MyCPD ©

## Pembangunan Profesional Berterusan

MyCPD refers to the abbreviation of two English words 'My' and 'CPD' and is intended for the staff members of the organization. This means that all staff members are responsible for planning and monitoring activities for improving their own competencies. 'CPD' is a Continuous Professional Development or as it is stated in the Malay language, 'pembangunan profesional berterusan'. This is a lifelong learning process which is widely used by professional agencies around the world for the general purpose of development in a particular profession through building and improving the competence of individuals.

This two word combination has created the word MyCPD which refers to a lifelong learning system centered on the needs of the staff and the direction of the organization.

MyCPD is developed on a 'web' platform and can be used by staff members from any location with internet access.
MyCPD is a flexible training management system that allows each individual to manage their own requirements and choose the training programmes that they would like to attend as needed at any point in time.
This supports the ongoing learning agenda indirectly as staff members will always be sensitive to the quest for knowledge and skills to complete their competency requirements

This system manages training data and links it in a meaningful way to calibrate the achievement of staff performance based on the acquisition of knowledge. Each staff member is required to achieve certain CPD points on an annual basis by participating in training activities. The staff member's CPD points will be taken into account in determining his or her annual performance achievement score as the basis for the assessment of the acquisition of knowledge and skills. Indirectly, it connects the elements of the training and performance of staff in the process of talent development.

Creativity
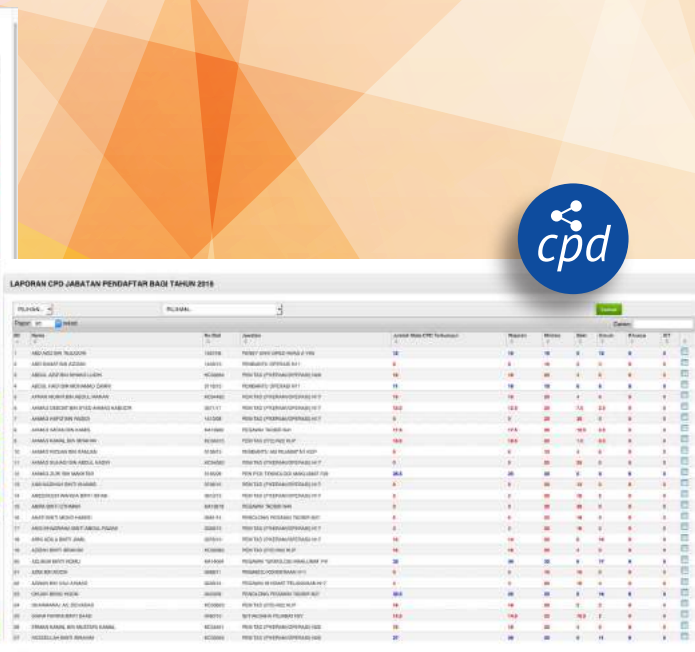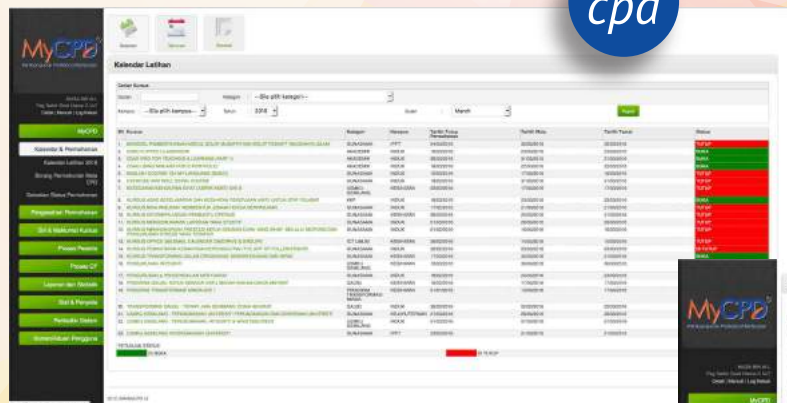
MyCPD helps staff members manage and choose the training programmes they want to attend in a flexible manner. It is also a local training database.

Effectiveness

MyCPD helps top management to make quick decisions by checking staff members' MyCPD points achievement data. Through 'MyCPD' training efforts, top management officers become more flexible as staff attend training or other programmes. This is more effective because of the flexibility of time spent on training programmes (collecting minimum points which is decided by number of hours) compared to the old approach which was tied to the training schedule and the amount of time determined by the organizer.

Relevance

MyCPD supports the implementation of the Public sector Training policy (DSLA)

Significance

MyCPD saves costs because handling management courses may be done through web-based expansion. Furthermore, this system acts a local centre for the development of staff competency