</th>
<th>Accreditation Status</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

5. MEMBERSHIP (tick as appropriate)

☐ Full Member  ☐ Associate Member  ☐ Observer

I apply for IPC membership and agree that if the Applicant is admitted as a Member, it will be bound by the IPC’s Constitution for the time being in force.

...............................................................  ............................................................
Signature     Date

By executing this application, the signatory warrants that the signatory is duly authorized to execute this application on behalf of the Applicant.

6. PAYMENT OF FEE

Sum: ________________________________________________________________________
Transferring Bank: ___________________________________________________________
Date of Transfer: ____________________________________________________________

IPC annual member fees: Full members $3,900, Associate members $2,900, Observer members $1,300. Application fee: $800

Wire transfer information: Bank of America, 1196 S. Diamond Bar Blvd, Diamond Bar, CA 91765, Domestic Routing/Transit (ABA)
Number: 026009593, International Swift Number: BOFAUS3N, Account No: 325083796100, Account name: INTERNATIONAL PERSONNEL CERTIFICATION. For more information contact IPC at: 14071 Peyton Dr #2701, Chino Hills, CA 91709, USA, Telephone: +1(562)650.1941, Email: secretary@ipcaweb.org, Web: www.ipcaweb.org