

CPD

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What is CPD?

CPD can be defined as a lifelong, planned, learning and development process that contributes to work based and personal development and can be applied or assessed against competences and organisational performance

Joint responsibility for CPD - employers

- Employers are responsible for the competence of their workforce and protecting people who use the services.
- Employers are responsible for creating a learning culture and CPD activities are an important mechanism in achieving this.

Responsibility for CPD - individuals

- Individuals need to be responsible for learning but they need to be actively supported by their organisations.

Benefits of CPD to the organisation

- Recruitment
- Retention
- Faster progress towards qualification targets
- Well trained workforce = high standard of care for service users

Benefits of CPD to the individual

- Higher standard of work practice
- Enhanced career prospects
- Well trained practitioner = high standard of care for service users

Skills for Care work on CPD

- CPD Framework strategy document
- Employers' guide –currently being field-tested. Launch due within the next few months.

How SCIE can help

- Evidence-based social care information
- Easily accessible
- Concise
- CPD certificates for attendance at SCIE events

SCIE resources for CPD

- Wide range of resources from information on methods of research to practical advice
- Social Care Online
- People management resources

Practice guides

- Managing practice
- Assessing the mental health needs of older people
- Fostering

Practice guides cont'd

- Adult placements and person-centred approaches for people with learning disabilities
- Implementing the Carers' (Equal Opportunities) Act 2004

Practice guides cont'd

- [The participation of children and young people in developing social care](#)
- Making referrals to the POVA list

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