

The Application of Learning for CPD

RCOT 2019 Birmingham Tuesday 18 June 2019 Session 60



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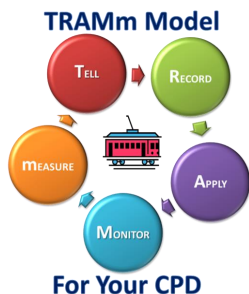
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Learning outcomes

#RCOT2019 Session 60

- To gain a greater understanding of the importance of applying new knowledge in practice.
- To be able to give clear examples of how learning from CPD can be applied in practice.
- To identify a variety of ways that application of learning can be evidenced.



About us

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Royal College of
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North West
Region



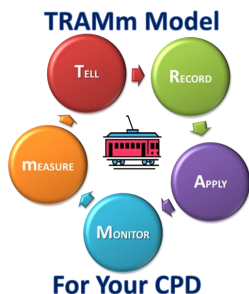
Overview of research findings to date



Application in practice the key to CPD

(Lawson 2018; Lawson and Hearle 2019)

- Recognition of, engagement in and application of learning in practice to benefit self and stakeholders
- Difficulty judging credibility of learning
- Increased confidence reported but limited evidence of changed practice
- Practice contexts and workplace culture can hinder application in practice
- Lack of evidence that CPD learning applied in practice – barrier for managers supporting CPD



Application as an attribute of CPD engagement

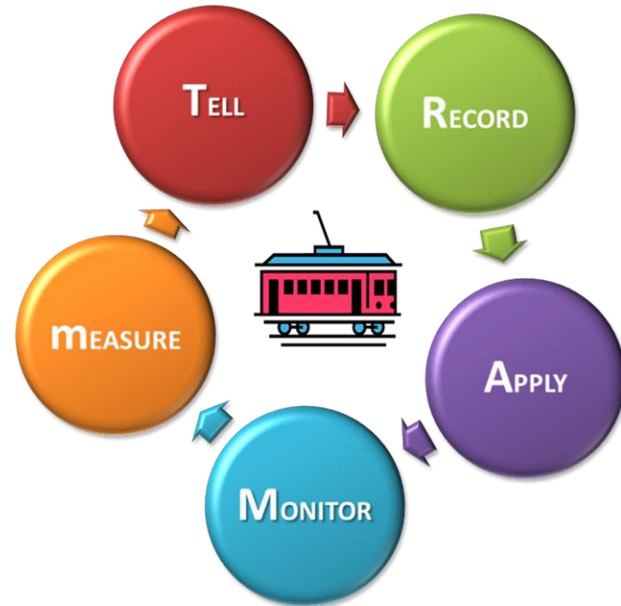
(Hearle et al. 2016; Hearle and Lawson 2019)

Five defining attributes of CPD engagement:

1. CPD is *self-initiated* and undertaken *voluntarily* rather than as a result of a mandatory requirement.
2. The individual feels *rewarded* either intrinsically (e.g. enjoyment) or extrinsically (e.g. promotion) whilst or after undertaking CPD.
3. The knowledge/skills gained via the CPD are embraced and *applied* in practice for the benefit of the service/service user.
4. Learning is *recorded, evaluated and shared* with others.
5. Learning is evidenced to *continue beyond* the initial CPD activity



TRAMm Model



For Your CPD

- CPD is a personal and subjective journey, as well as our professional responsibility and mandatory requirement of registration. CPD involves the recognition of, engagement in and application of lifelong learning
- To be effective we need to **Tell** others, **Record** and **Apply** what we have learnt, **Monitor** our progress and **measure** the impact
- TRAMm Tracker and TRAMm Trail – tools to help you record your CPD
- TRAMm Model, TRAMm Tracker and TRAMm Trail collectively known as TRAMmCPD

Application in practice



Application in practice

Group 1:

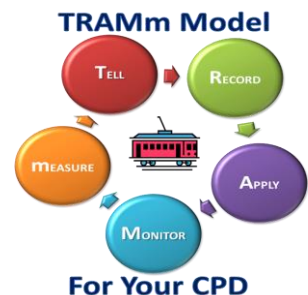
How do you know if your learning is credible to apply in practice?

- *What sort of things do you consider before you use new learning in practice?*
- *What else could you do?*

Group 2:

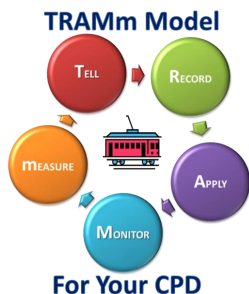
How do you apply your learning in practice?

- *How do you use what you have learnt?*
- *What else could you do?*



For more
information

- TRAMmCPD Information, TRAMm Trackers and TRAMm Trails available **free** to download <https://www.trammcpd.com/>
- Hearle, D; Lawson, S; & Morris, R; (2016) *A Strategic Guide to Continuing Professional Development for Health and Social Care Professionals: The TRAMm Model*. Keswick: M&K Publishing
- Available to RCOT members to view *free* via www.rcot.co.uk → practice resources → library resources → e-books
- For further information regarding TRAMmCPD and our research see Hearle and Lawson 2019; Lawson 2018; Lawson and Hearle 2019



Thank you



References

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