

## 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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