

What is CPD?

An overview

CPD defined

- **Continuing professional development (CPD)** is the intentional maintenance and development of the knowledge and skills needed to perform in a professional context. This could mean honing current skills, it could mean developing them to a new level, or it could mean learning new ones that will allow an employee's job role to expand or prepare them for potential promotion.
- <https://cpduk.co.uk/explained>

CPD is a learning activity

A Learning activity contributes to



YOUR
KNOWLEDGE



YOUR SKILLS



YOUR
COMPETENCIES

Standard 4: Maintain my CPD

As a social worker, I will:

01

4.1 Incorporate feedback from a range of sources, including from people with lived experience of my social work practice.

02

4.2 Use supervision and feedback to critically reflect on, and identify my learning needs, including how I use research and evidence to inform my practice.

03

4.3 Keep my practice up to date and record how I use research, theories and frameworks to inform my practice and my professional judgement.

04

4.4 Demonstrate good subject knowledge on key aspects of social work practice and develop knowledge of current issues in society and social policies impacting on social work.

Standard 4: Maintain my CPD

As a social worker, I will:

05

4.5 Contribute to an open and creative learning culture in the workplace to discuss, reflect on and share best practice.

06

4.6 Reflect on my learning activities and evidence what impact continuing professional development has on the quality of my practice.

07

4.7 Record my learning and reflection on a regular basis and in accordance with Social Work England's guidance on continuing professional development.

08

4.8 Reflect on my own values and challenge the impact they have on my practice.

The above CPD standard sets out 8 things a social worker's CPD should achieve.

- Social workers should try to show all 8 parts of the CPD standard across the activities they record during the year, however, they do not need to show all 8 parts in every piece they record

Why the requirements have changed

In 2021, we held a CPD consultation, and proposed some changes to the CPD requirements. The proposed changes were based on insights gathered during our first year as regulator, and findings from CPD research we commissioned with YouGov.

As a result of this consultation, we:



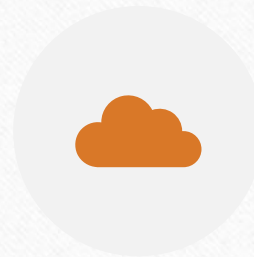
raised the minimum requirement from one piece of CPD to 2 pieces each year



introduced the requirement to do peer reflection for at least one piece of CPD



replaced the structured and unstructured forms with a single CPD form



These changes took effect on 1 December 2021.

CPD guidelines for Occupational therapists

All practicing occupational therapists must complete a minimum of 30 hours of CPD per year directed towards maintaining and improving competence in occupational therapy practice.

There are five CPD guidelines for occupational therapists which must be followed in order for their training activities to be counted as part of their professional development.

CPD guidelines for Occupational therapists

**A registrant
must:**

Maintain

- Maintain a continuous, up-to-date and accurate record of their CPD activities.

Demonstrate

- Demonstrate that their CPD activities are a mixture of learning activities relevant to current or future practice.

Seek

- Seek to ensure that their CPD has contributed to the quality of their practice and service delivery.

Ensure

- Seek to ensure that their CPD benefits the service user.

Present

- Upon request, present a written profile (which must be their own work and supported by evidence) explaining how they have met the Standards for CPD.

Ways to learn

Planned learning

- An activity undertaken where the expectation is to learn something prior to the learning session.
- E.G. conferences, formal meetings or taking a course

Unplanned learning

- Happens when you learn something about a case or an issue organically, with no prior thought or planning
- E.G. Watching a relevant TV show (i.e. panorama), casual colleague conversation or internet research

CPD could look like...

Supervising a student
on placement

Reflecting on
professional
practices/ service
users or cases.

Participating in
supervision

On line or training
room based learning

Listening to
professional
podcasts/ webinars/
lectures/ workshops/
conferences or
seminars

Supervising a student
on placement

Reading professional
publications/
Journals

CPD could look like...

Reviewing Policies or procedures

Learning about new technologies

Using reputable on line resources (E.G. Research in Practice or making Research count)

Participating in professional discussions with colleagues/ peer reviews

Gaining, and learning from, reflections linked to experience

Active involvement in multidisciplinary groups or voluntary work

CPD could look like...

Membership of professional networks

Publication of an opinion piece, clinical audit, case study or research article.

Undertaking further studies- Post graduate certificates, diplomas, masters or doctorate.

Specific reflections of critical incidents

Active research engagement

Work shadowing individual or department

How does CPD benefit me?

1. Keeping professional knowledge and skills up-to-date
2. The professional standard of qualifications and registrations are maintained
3. Provides a professional sense of direction
4. Confidence and credibility are built and enhanced
5. The ability to showcase their achievements with a recognised qualification
6. Equips employees with the tools to cope positively with change
7. Promotes the advancement in career development
8. Flexible training schedules for any form of learner

1. Keeping Skills and Knowledge Up-to-Date

Without continued professional development, employees can find that their skills and knowledge can become outdated. In some sectors, this could occur in just a matter of years. CPD accredited training consistently provides the latest information to make sure learners are informed of the most recent developments, practices and data.

2. The Professional Body is Satisfied

Some professions require continued training, not only to improve employee standards but also to satisfy regulating bodies. One of the most crucial benefits of CPD is that these regulations are met for the business but also the individual.

3. Providing a Sense of Direction

When employees lose a sense of direction or even passion for their role, CPD learning can reignite that missing element. CPD accredited training courses can instil and cement their career path and aid in making the right choice for the future.

4. Academic Qualifications & Practical Qualifications Bring Confidence

Undertaking CPD courses can boost the confidence of those starting their careers as well as the most experienced employees. Further knowledge in a professional field or simply confirming how much an employee knows and understands can boost determination and tenacity in the workplace.

5. CPD Certified Qualifications Are Recognised

By completing a CPD certified course, employees are able to declare a recognised qualification on their CVs. Not only does this aid employees when seeking a new role, but can provide a credible basis when wanting to progress within their current roles.

6. Employees Cope Positively to Change with Professional Education

Change, no matter the size, can be daunting. By staying up-to-date and fully accredited to the standards expected in the workplace, employees can be prepared for new challenges that occur. By being prepared in current practices, new ones can be easier to implement across the board and even aid other employees to make these changes.

7. CPD Training Course Promote Career Development

Career progression is essential to the majority of employees. Without CPD training, the confidence to make these steps may not be present. These certificate courses also provide an easy overview to employers of the skills and knowledge of each individual, allowing them to make an informed selection process for career progression.

8. Online Training Promotes Flexible Learning

All accredited CPD courses are available online. This leads to employees being able to take the time they need to absorb information and retain it, rather than having to speed through the process to meet course deadlines.

Why is CPD important for my employer?

1. Company standards are kept high and consistent
2. By providing CPD learning opportunities, work engagement and commitment is increased throughout the workforce
3. Having a variety of employees undertake CPD, concurrently or over a period of time, allows for the sharing of best practice and support
4. Staff potential is maximised, while also improving morale
5. CPD courses can be used as a benchmark for appraisals or any other staff progression
6. Legal CPD requirements are met

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What is CPD?



CPD effectiveness webinar

The image shows a blurred screenshot of a presentation slide titled "Types of CPD activity". A large green play button is centered over the slide. The slide content is illegible due to blurring, but it appears to list several categories of CPD activities. The categories are listed in colored boxes on the left side of the slide:

- Work based learning
- Professional activities
- Formal / Educational
- Self directed learning
- Other

Each category has a corresponding description to its right, which is also blurred. At the bottom of the slide, there is a footer with some text and a small logo.