The Application of Learning for CPD
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.
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.
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?
• TRAMmCPD Information, TRAMm Trackers and TRAMm Trails available free to download https://www.trammcpd.com/


• 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

Health and Care Professions Council (2017) **Continuing Professional Development and Your Registration** London: Health and Care Professionals Council


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