Professional development framework webinar

Date: 11 July 2023
15.00 - 16.00

#RCSLTProfDev
Housekeeping

- Justyna Szeller and Jazmin Padhiar (RCSLT hosts) are on hand to help with any **technical queries**; you can get in touch with them via the **chat button**
- You can send in **questions** to our speakers today by using the **Q&A button**
- This event is being recorded and will be made available on the RCSLT website along with the presentation slides
- Please take a moment to fill in an evaluation form at the end of the event

#RCSLTPofDev
Introduction

Vicky Harris
Head of Learning, RCSLT

#RCSLTPofDev
Welcome - what we will present today

- Why we need this
- Co-creation process
- Overview of framework
- Ways to use the framework
- Interactive tools
- Link with CPD
The framework

Mark Singleton
Learning and Development Manager,
RCSLT
Why we need this

- Job satisfaction is good for everyone (not just your employer!)
- Only you know what a 'great' career looks like for you
- We all have a tendency to get caught up in the detail and forget where we're heading
- We want the framework to give you the space to consider your destination
Framework overview

Where do you place yourself?

- Expert
- Generalist
- Specialist
- Novice

Advanced generalist
Novice specialist

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Co-creation

- Led by Dr Stephanie Tempest
- June / July: Discussion events
- August / September: Virtual Development Group
- November / December: Consultation
- Total 264 actions – either incorporated or considered for future work

RCSLT #RCSLTPofDev
Framework overview
## Framework overview

<table>
<thead>
<tr>
<th>Compassionate and inclusive leadership at all levels</th>
<th>Fdn</th>
<th>Profic</th>
<th>Enh</th>
<th>Adv</th>
<th>Exp</th>
<th>N/A now</th>
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<tbody>
<tr>
<td>L26. Use care when holding people to account</td>
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<td>L27. Promote people's strengths and agency to support hope and self-determination</td>
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<td>L28. Contribute to a nurturing and supportive culture where there is a balance between compassion and authority</td>
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<td>L29. Influence the development and maintenance of organisational resilience</td>
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<td>L30. Lead by embracing a wide range of perspectives, differing needs and competing rights</td>
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<td>L31. Effectively manage (or contribute to the management of) staff and actively promote the rights and responsibilities for myself and others e.g. in relation to bullying, equity of opportunity, equality, diversity and inclusion, and health and wellbeing in the workplace</td>
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Framework overview

EXPERT
I have expertise...

ADVANCED
I have advanced knowledge and skills...

ENHANCED
I have enhanced knowledge and skills...

PROFICIENT
I am knowledgeable and skilled....

FOUNDATION
I am informed...
2.2b The nature of career development and career progression

**This section introduces:**
- Ideas which may feel like a paradigm shift
- Career development and career progression as two inter-related but different concepts
- The idea that career planning does not always involve promotion-focused moves
- The idea that the concept of a career ladder works for some people but not everyone
- The concept of growth-based career progression
- The idea of viewing your career as a river instead of a ladder
- The Kawa approach as a metaphor for thinking about growth-based career progression

**Reflective questions on the nature of career development and career progression**
- What images, thoughts and feelings do you have when you think about a career ladder?
- How do you feel about using the Kawa approach when reflecting on your own career progression?
- Read the following quote which is a personal reflection from a journalist: what do you think of it and why? What would you like to do after reading this quote? (And that may include disagreeing with it or working with it)
Framework overview

- Think about the five core components and the four domains of practice
- Review the subthemes under each of the four domains of practice
- Evaluate your professional development level for all or some of the detailed topics
- Reflect on the broader concepts in section two
“In terms of the contribution of adult education to wellbeing and health-related outcomes, we find that there is evidence of statistically significant and robust effects of participation in lifelong learning.”

Key highlights

Promotes person-centredness for service users and practitioners

“Work should be good for us. It should help to give us purpose and meaning, and be good for our wellbeing…”

Key highlights

Tempest, S (2023) Pre-launch event RCSLT Professional Development Framework
How are we going to use this?

- To help me identify my existing knowledge, skills and experience across all Four Domains of practice
- To identify areas for future learning to support my continuing professional development
- To articulate to others (including MDT colleagues, managers, service users) the wide range of knowledge and skills that I have as a speech and language therapist
- To articulate my right to apply for diverse roles within and beyond the profession / challenge job descriptions
- To help maintain my professional identity when working in a generic role
How are we going to use this?

- To help me think about career opportunities I would like to take e.g. a transition into a different role, setting or sector
- To structure personal statements in job applications (including promotions)
- To prepare for the HCPC audit
- To understand the learning and development needs of individuals or groups (e.g. team or interest groups)
- To structure conversations in supervision / appraisals
How are we going to use this?

- To support staff retention by focusing on the learning and development available within the service
- To map the skill mix within a setting/team in order to understand the future learning requirements across the service/team
- To support the development of job descriptions
- To identify experts across all Four Domains of practice to make full use of the talents within a team
- To support retirement planning
Interactive resources
Link with CPD

The RCSLT Professional Development Framework:

- Gives you a structure to recognise your existing skills and experience;
- Helps you to define your learning and professional needs for the future;
- Supports career conversations;
- Helps you to consider your CPD needs at career transition points.
Link with CPD

THE FIVE PRINCIPLES
CPD and lifelong learning should:

1. Principle 1: be each person’s responsibility and be made possible and supported by your employer;

2. Principle 2: benefit service users;

3. Principle 3: improve the quality of service delivery;

4. Principle 4: be balanced and relevant to each person’s area of practice or employment; and

5. Principle 5: be recorded and show the effect on each person’s area of practice.
The table below lists the benefits of CPD and lifelong learning to you, service users and organisations (From ‘Principles of CPD and lifelong learning’, 2019)

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<thead>
<tr>
<th>Benefits to You</th>
<th>Benefits to Services</th>
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<td>Encourages a positive learning culture</td>
<td>Makes you feel safe and confident in the services provided</td>
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<td>Improves skills, knowledge, and ways of thinking and working</td>
<td>Increases satisfaction with services</td>
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<td>Makes you feel valued, motivated and confident</td>
<td>Contributes to up-to-date and evidence-based services</td>
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<td>Develops your career and helps you to move between sectors and roles</td>
<td>Influences service development</td>
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<td>Makes you feel able to drive change and innovation</td>
<td>Improves the quality of service delivery</td>
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<td>Means you remain fit to practise and meet regulatory body standards (including codes of conduct)</td>
<td>Supports recruitment, keeping staff, and creating a flexible workforce</td>
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<td>Keeps you up to date with changing technology and service demands</td>
<td>Adds to the mix of skills and productivity of staff</td>
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<td>Improves experience and outcomes</td>
<td>Improves performance</td>
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CPD resources

- www.rcslt.org/members/lifelong-learning/
The framework in practice

Jan Baerselman
Director, Talking Outcomes
• Reasons for using the framework
• Quotes from the tool which resonated
• Key reflections on using the framework
• Future plans / next steps for using the framework
Questions
Thank you

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