

Professional Development Planning

IRISH ASSOCIATION OF SOCIAL WORKERS



January 2026

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This webinar will consider...

- Your Professional Development in context of registration & social work identity
- SWRB Support and Guidance
- Reviewing your Learning Needs
- Your Professional Development Plan



Code of Professional Conduct & Ethics for Social Workers

Section 10 Keep your professional knowledge and skills up to date

10.1 You must:

- a. ensure that your knowledge, skills and performance are of a high standard, up to date and relevant to your practice
- b. participate in continuing professional development (CPD) on an ongoing basis.

10.2 You should:

- a. consider the support and guidance provided by your Registration Board regarding CPD
- b. keep a record of the activities you have completed.





What is CPD?

...the means by which health and social care professionals **maintain and improve** their **knowledge, skills and competence**, and **develop the professional qualities required** throughout their professional life. CPD is an integral component in the continuing **provision of safe and effective services for the benefit of service users.**

CORU CPD Approach: Key Principles

Registrants are autonomous and responsible learning professionals

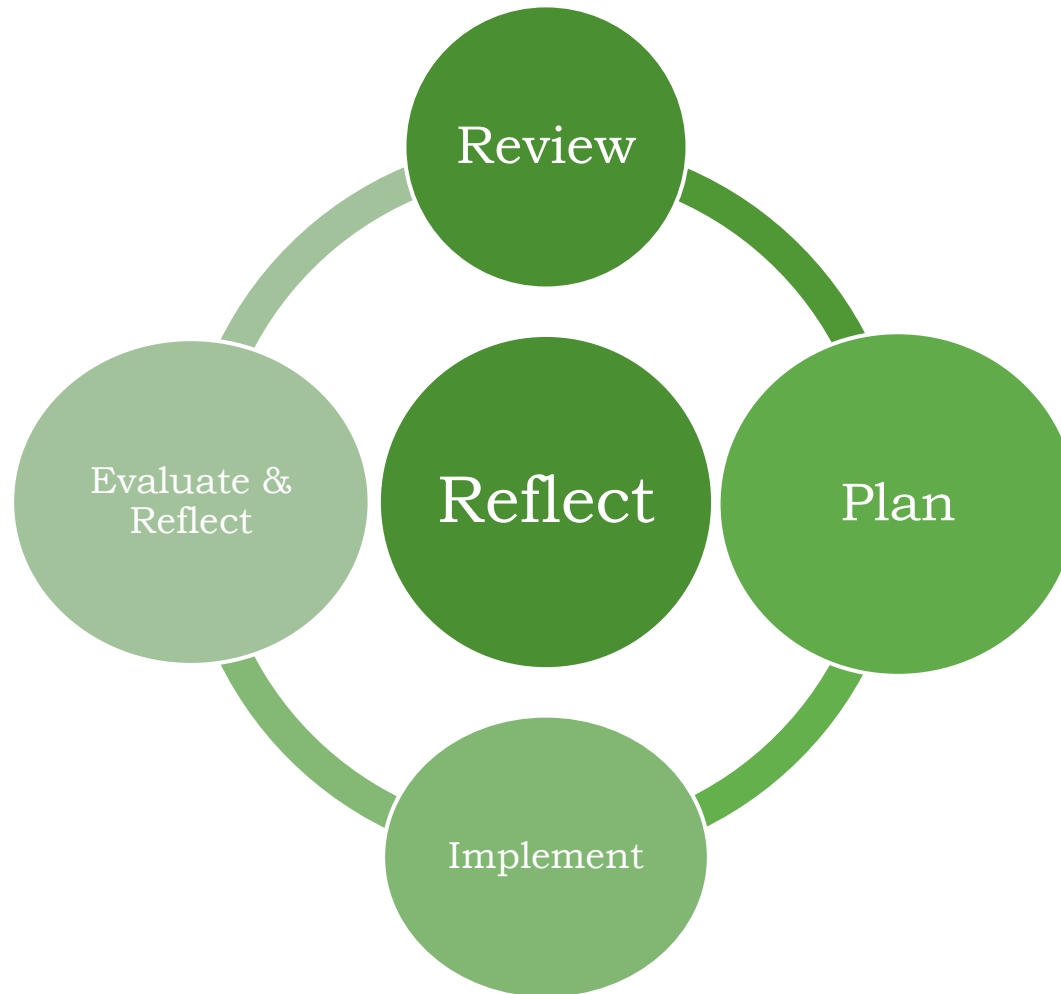
Flexible and appropriate regardless of role, career stage or sector

A broad view of learning and learning activities

Maintaining and enhancing professional competence is a career long process



CPD Cycle



Review

- Where am I?

- Where do I want to get to?



Review – assessing current learning needs

- Feedback from others - consult with manager, supervisor, colleagues, service users, peers,...
- Performance management reviews/professional development plans
- Review key documents - findings of inquiries, inspections, reviews, job description, organisational policies, service plans, national strategies, research, theory...
- Code of Professional Conduct & Ethics





CPD is about the maintenance and development of your professional competence to ensure you adhere to your Code.

(Social Workers Registration Board | Support for Continuing Professional Development, 2019)



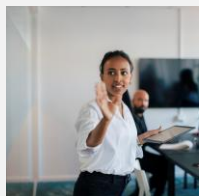
Review – what do you want to be/do/know?

- What's required to maintain and develop professional competence in your current and future practice?
- Is new learning, theory and/or skills development needed? Social work theory, skills and knowledge?
- Can use as a support to career development

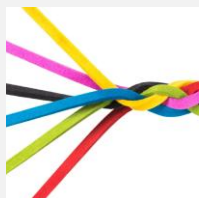


Your Professional Identity





One learning need
aligning with your
organisational
learning needs



One learning need
focused on your
professional
identity

**Break up
into small
groups!**

**Ask each
other
about...**





Give yourself a guide

- Your professional development plan is a guide to structure your learning
- Identify your learning needs – three will suffice
- Identify learning outcomes for each need
 - I will be able to...
 - I will know/understand...
- Create realistic milestones for yourself & dates for review
- Plan for a range of learning opportunities & activities on an ongoing basis
- Align with CPD audit cycle
 - 1st June 2025 ending on the 31st May 2027
 - One for each 12 month period



Plan process, leave space for content

- Leave room for unplanned learning opportunities and practice based learning
- Life changes, you can change your plan – are your stated learning needs still relevant?
- CORU audit reviews whether you have a system and process in place to ensure knowledge, skills & performance of a high standard – not a qualitative review



A template for your PDP

Learning need (knowledge, skill, competency, professional quality)	Learning outcome (I will be able to.... / I will understand.....)	Priority	Learning activity (briefly describe planned CPD activity)	Timeframe





Ag Rialáil Gairmithe Sláinte
agus Cúraim Shóisialaigh

Regulating Health +
Social Care Professionals

Review	Plan
What do I want or need to learn in the next 12 months?	What learning activities will I do to achieve this in the next 12 months?
I have identified and applied for training on the Assisted Decision Making (Capacity) Act 2015 to further enhance my learning in this area.	I will specifically seek out opportunities for applying my learning in relation to Assisted Decision Making (Capacity) Act 2015 including attendance at webinars, review of resources on the SCIE website and discussion in supervision
Re Racism Webinar Identified further links and books to enhance my learning in this area.	I want to expand my confidence in addressing issues of race and ethnicity in practice. My plan is to create opportunities for dialogue and discussion e.g.in supervision, possibly a team book club to discuss relevant literature, attendance at one webinar at least during the year.
Challenges and opportunities relating to multi-disciplinary practice	I want to expand my knowledge to inform my practice teaching specifically relating to more critical understanding of MDP. I plan to make connections with colleagues from other disciplines at work to explore how we could do some joint CPD sessions around understanding professional roles and responsibilities.

Supports to your Professional Development

www.iasw.ie

- Past events presentations
 - CPD with the IASW section (SWRB docs/record templates)
 - The Irish Social Worker
 - IASW publications and reports
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- HSEland
 - HIQA Learning Hub





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