



# Providing a framework for CPD Management for Professional Agriculturists in Europe

Dr. Maureen Murphy, Aurion Learning

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# Overview

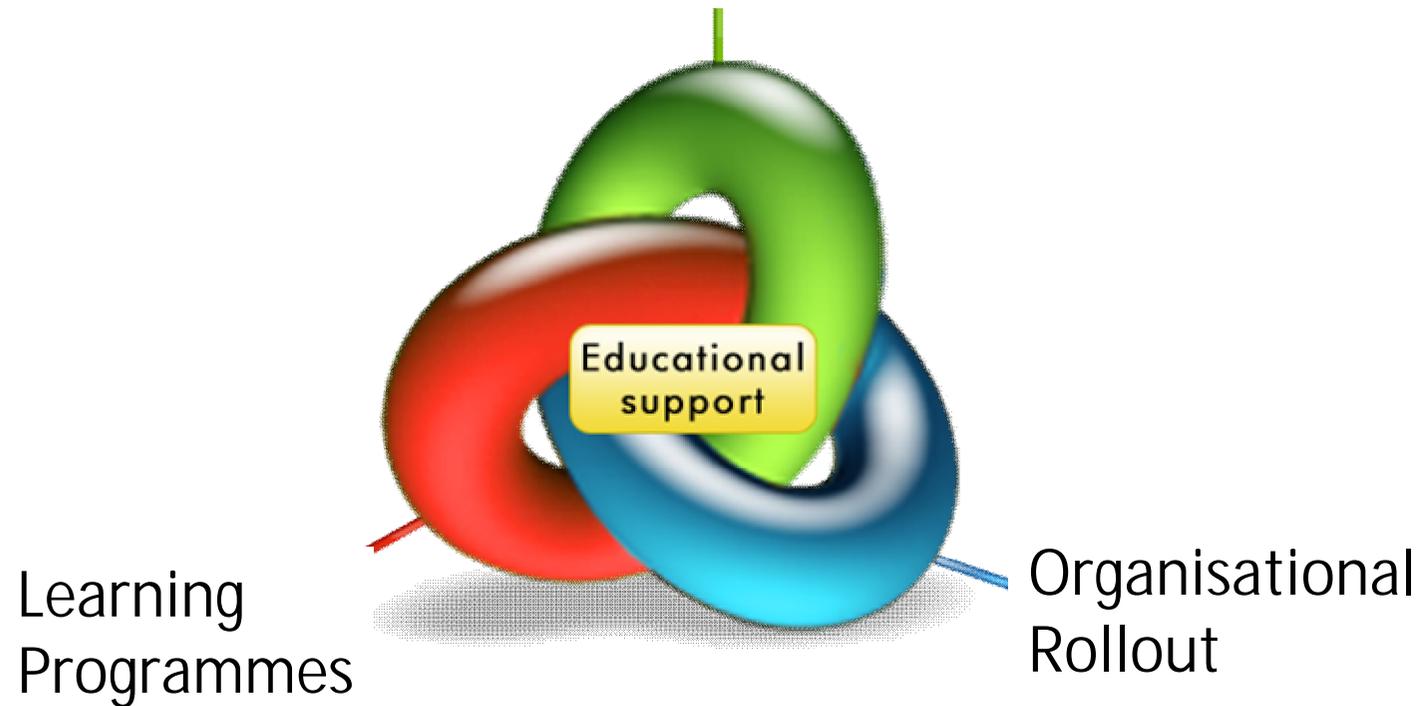


- Online CPD: supporting the work of Professionals and Professional Bodies
- CPD Management Model
- Issues for consideration



A framework for CPD Management across Europe

## Learning Management & CPD Tools



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A framework for CPD Management across Europe

# Introductions

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A framework for CPD Management across Europe

- Interreg Project in 2006
- CPD System for Agriculturists in Ireland
- Elements
  - Common Competency Framework
  - ePortfolio
  - Database of CPD Providers
  - Social Networking Tool



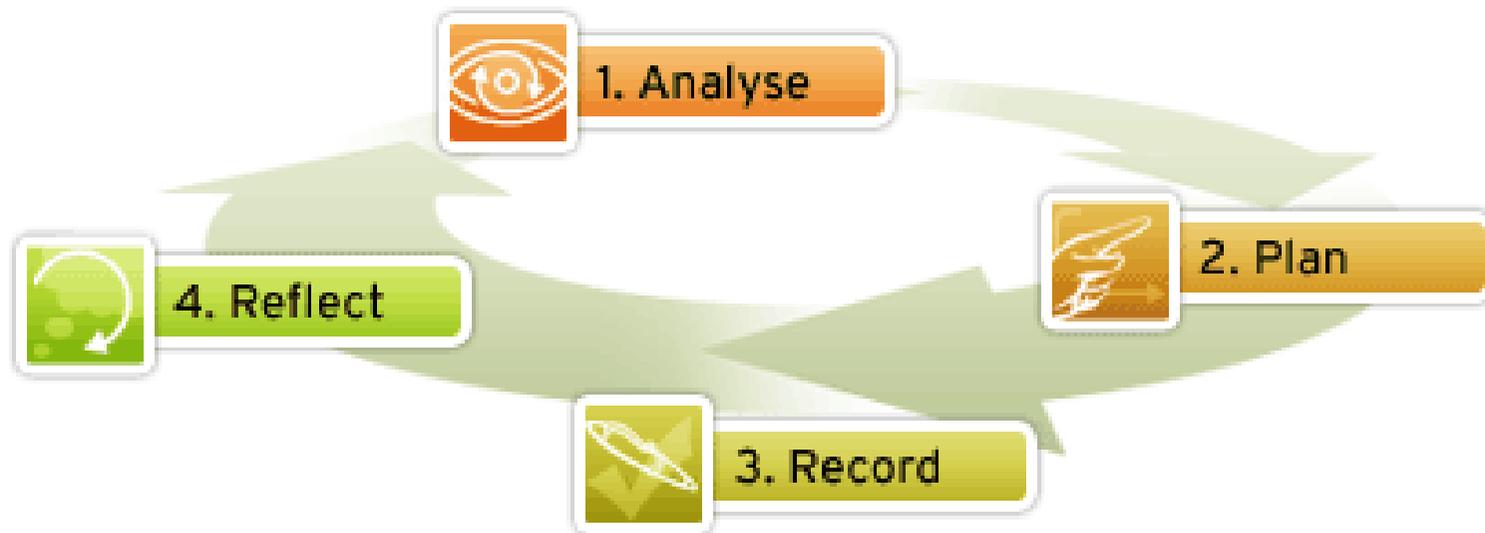
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# CPD Model

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PACE - Professional Agriculturist Continuing Education

Skip navigation | Site map

agrLINK

LOGOUT

**My CPD details**  
**CPD cycle: 1**  
 Informal points: 0  
 Formal points: 0  
 Total CPD points: 0

**Switch cycle**  
 1. 26/06/2008

**My CPD**  
 Home  
 1. Analyse  
 2. Plan  
 3. Record  
 4. Reflect  
 Print/Report Options  
 CPD Help  
 Downloads

**Website**  
 Welcome  
 Introducing CPD

Welcome > My CPD portfolio

**My CPD portfolio**

Hello **maureen**, welcome to your CPD portfolio cycle **1**, which covers the period **26/06/2008** to **26/06/2009**. Click on one of the four options below to begin.

1. Analyse



2. Plan



3. Record



4. Reflect



Click here to create a new **Analyse-Plan-Record-Reflect** cycle.  
 Click here to create a new **Record Only** cycle.

If you wish to change your current cycle, select one from this list: -

Cycle No	Start Date	Type	Informal Points	Formal Points	Total CPD points	Change
1	26/06/2008	Analyse - Plan - Record - Reflect	0	0	0	
2	26/06/2009	Analyse - Plan - Record - Reflect	0	0	0	<input type="button" value="Go"/>



The screenshot shows a web browser window with the following content:

- Browser Tab:** PACE - Professional Agriculturist Continuing Education
- Page Header:** PACE Professional Agriculturist Continuing Education and agrLINK logo.
- Navigation:** Skip navigation | Site map
- My CPD details:**

CPD cycle: 1
Informal points: 0
Formal points: 0
Total CPD points: 0
- Switch cycle:** 1. 26/05/2008
- My CPD Menu:** Home, 1. Analyse (selected), My Present Situation, Assessing My Needs, Viewing My Needs, 2. Plan, 3. Record, 4. Reflect, Print/Report Options, CPD Help, Downloads.
- Breadcrumbs:** Welcome > Analyse > Assessing My Needs
- Section Header:** Assessing My Needs
- Text:** Please select the Knowledge Areas that are important to your present work or likely to be important in the near future. Identify and rate your Training Needs beside each element of the Knowledge Areas using the 'Training Needs grid' as a guide.
- Knowledge Areas List:**
  - Livestock Production** (Rating : Critical) - Click here to view your training and development needs on Livestock Production
  - Crop Production** (Rating : Critical) - Click here to view your training and development needs on Crop Production
  - Business Management** - Click here to assess your training and development needs on Business Management
  - Rural Development** - Click here to assess your training and development needs on Rural Development
  - The Environment** - Click here to assess your training and development needs on The Environment
  - Personal Skills** - Click here to assess your training and development needs on Personal Skills
  - Other Key areas** - Click here to assess your training and development needs on Other Key areas
  - User Defined Key areas** - Click here to open User Defined Key areas



PACE - Professional Agriculturist Continuing Education

**My CPD details**  
**CPD cycle: 1**  
 Informal points: 0  
 Formal points: 0  
 Total CPD points: 0

**Switch cycle**  
 1. 26/06/2008

**My CPD**  
 Home  
 **1. Analyse**  
 My Present Situation  
 **Assessing My Needs**  
 Viewing My Needs  
 2. Plan  
 3. Record  
 4. Reflect  
 Print/Report Options  
 CPD Help  
 Downloads

**Website**  
 Welcome  
 Introducing CPD  
 Taking part in CPD  
 FAQs  
 CPD Manual

## Assessing My Needs

### Livestock Production

**Training Needs key**  
 1 Not applicable   2 I am adequately trained   3 I need some training   4 I need comprehensive training

Element description	Training Need
1 <b>Husbandry Techniques</b> Have an up-to-date knowledge and be able to advise on livestock management systems for production of milk and meat including selection of breeds/crosses for individual situations.	2
2 <b>Animal Nutrition</b> Have an up-to-date knowledge and able to advise on feed requirements and ration formulation making effective use of forages, cereals and other approved by-products.	1
3 <b>Grassland Management</b> Be able to advise on grass seed mixtures, grassland improvement, efficient use of organic and inorganic fertilisers, grazing management and grass conservation appropriate to the production system; production and conservation of alternative forages.	2
4 <b>Housing and Animal Welfare</b> Be conversant with current and proposed animal welfare regulations and be able to advise on appropriate building design to meet these requirements and that minimises the risk of air and water pollution.	1
5 <b>Animal Medicines</b> Be conversant with current Government regulations concerning the use of animal medicines and pesticides and be able to advise on their safe storage and the disposal of containers and residues.	2
6 <b>Manure Storage and Disposal</b> Be conversant with current and proposed Government regulations concerning the collection, storage and disposal of animal manures and be able to advise on ways to maximise nutrient recovery and minimise pollution risk to air, water and soil.	1
7 <b>Marketing Animal Products</b> Have an up-to-date knowledge of market requirements for meat and milk and be able to advise on livestock system management to meet consumers' demand, regulations concerning bio security, hygiene, transport and Quality Assurance Schemes.	2
8 <b>Livestock Research</b> Be conversant with current livestock research and sources of information relevant to livestock production systems and be able to give a balanced view of research findings and their suitability for adoption under Irish conditions.	1

Cancel / Back to Assessing my needs



PACE - Professional Agriculturist Continuing Education

LOGOUT

**My CPD**

- Home
- 1. Analyse
- 2. Plan
- 3. Record
- 4. Reflect
- Print/Report Options
- CPD Help
- Downloads

**Website**

- Welcome
- Introducing CPD
- Taking part in CPD
- FAQs
- CPD Manual

**Keeping PACE**

- CPD Support

Welcome > CPD Support

## CPD Support

There are a number of National and International Learning and Development Providers who offer a series of programmes that could be used to fulfil your Development Goals, as identified in the Plan stage of your CPD Portfolio.

You can search our database of CPD providers by Region and/or by a preferred Learning Method and/or Mode of Learning. You can also enter a series of keywords to search for Providers which best match your requirements.

Region:

Learning Method:

Mode:

Keywords:

---

**Ireland**

Course	Level	Learning Method	Mode	Provider
Masters /Higher Diploma in Rural Development	Post graduate	Classroom based	Full time	AERD University College Dublin
Graduate Diploma / MSc in Environmental Protection	Post graduate	Blended	Full time	FAS
Waste Management Systems	CPD	Classroom based	Short course	FAS
MSc in Ecosystem Conservation and Landscape	MSc	Classroom based	Full time	University of Galway



A framework for CPD Management across Europe

The screenshot shows a web browser window with the address bar displaying "Agrilink - Keeping PACE". The page header includes the "Keeping PACE Professional Agriculturist Knowledge Exchange" logo on the left and the "agrLINK" logo on the right. A "LOGOUT" button is visible in the top right corner. The main content area features a "Welcome to Keeping PACE" message addressed to "maureen". Below the welcome message, there is a paragraph explaining the platform's purpose and a numbered list of five steps for using the system. A "First time user?" section provides additional guidance. On the left side, a navigation menu includes options like "Return to CPD", "Find a Specialist", "Requests Received", "Ask Everyone", "Discussions", "Profile", "Help", and "Sitemap". On the right side, a "Personal details" box shows the user's name as "maureen murphy".

Return to CPD

Keeping PACE

Welcome to Keeping PACE

Hello maureen.

Keeping PACE is our new knowledge-sharing tool allowing you and your colleagues to help answer each others requests for help by exchanging knowledge and skills with each other.

**i** As a quick overview, use Keeping PACE as follows:

1. Click **Find a Specialist** to search **Profiles** and/or view the status of specialists requests for help.
2. Click **Requests Received** to view requests from other specialists.
3. Click **Ask Everyone** to send a request for help to all registered specialists.
4. Click **Discussions** to view or to take part in a Discussion Forum answering requests for help.
5. Click **Profile** to add to your Specialist areas.

**First time user?**  
If you haven't used Keeping PACE before, click **Help** at the bottom left of your screen to learn the rules.

Personal details  
Name: maureen murphy

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# Results

- Pilot showed the concept was valid
- The ongoing uptake was disappointing
- No relationship with Universities and CPD Providers
- Post funding:
  - No Core Driver to lead the initiative post funding
  - No CPD Manager to maintain the system
  - No marketing and promotion to professionals



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Professional Body

Professional Body

Super Administrator

CPD Verifier

Branch  
Employer  
Branch  
Employer  
Branch  
Employer  
Branch  
Employer

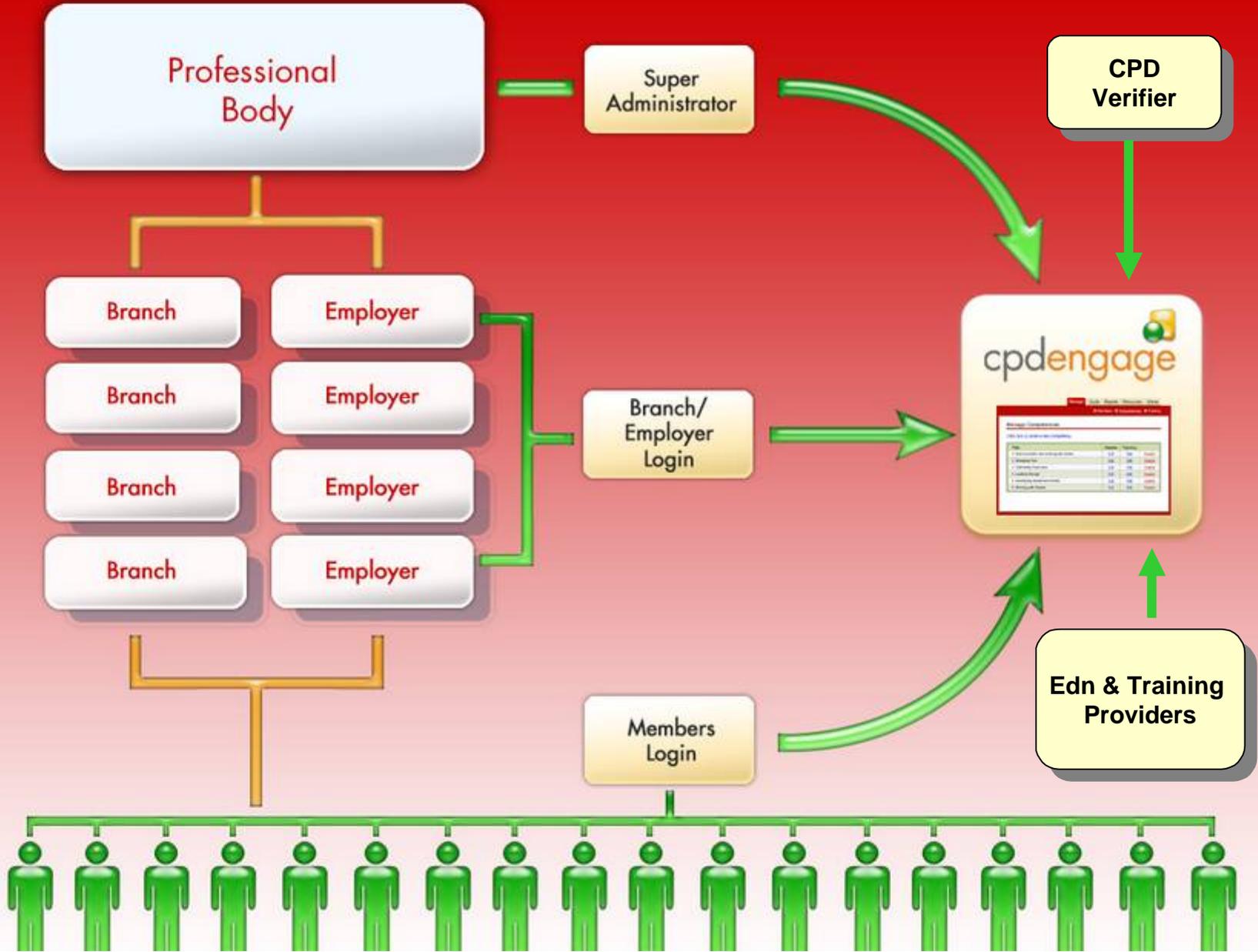
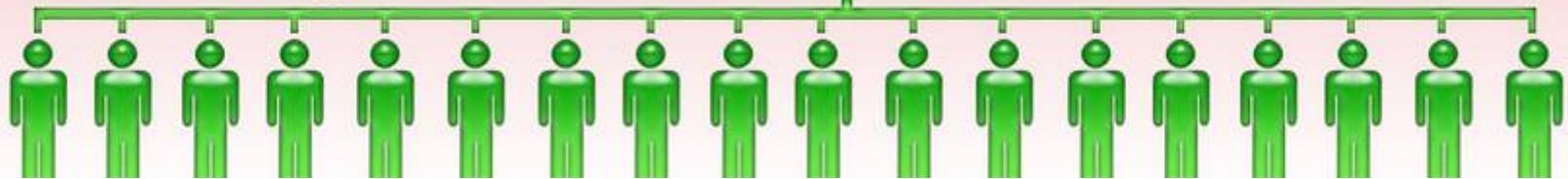
Branch/  
Employer  
Login



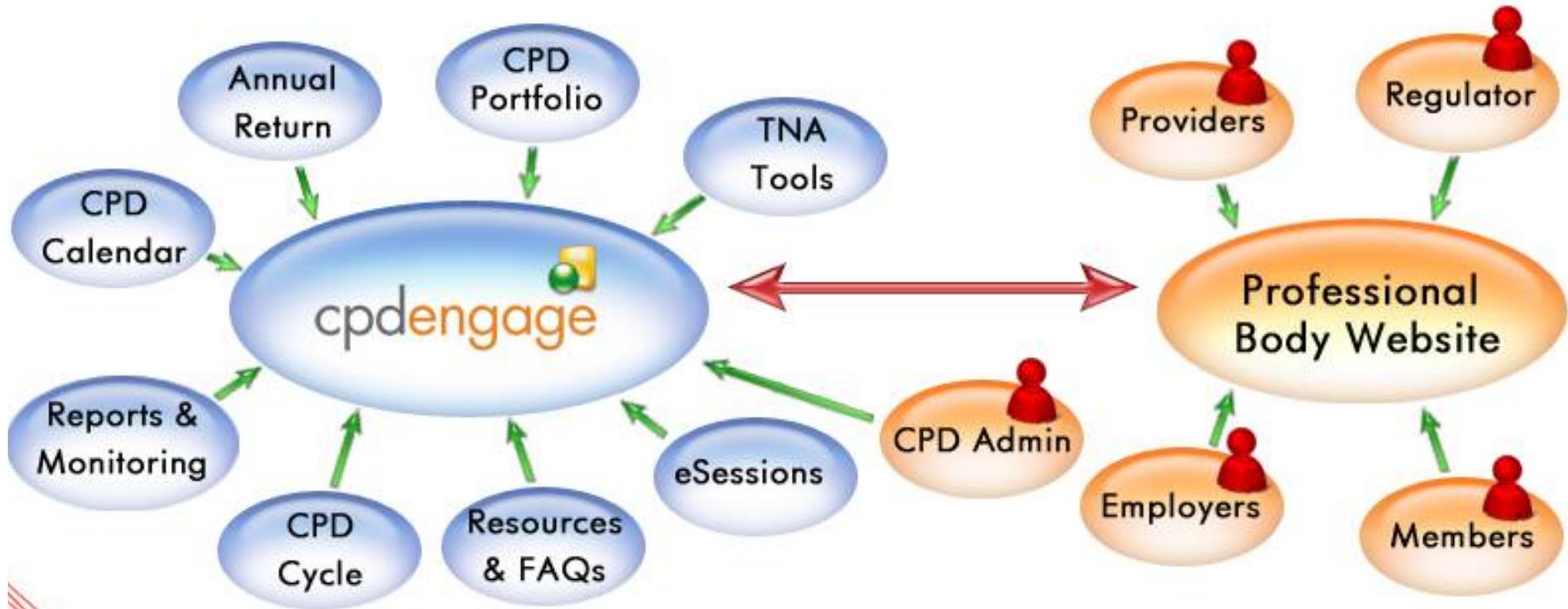
Edn & Training Providers

Members Login

Members



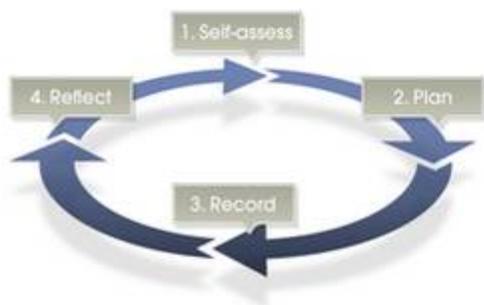
# Supporting Input and Output driven CPD



Home > My Portfolio

## My CPD Record

[Explain this page to me](#)



'My CPD Record' provides a quick and clear summary of your professional development for the current CPD cycle. From here you can **Assess** your learning and development needs against the competency set for your Job Role, **Plan** your Learning and Development Goals, **Record** your development activities in your CPD record and **Reflect** on your learning throughout the year. You may also print a copy of your CPD using the Print Centre options below.

Status: Not Started	
Cycle Start Date	01 Apr 2008
Cycle End Date	31 Mar 2009
Started Date	16 Oct 2008
Finished Date	

My CPD Record	
Target	50 <a href="#">Target Breakdown</a>
Points	123 (89 completed)
Goals	8 (3 completed)
Activities	14 (7 completed)

[Print my CPD Review Results](#)

[Print My CPD Portfolio Development Goals and Associated Activities \(Planned and Completed\)](#)

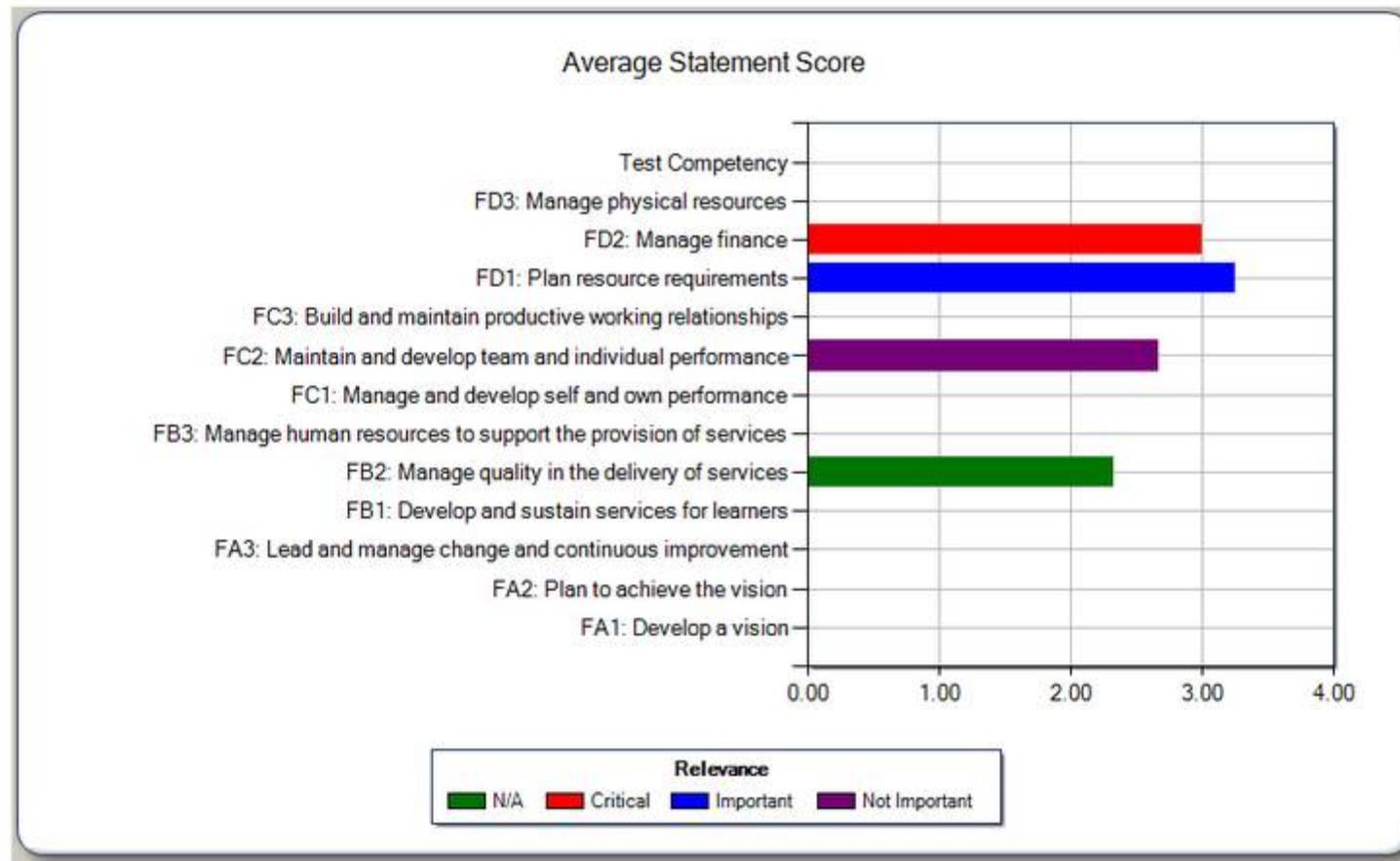
[Print My CPD Portfolio Planned Activities](#)

[Print my CPD Portfolio Summary](#)

## Review

[? Explain this page to me](#)

The competencies for your current job role are shown below. Why not carry out a self-assessment against each of these competencies to help you plan for your CPD for the year.



[View your self-assessment results](#)

Home > My Portfolio > Record

## Record

[Explain this page to me](#)

Your Record of CPD activities is displayed below.

You can use the filter to select a CPD activity relating to a particular Development Goal or enter the activity title in the search box below and click 'search'.

Approved CPD activities can be found and added to your CPD record from within the **Training** area.

[Add a self defined CPD Activity.](#)

Filter by : Target  Development Goal

Start Date	Activity	Points	Type	Mode	Target	Evidence	Completed
08 Feb 2009	<a href="#">Undertake the Nrs STCW qualified Master Mariner</a>	10	Structured	Classroom-based		1	19 Feb 2009
13 Jan 2009	<a href="#">Profesional conduct for Optometrists</a>	3	Structured	Classroom-based		0	
12 Jan 2009	<a href="#">read a book</a>	10	Unstructured	Reading/Home-Based		0	
18 Dec 2008	<a href="#">This is the title</a>	3	Structured	Classroom-based		0	
11 Dec 2008	<a href="#">Communications skills for Opticians</a>	2	Structured	Classroom-based		0	
02 Dec 2008	<a href="#">psychology qualification</a>	1	Structured	E-Learning		1	
27 Nov 2008	<a href="#">Ocular examination skills</a>	2	Structured	Classroom-based		0	30 Nov 2008
04 Nov 2008	<a href="#">test acct</a>	5	Structured	Classroom-based		0	
19 Oct 2008	<a href="#">Delivering ethics</a>	3	Structured	E-Learning		0	31 Oct 2008
17 Oct 2008	<a href="#">kjshd</a>	2	Structured	Classroom-based		0	22 Oct 2008
08 Oct 2008	<a href="#">test structured</a>	10	Structured	Classroom-based		0	09 Oct 2008
08 Oct 2008	<a href="#">test unstructured1</a>	40	Unstructured	Reading/Home-Based		1	09 Oct 2008

[Home](#)[Create My CV](#)[Past CVs](#)[My Professional Development](#)[Personal Details](#) [Work Experience](#) [Education](#) [Short Courses/CPD](#) [References](#) [Print](#)[Home](#) > [Work Experience](#)

## Work Experience

This section contains details of your current work experience and allows you to maintain a history of past employment.

Please add a summary of your work experience.

### 1. Roymar Ship Management, Inc:

At RSM I was responsible for the operation and supervision of assigned vessels with a focus on assuring continued performance of all onboard equipment and systems.

### 2. Dann Marine Towing:

As an Assistant Port Engineer I was required to travel to vessels in the mid-Atlantic region. I gained significant experience in all aspects of marine repair, including dry-dockings, engine overhauls, and ship repair.

[Edit](#)

### Jobs

Below is a list of jobs that you have held. You can search for a job by its title. Click the job to view more detailed information about the job. To add an job click "Add a Job".

[+ Add a Job](#)

Job Title	Company Name	Start Date	End Date
<a href="#">Port Engineer</a>	Roymar Ship Management, Inc:	01 Jan 2008	01 Jan 2009

## Competency Details

**Name** test recommended comp  
**Account**  
**Group** Teacher  
**Core** No  
**Enabled** Yes  
**Created** 25 Nov 2008  
**Description** test

 **Edit**  **Delete**

 **Return**

**Statements** **Job Roles** **Training Mappings**

 **Add Statement**



Items 1 to 1 of 1

<u>Label</u>	<u>Statement</u>	<u>Account</u>	<u>Created</u>	<u>Enabled</u>
test	<a href="#">test</a>		25 Nov 2008	Yes

Items 1 to 1 of 1

## Training Provider Details

<b>Name</b>	Aurion Training Provider
<b>Account</b>	test
<b>Reference</b>	00012
<b>Logo</b>	
<b>Description</b>	Computer related Training
<b>Created</b>	19 Aug 2008
<b>Telephone</b>	11245465789
<b>Fax</b>	Fax
<b>Website</b>	
<b>Email</b>	<a href="mailto:admin@createexpress.com">admin@createexpress.com</a>
<b>Contact</b>	
<b>Address</b>	

 **Edit**  **Delete**

 **Return**

### Courses

Below is a list of Training. You can search for a training provider by its name or add new training by clicking the Add Training link. Click on the training name to view more detailed information about an existing training course. You can sort the table by clicking the headings.

 **Add new Training**

None Found

## Administrator Reports

To generate a report for the selected CPD Cycle select the values for the Report Type that you wish to view and click on the appropriate **View Report** button.

### a. Competency Assessment v. Job Roles

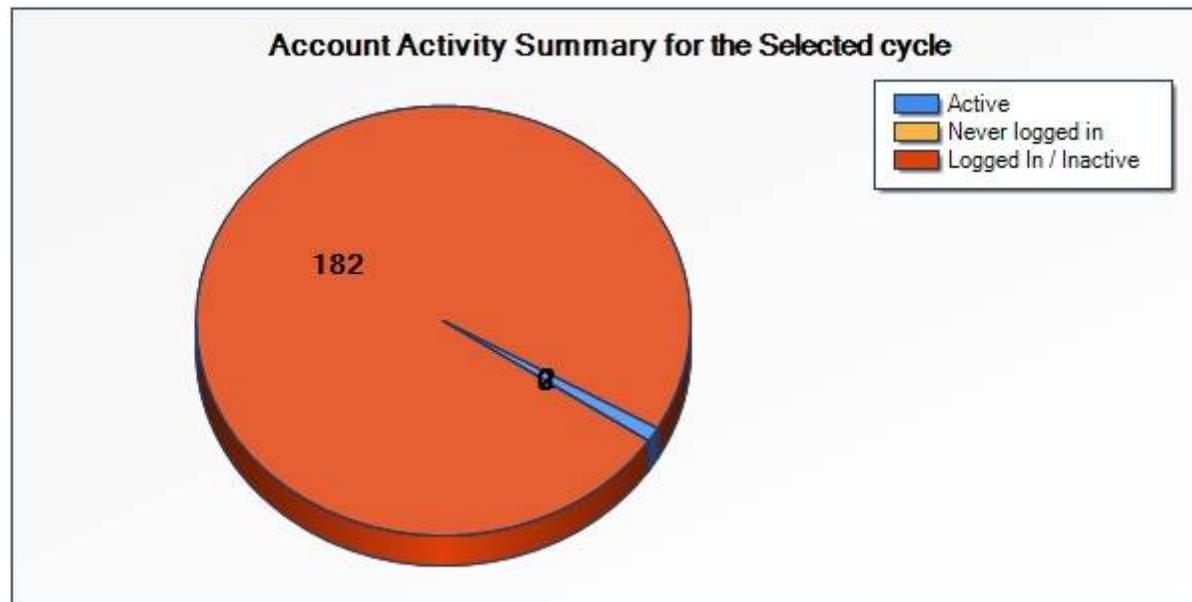
Competency Activity  admin created job role

### b. Competency Assessment v. Departments

Competency Activity  No department specified

### c. Development Goals v. Departments

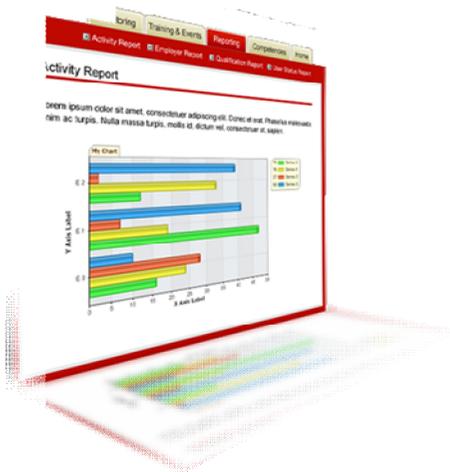
Development Goal Averages  No department specified



# cpdengage: supporting CPD Administration

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- Acts as an effective **communication & marketing** tool
- Regional Administration for local management
- Supports collaboration:
  - CPD Directory of opportunities
  - **Employers View**
  - **CPD Providers View**
  - **Online Shopping Cart**
  - **Online Learning and Assessment**



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# cpdengage: supporting the Professional



- Individualised advice and support and access to CPD Opportunities
- Supports the effective analysis of CPD/training needs
- Supports CPD Planning
- Reduces the record keeping overhead with:
  - An online diary with evidence management
  - CV Builder tool
  - Maintains a Job History
- Supports ongoing career development by encouraging and prompting Learning Reflection.



- Interreg Project in 2006
- CPD System for Agriculturists
- Elements
  - Common Competency Framework
  - ePortfolio
  - Database of CPD Providers
  - Social Networking Tool



**Developed too early....**

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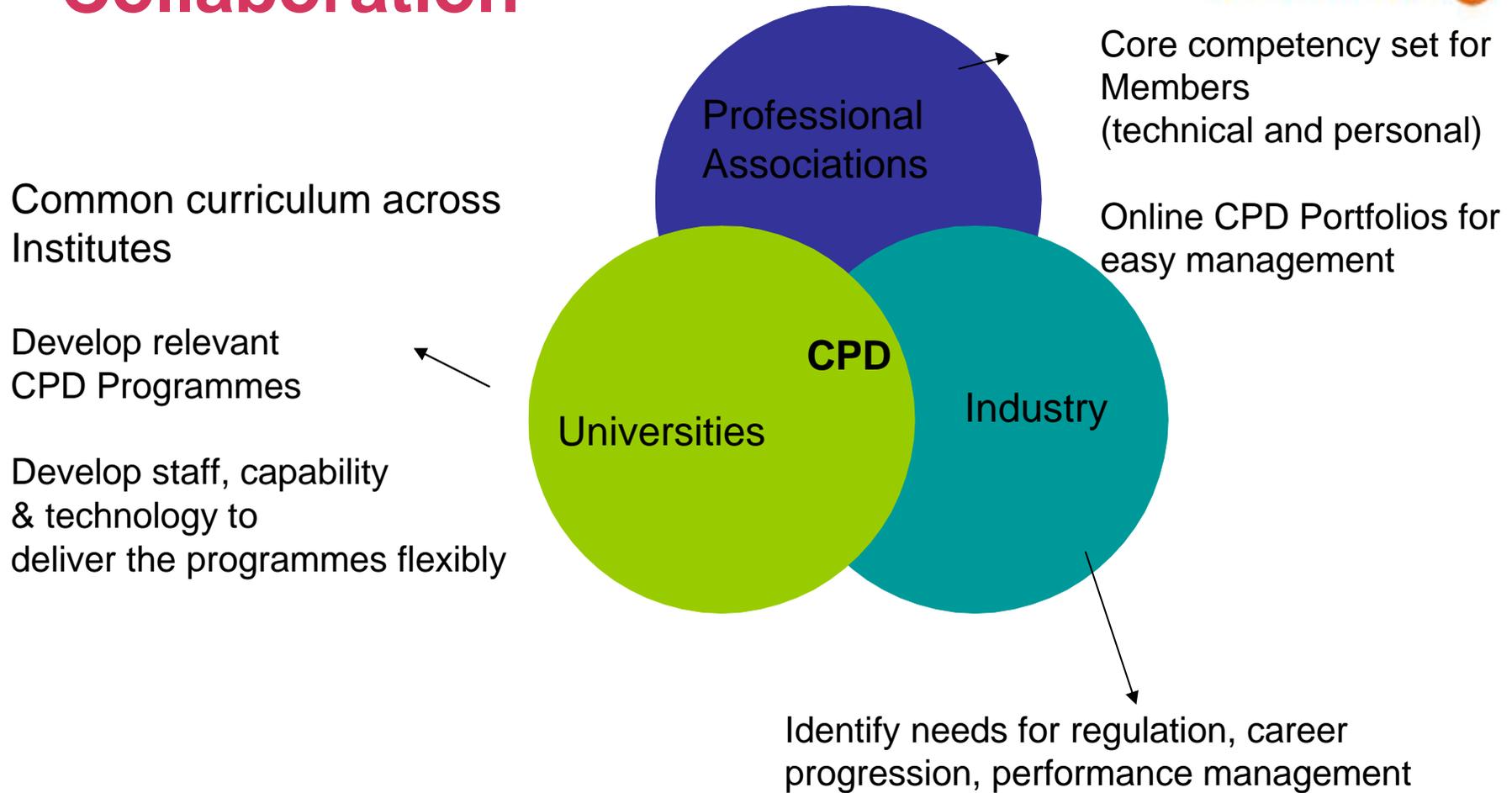
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# A Successful Collaboration

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# A Successful Collaboration

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Mutual Trust and Goals

Open & Ongoing Communication

Quality Control

Ongoing Management



Portfolio from University to Industry

Sharing of resources

User Support

Open Technology

European Model



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# Thanks!

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[www.aurionlearning.com](http://www.aurionlearning.com)

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