

CONTINUING PROFESSIONAL DEVELOPMENT

THIS FACT SHEET COVERS:

- What is CPD?
- How does CPD help hair and beauty sector professionals?
- Qualifications, Accreditation, academic progression and CPD
- CPD Training or development



WHAT IS CPD?

CPD stands for Continuing Professional Development. It refers to the process of tracking and documenting the skills, knowledge and experience that a hair and beauty sector[1] professional gains both formally and informally, after gaining a foundation qualification (pre-requisite), which is a national recognised qualification from a UK regulated awarding organisation.

CPD should not be used as a method of gaining academic progression, it should be used to broaden, enhance and build on existing skills and embrace new techniques and technology.

HOW DOES CPD HELP HAIR AND BEAUTY SECTOR PROFESSIONALS?

CPD is designed to help hair and beauty sector professionals to maintain and broaden their skills and knowledge. It provides a mechanism to decide, plan, record and achieve goals to support professional career progression.



QUALIFICATIONS, ACCREDITATION, ACADEMIC PROGRESSION AND CPD – WHAT IS THE DIFFERENCE?

Progression within the hair and beauty sector has different pathways and qualifications available for progression from a number of sectors. Academic progression can only be gained by the accreditation of a qualification from a regulated awarding organisation as detailed on the **qualifications and age restrictions fact sheet**



CPD TRAINING OR DEVELOPMENT – WHAT'S THE DIFFERENCE?

These terms are often used interchangeably, though there is a clear distinction. As a general rule, training is formal and direct (classroom based in person or virtual), and you may usually receive a certificate or recognition of attendance/completion. It is typically to do with learning how to do something specific, relating to the development of skill and competence. Development is often informal, can be personalised and has a wider application, giving hair and beauty professionals the tools to complete a range of things and relating to capability and competency. It involves progression from a basic ability to more advanced or complex understanding of a subject.

Practical CPD accreditation must be industry based, training/development that builds upon the regulated foundation qualification, aligned to exiting skills or competency, that provides further depth or breath of personal development.

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