

TSC Category	Learning and Development Management					
TSC	Continuing Professional Development Management					
TSC Description	Facilitate the implementation of continuing professional development plans within the organisation to extend, update and maintain the technical competences of professionals					
TSC Proficiency Description	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
				ECM-LDM-4001-1.1	ECM-LDM-5001-1.1	
				Establish continuing professional development (CPD) plans by undertaking training, coaching and assessments, and arrange courses and programmes to extend and update knowledge	Drive continuing professional development (CPD) plans through alignment of professional standards and improving CPD methodologies	
Knowledge				<ul style="list-style-type: none"> • Lifelong learning principles and practices • Principles of CPD • Types of CPD requirements for technicians, engineers and specialists in their domains of specialisation • Types of professional and accreditation bodies • Learning styles and techniques • Methods of portfolio development and management • Methods of self-directed learning and theory 	<ul style="list-style-type: none"> • Reflective practices, models and theories • Learning theories and learning styles • CPD cycles • Methods and practices for analysing development needs • Career management principles • Learning technologies 	

**SKILLS FRAMEWORK FOR ENERGY AND CHEMICALS
TECHNICAL SKILLS AND COMPETENCIES (TSC) REFERENCE DOCUMENT**

<p>Abilities</p>				<ul style="list-style-type: none"> • Arrange CPD events and programmes for staff • Analyse the requirements of CPD from professional and accreditation bodies and plan for alignment of internal CPD plans with professional CPD standards • Monitor personal and team's CPD progress and document evidence as required • Identify and remove organisational barriers to CPD • Coach and support staff • Review and monitor the performance of third-party vendors and suppliers 	<ul style="list-style-type: none"> • Work with key stakeholders to develop and implement effective CPD strategies within the organisation • Liaise with external professional bodies to align internal policies and standards to meet professional accreditation requirements • Promote a culture of CPD within the organisation • Apply technology-based applications to learning and development activities such as High Definition Distance Learning (HDDL) • Coach, mentor and guide staff in CPD • Monitor staff CPD progress 	
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