Practical Assessment Week 10

RMIT University - PCP/APD 2019 Semester 2

Susanna Huang s3609812

Duncan Do s3718718

Kurt Invernon s3663139

Monique Leong s3722811

George Zikos s3728334

**Topic #1: AGAINST**

*Continual Professional Development (CPD) is a waste of time. We will learn everything we need to know at Uni and during induction at work so there is no point in wasting time and money on CPD throughout our careers.*

**Report**

**Introduction**

We support the use of continuing professional development (CPD) and disagree with the statement that it is a waste of time. CPD is the process of tracking and documenting skills, knowledge and experience gained as you work, beyond initial training. It is a record of experience and knowledge learned and applied. It can be, for example, a physical folder of documentation of professional development.

**Argument 1**

One reason supporting CPD is that often in university, students tend to devote large amounts of their focus to the content of their field. However, it takes more than technical prowess and being book smart to survive in the world of employment. Unlike university, CPD gives you further growth within a working environment. In such an environment, different from a schooling one you can learn to solve real world problems through experience, research and networking. CPD also ensures your capabilities keep pace with others in your field and keeps your knowledge base up to date with the current times, while helping you track trend changes in your profession. Without CPD, a worker’s scope of knowledge would be limited to their university teachings, which lack the practical applications that CPD provides. Knowledge is important, but knowledge within context is more.

**Argument 2**

Beyond helping you stay relevant as an employee, CPD helps the social aspect of employment. It helps build confidence among the public and potential customers. When both current and potential employers can see a clear development from the employee, the employer gains confidence in the employee which is then passed on as confidence in the business. CPD also helps you keep up to date with knowledge which directly translates to your confidence in the field and finally customer confidence in your potential. Through gaining a deeper understanding of how you conduct yourself professionally in the workplace, confidence in your abilities is promoted among the public. Furthermore, as IT projects often involve a team of many people, CPD can assist in building interpersonal, and other important skills not specific to your field.

**Argument 3**

CPD is also vital in empowering personal growth. It ensures you maintain a regular pace of learning and skill development. By building a record of situations you have faced in the past, future problems can be overcome much easier. It enhances your employability, as it helps you keep a record of your personal growth, which allows employers to understand more about how you learn, what you know and that you are continually willing to learn. This is also great from an employer's POV as it allows them to understand how employees learn and create a point of difference between employees, allowing for qualitative measurements to be established.

**Conclusion**

As discussed, CPD has many benefits which directly link to immediate positive outcomes for yourself, peers and employer. This is why we believe that CPD is a vital part of working in the IT, and many other fields, and it is not a waste of time.

# **Group 1 Arguments:**

* There is a risk employees will be less motivated because of strict CPD training programs. This results in:
  + Over training
  + Lessened productivity
  + Employees won’t participate further and will miss out on new information
* Programs don't help learn new skills if they are not planned properly.
  + Employees may leave their job as a result of dissatisfaction.
* Employees don't learn in the same way
  + Instead of CPD, modules provided by the business can be used.
* Company paid retreats are more effective than workshops as employees can bond.

# **Rebuttal**

|  |  |
| --- | --- |
| **Group 1 Argument Point** | **Rebuttal** |
| No new skills learnt in CPD | There is more to gain form CPD than just skills including personal growth and development. |
| Safety skills argument - CPD useless because in the Chernobyl case, staff were trained in safety but there were still accidents. | Poor example as it is impossible for training to cover all possibilities in a single or even multiple sessions. This argument glosses over the fact that safety training could have prevented many accidents from happening prior to this specific incident. |
| Practical experience is more valued | CPD provides practical experience within their context of your field. Allows them to understand the trends of their field. |

# **References:**

[The importance of continuing professional development (CPD)](https://continuingprofessionaldevelopment.org/why-is-cpd-important/)

[CONTINUING PROFESSIONAL DEVELOPMENT: THE KEY TO PERSONAL GROWTH](https://passionforfreshideas.com/personalgrowth/continuing-professional-development-key-personal-growth/)

[What is CPD & Why is it Important?](https://www.highspeedtraining.co.uk/hub/what-is-cpd/)

[10 Good Reasons Why CPD Is Important Andrew Moran Andrew Moran](https://www.careeraddict.com/importance-cpd?fbclid=IwAR3BXEv-WEK-_zUYe0rGoVeTsrCVleTDApggjaIDOla7csJ9UyGFvss8YF8)