



## Continuing Professional Development

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# Assessed Membership Grades

- Full Membership (MILT)
- Chartered Membership (CMILT)
- Chartered Fellow (FCILT)

# Increasing your value

- Estimated lifetime benefit of holding membership of a professional Institute = **£71,000\***
- Estimated lifetime economic benefit of holding a professional qualification = **£81,000\***
- Estimated wage premium from membership of a professional body over working life = **37%\***
- A **9%** increased probability of being employed\*

\* Economic Impact Assessments of the CCPMO – Consultative Committee for Professional Management Organisations,  
London Economics, December 2008

8 professional membership bodies representing 560,000 members

# Criteria for CMILT

- 4 years – Accredited Degree
- 5 years – Relevant Level 6 qualification, eg CILT, CIPS
- 7 years – Non-Accredited Degree
- 7 years – Experience only

# Evidence

- Upgrade form
- Full Curriculum Vitae
- CPD Plan

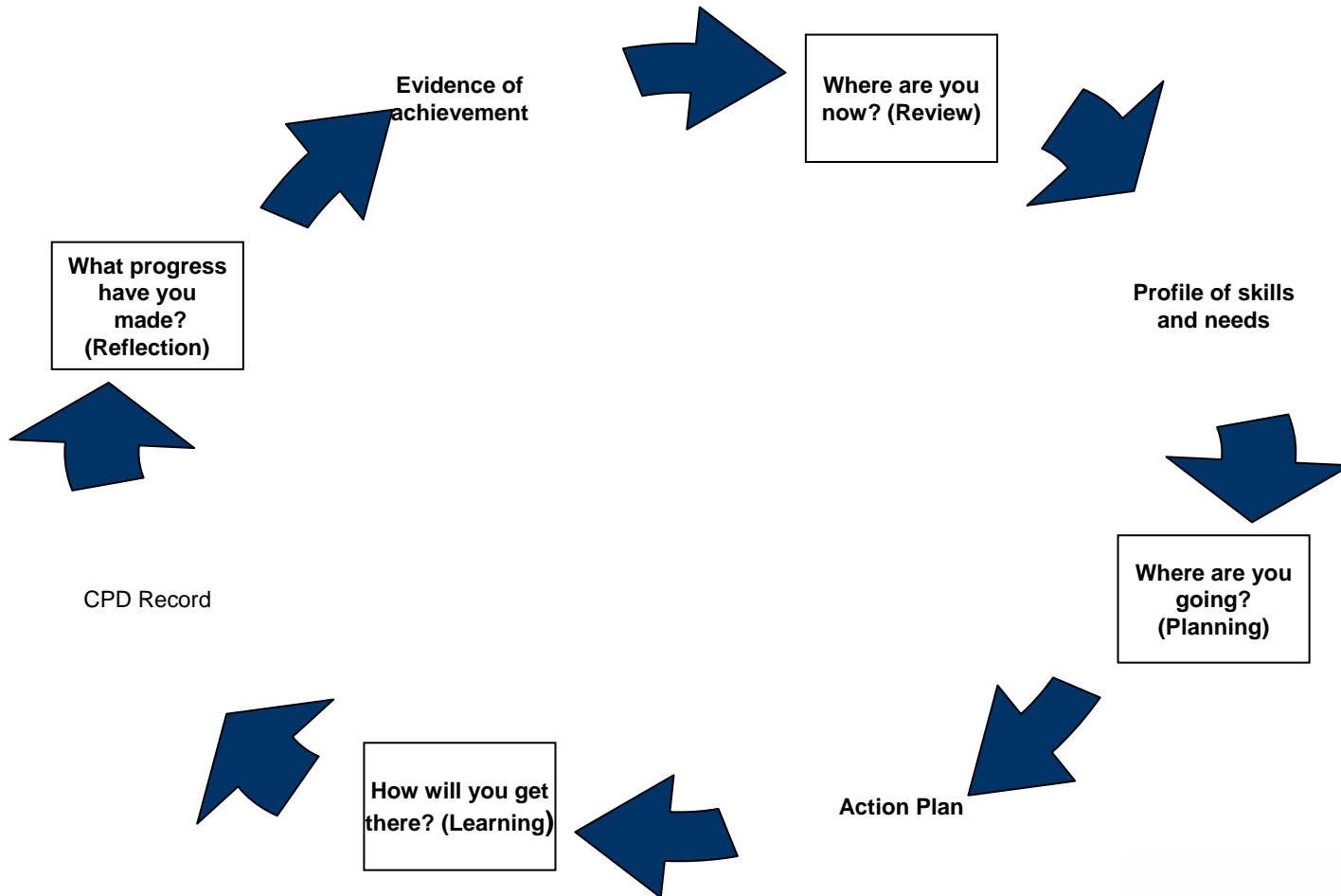
# What is CPD?

“CPD is the systematic maintenance, improvement and broadening of knowledge, skills and competence throughout a professional’s working life.”

# CPD

- Systematic – methodical, planned
- Maintenance, improvement and broadening – more than just keeping up to date, improves practice
- Throughout a professional's working life – continuous process of lifelong learning

# The CPD Cycle





# Purpose of CPD

A means:

- For individual professionals to remain employable in a competitive workplace
- To produce a competent, adaptable workforce
- Of reassuring the public that professionals are maintaining their competence to practice
- For professional bodies to uphold standards

Source: PARN'05



# What Counts as CPD?

- Informal (or unstructured) learning can include:
  - Work experience (in your organisation or in a charity)
  - Research in relevant areas
  - Reading
  - Networking with other CILT members
  - Attendance at professional meetings

# What Counts as CPD?

- Formal (structured) learning can include:
- In-house training courses
- Short courses, conferences, seminars
- Coaching and mentoring
- Job rotation and job shadowing
- Distance learning
- Studying for a qualification

# CPD On Line

- Qualifications and Distance Learning
- Portability of data, evidence of capability
- Paper v electronic
- Personal responsibility; employer liability
- Comprehensive and up to date record

# CPD Online

- Standards for CILT membership – MILT, CMILT, FCILT
- Self assessment of candidates against CILT competencies.
- Electronic diary of CPD opportunities
- Members maintain their own CPD record

# CPD Online

- Recording activities, learning and evidence
- Compliance training plan and record
- Statement of currency

Link to CPD Online: <http://www.ciltuk.org.uk/pages/onlinecpd>

# Thank you.

Any Questions?

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