

CPD Support Policy



Pioneer 79 ASC endeavours to support its key personnel in their continual professional development (CPD), by recommending the following training and development methods:

- **Action Learning** – where a small group meet to look at a specific issue to discuss how to approach it, then review and decide what happened and what can be learnt.
- **Reading** – an often overlooked yet simple way of learning.
- **Mentoring** – where a more experienced person acts as a guide and confidante to one less experienced.
- **Personal Development Journal** – keeping a written log and reflecting on activities and day to day work can assist with an individual's development. A journal can be extremely useful for maintaining continuous professional development.
- **Shadowing** – observing someone doing their job.
- **Projects** – can be organised to meet a specific development need. Clear parameters are necessary when setting up any project.
- **Planned on the Job Training** – developing skills through planned specific tasks . To be effective there should be set objectives which are reviewed to measure achievement. Often requires help from a more experienced member of staff.
- **Planned Delegation** – specific tasks delegated to an individual to provide a valuable learning experience.
- **Job Rotation** – involves transferring job responsibilities between individuals. This can enable individuals to develop their skills and often involves individuals coaching each other.
- **Coaching** – a process in which a coach helps an individual to learn through discussion and guided activity.
- **Courses** – designed to develop specific skills with the content satisfying predetermined objectives.
- **Conferences** – often useful for expanding an individual's knowledge of a particular subject.