Unit 3: Professional Practice

Lesson [9]
Importance of CPD

By the end of this unit a student will be able to:

LO1 **Demonstrate a range of interpersonal and transferable communication skills to a target audience**

LO2 **Apply critical reasoning and thinking to a range of problem-solving scenarios**

LO3 **Discuss the importance and dynamics of working within a team and the impact of team working in different environments**

LO4 **Examine the need for Continuing Professional Development (CPD) and its role within the workplace and for higher level learning**

Pass , Merit and Distinction criteria For this section

LO4 Examine the need for Continuing Professional Development (CPD) and its role within the workplace and for higher level learning		
Pass	**Merit**	**Distinction**
P7 Discuss the importance of CPD and its contribution to own learning. **P8** Produce a development plan that outlines responsibilities, performance objectives and required skills, knowledge and learning for own future goals.	**M5** Compare and contrast different motivational theories and the impact they can have on performance within the workplace.	**D4** Evaluate a range of evidence criteria that is used as a measure for effective CPD.

Goal vs Objectives

- A Goal – A goal is something you intend to achieve in the future.
  - *E.g. My goal is to be a Software Engineer in a reputed company*
- An Objective – is a meaningful step (objectives – meaningful steps) on the path to achieve a goal.
  - *E.g. 1. Successfully completing the Pearson HND*
    2. Successfully completing the Top-Up degree
    3. Work as an intern in a reputed company
    4. Promote as a Software Engineer

Performance Objectives

- A critically important task in successful learning is to achieve learning outcomes in a way to fulfill the required level of the university/study program.

- performance-based objectives clarify for the learner where they need to concentrate their learning efforts and makes it easy for assessors to test learners on what is really important.

How to Measure the Achievements

- Performance standards may include one or more of the following:
  - errors (rate, number, severity)
  - time (response, cycle, delivery, frequency)
  - quantity (absolute, proportion, rate)

Goal Setting

- In order to succeed in life, one must set himself/herself goals to achieve.

Goal vs Objective		
	Goal	**Objective**
Definition	A future result you intend to achieve.	A step towards a goal that has strategic or tactical value.

Life Long learning

- It's voluntary, rather than compulsory, and is completely self-motivated – with the main goal being to improve personal or professional development.
- **Examples of lifelong learning?**
  - Internships and apprenticeships
  - Vocational courses
  - Teaching yourself a new language
  - Studying a new subject
  - Learning to use new pieces of technology
  - Playing a new game or sport

Personal Development

- Personal development is a lifelong process.
- It is a way for people to assess their skills and qualities, consider their aims in life and set goals in order to realize and maximize their potential.
- There are a number of steps to take in managing your personal development.
    1. Developing a Personal Vision
    2. Planning Your Personal Development
    3. Starting the Improvement Process
    4. Recording Your Personal Development
    5. Reviewing and Revising Personal Development Plans
    (We will discuss this furthermore in the next lesson)

Professional Development

- Professional development refers to the continued training and education of an individual in regards to his or her **career**.

- The goal of professional development is to keep you **up-to-date** on current trends as well as help you develop new skills for the purpose of advancement in the field.

CPD

- CPD stands for Continuing Professional Development.
- It refers to the process of tracking and documenting the **skills**, **knowledge** and **experience** that you gain both formally and informally as you work, beyond any initial training.
- The CPD process helps you manage your own development on an ongoing basis.
- CPD will help you record, review and reflect on what you learn.

The key features of the CPD process

- To justify the name, CPD needs to:
  - be a documented process
  - be self-directed: driven by you
  - focus on learning from experience, reflective learning and review
  - help you set development goals and objectives
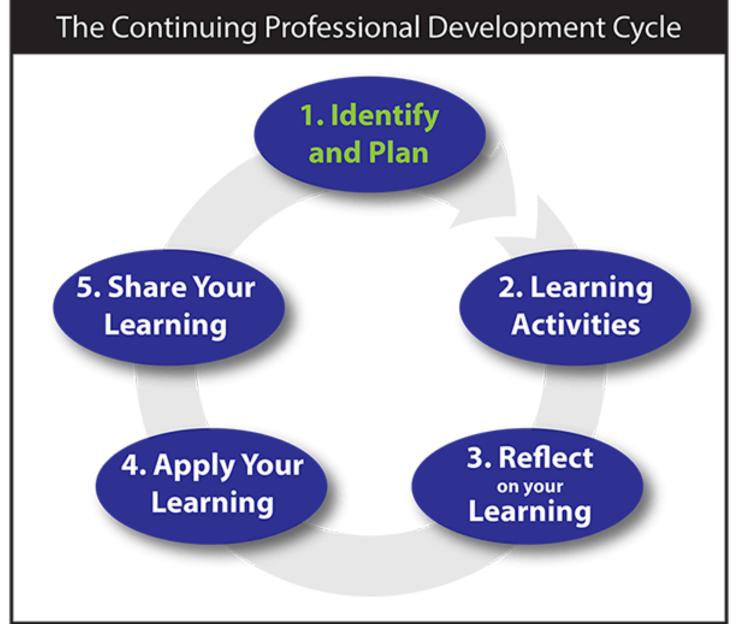 - include both formal and informal learning

Importance of CPD

- It Improves Your Job Performance
- You Improve and Update Your Skills
- You Boost Your Earnings
- You Stay Relevant
- It Opens New Opportunities for You
- You Remain Interested in Your Career
- You Expand Your Social Network
- You Sustain Your Professionalism
- You Make a Contribution to the Team
- It Enhances Your Public Confidence

The Continuing Professional Development Cycle

1. Identify and Plan
2. Learning Activities
3. Reflect on your Learning
4. Apply Your Learning
5. Share Your Learning

Activity:

- Work individually - Identify and set objectives for future needs, identifying opportunities and threats to career or higher level learning. (15 Mins)

End of Lesson 9