

Guide to CPD – Later Career

You've seen it all – crises, reorganisations, mergers, scandals. You see the same old mistakes getting repeated in your industry and worry that things have gone downhill. Surely you don't need CPD at your age, do you? What could you possibly have left to learn? Plenty! And here's why it's important:

- Keeping things interesting – developing yourself is a great way of making sure things stay fresh for you and maintaining motivation.
- Staying up to date – Nothing stays the same; new processes and technologies, changing customer needs; fresh challenges. Your employer needs you to stay on top of the latest developments in your field. And you have a responsibility to your profession too.
- Setting an example – by now you may be in a position of some responsibility, but even if not, less experienced colleagues no doubt look up to you. It's important they see that you value learning and development and actively participate yourself.
- Giving something back – Sharing what you've learnt is an important part of CPD, and you have so much experience that others can benefit from! Coaching, mentoring and other forms of knowledge transfer can also be development opportunities for you!

How should I approach CPD in Later Career?

As always, there's no single definitive approach. It's important that you ask yourself what you are looking to get out of development and what best suits your circumstances. Here are a few suggestions:

Continue to plan your development

Don't stop taking time to consider your development needs and to plan activities. They may be different now to what they were twenty years ago, but careful planning will ensure you make best use of your precious time.

Focus on staying current

It's easy to become comfortable in a role and stop developing – you may be able to your job backwards, but are you staying up to date with the latest developments in your field? Are you certain? This may require a shift in emphasis to external events such as conferences, but it could be as simple as making time to read the Institute's journal and magazine.

Don't lose your competitive advantage

The workplace is changing – “jobs for life” are less common, and things can change quickly. Are you confident that if the worst were to happen you would be well placed to re-enter the job market? If you are considering a career change, do you have the skills you need?

Giving something back

You have so much to give back to your industry and those just starting out. This can be one of the most satisfying parts of a later stage career – either in a more structured way such as via a mentoring partnership or less formally by coaching others in your workplace or passing on your knowledge via the occasional presentation or article.

The Institute, and any professional registration you may have, requires you to continue to participate in professional development – remember you could be required to provide a copy of your CPD record at any time. We aren't able to give exemptions because you have thirty years of experience in the industry!