

CPD OPPORTUNITIES FRAMEWORK

The CPD Opportunities Framework is an ever evolving guide to suitable opportunities open to you at each stage of your professional development. If you have any additions, amendments or comments please forward them to Debbie Horn - Debbie.horn@torbay.gov.uk

Role	Individual actions	Opportunities provided/brokered by area office / work base	Opportunities through national programmes
Support Staff/Administration & Finance	<ul style="list-style-type: none"> Attend in-service training when appropriate, check training plan Request training via line manager Engage in performance management/appraisal systems Attend staff meetings when appropriate Understand roles and responsibilities of others within the setting Promote and support inclusion Work with a range of agencies as appropriate 	<ul style="list-style-type: none"> Appraisal Supervision Opportunity to access Common Core Induction on I belong learning platform Keep up to date with opportunities on CPD online 	ILM 3 programmes
CCWs Foster/Short Break Carers Fostering Supervisory Workers Family Support Workers Outreach Workers	<p>As above as appropriate plus:</p> <ul style="list-style-type: none"> Contribute to planning, monitoring and assessment arrangements in partnership with the other agencies Work collaboratively with colleagues Understand assessment procedures and evaluate progress 	<p>As above as appropriate plus:</p> <ul style="list-style-type: none"> Subscribe to e-bulletins – Children Now etc Observation of colleagues Observation by colleagues 	Opportunity to apply for the Cert HE) in Social Work possibly leading to the BA (hons).
NQSW	<p>As above as appropriate plus:</p> <ul style="list-style-type: none"> Keep NQSW portfolio up to date Access Community Care Inform 	<p>As above as appropriate plus:</p> <ul style="list-style-type: none"> Attend NQSW Induction Attend NQSW network meetings Attend Joint Induction 	Mandatory registration on Graduate Certificate in Professional Practice module at Bournemouth University
Social Workers	<p>As above as appropriate plus:</p> <ul style="list-style-type: none"> Join a professional association/union Maintain a Individual learning Record Develop a personal learning plan Register on CPD online for course information Develop a career plan Maintain a professional reading programme 	<p>As above as appropriate plus:</p> <ul style="list-style-type: none"> Individual CPD programme Constructive feedback and time to reflect 	Opportunity to apply for the Specialist Child Care award
Senior Practitioners	<p>As above as appropriate plus:</p> <ul style="list-style-type: none"> Use on-line and distance learning Undertake professional research Read local/national professional journals Analyse and interpret own local data Work with local organisations and agencies 	<p>As above as appropriate plus:</p> <ul style="list-style-type: none"> Access Managers Induction Personal research/development mentor colleagues Performance Management/ Supervision training Run workshops around collaborative planning, development of resources and assessment 	Opportunity to apply for PG Diploma in Leadership Opportunity to apply for the Practice Educator Award
Senior Managers	<p>As above as appropriate plus:</p> <ul style="list-style-type: none"> Contribute to local/national professional journals Practise effective delegation Organise, facilitate and take part in a range of mentoring roles Keep up to date with the national context and inform colleagues of possible implications/opportunities 	<p>As above as appropriate plus:</p> <ul style="list-style-type: none"> Network with colleagues with similar responsibilities Lead an on-going monitoring and evaluation programme Access to a coach or mentor, including a member of SMT Coach a colleague/colleagues Produce a dept/aspect/phase improvement plan Lead team/whole Directorate training sessions Organise and contribute to a cross directorate training programme 	Opportunity to apply for Masters Degree