

# Continuous Professional Development

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**Chief Executive**

## What is CPD?

- Framework to facilitate career long learning and development experiences
- Involves a personal commitment to improving capabilities and updating understanding

## Definition

- “Continuous Professional Development is a conscious commitment on the part of employees to develop their professional knowledge, skills and standards, including keeping up to date. CPD strengthens an employees capabilities throughout their working life and enhances the work of the Council”

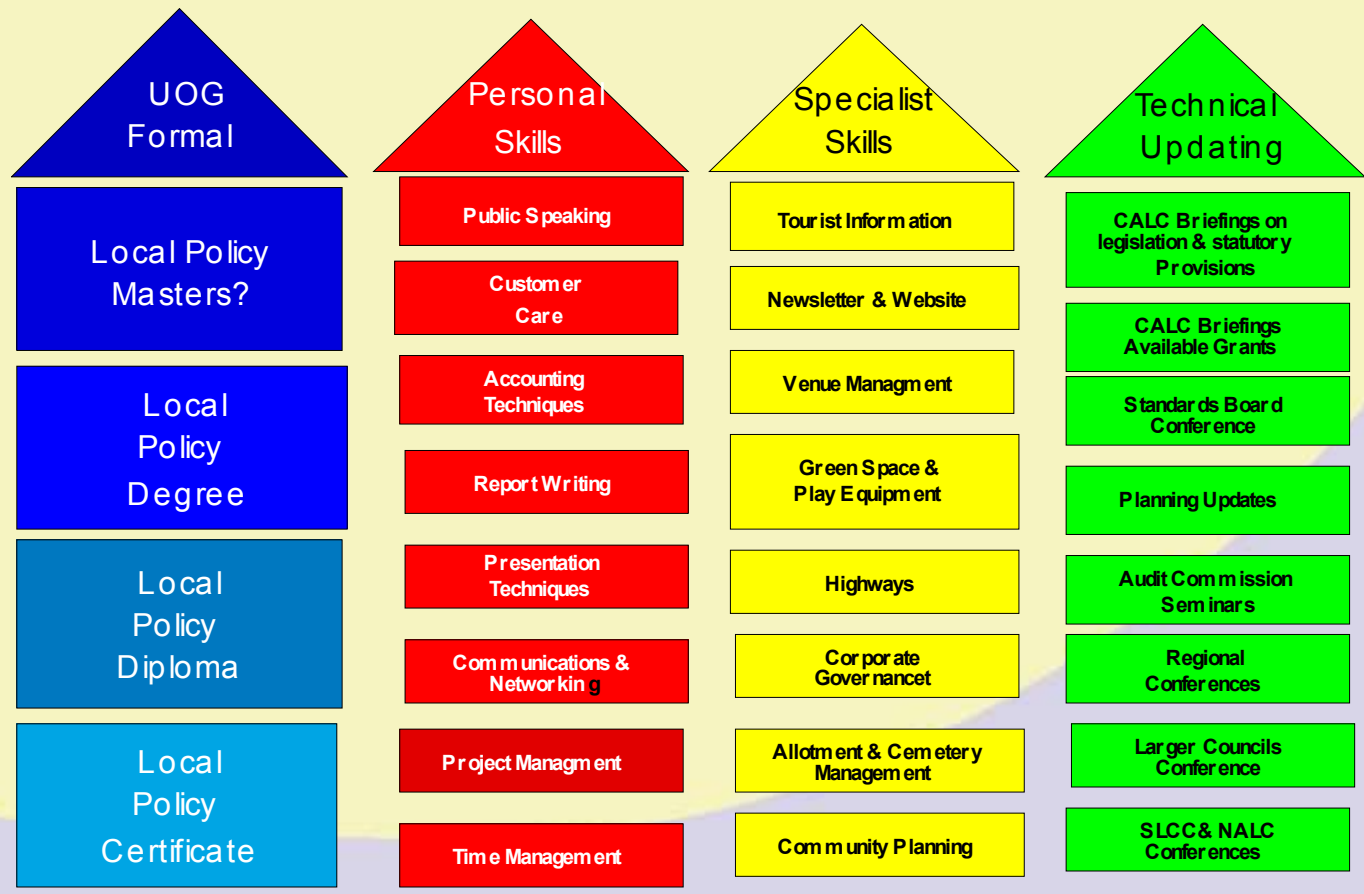
## Benefits of CPD

- To the Individual
  - Enhances CV
  - Ensures professional recognition
  - Showcase achievements
  - Accelerate career
  - Justify better salary
  - Increase job satisfaction
- To employers & other stakeholders
  - Increases pool of skills
  - Develops skills of existing employees
  - Raises Standards
  - Stabilises workforce
  - Develops, identifies and grooms talent
  - Aids selection

# CPD Experiences

- Courses leading to formal qualifications
- Training in specific skills or technical areas
- Ongoing Technical updating.
  - Active reading
  - Conferences and other events.
- Exchanges and Secondments

# CPD Training Model



# Training delivery

- National Training Needs
- Stimulate the provision of high quality training from a range of providers.
- M&VB to validate Courses
- Programme via CTP's to;-
  - Market & facilitate courses
  - Encourage the filing of training plans and the maintenance of CPD Records



## Institute of Local Council Professionals

- Based in SLCC -the professional body
- Three main functions
  - Evaluate professional achievements and award classes of membership.
  - Define professional standards and respond to complaints
  - Promote CPD and encourage the development of CPD experiences

# Institute of Local Council Professionals

## Illustrative Progression

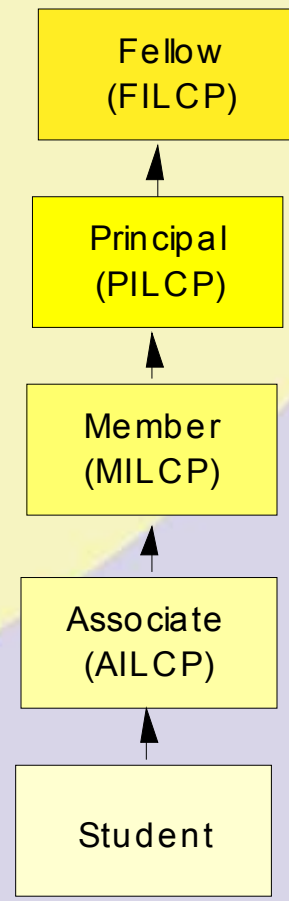
Local Policy BA + 5 Years experience with CPD  
CiLCA plus 6 years & relevant quals or experience & CPD

Cilca plus 5 years experience with demonstrable CPD  
Local Policy Diploma plus 3 years experience with CPD  
CiLCA/LP1 plus 4 years & relevant quals or experience & CPD

Cilca plus 3 years experience with demonstrable CPD  
Local Policy Cert + 2 Years experience with CPD  
CiLCAor LP part1 plus relevant quals or experience

CiLCA or Local Policy Part 1

Studying for CiLCA or Local Policy Part 1



## Career Paths

- Progress within the sector
  - Small council to cluster to larger council
  - Assistant Clerk, Deputy Clerk, Clerk.
- As a general management role early within a wider local government career
- Development opportunities could include;
  - Secondments to other organisations in UK
  - Secondments & Exchanges overseas
  - Periods with sector bodies

## Action Plan

- Establish NTS Working Group to work on implementation
- Develop First National Training Needs Analysis via CTPs & Clerks employment questionnaire.
- Develop online CPD planning and recording
- Define marketing plan to;-
  - Stimulate course development
  - Encourage participation in CPD programmes
- Establish Institute of Local Council Professionals