

Lifelong Learning for Professionals

Professionals should be lifelong learners

ASEAN Economic Community (AEC) Est.: 2015

Historical milestone and huge stride towards regional economic integration of **ASEAN Member States (AMS)**

ASEAN Member States (AMS) step towards regional integration and mobility of professionals in the region, the **ASEAN Qualifications Reference Framework (AQR)** was established

ASEAN Qualifications Reference Framework (AQR) enables comparison of educational qualifications across AMS.

Objective: encourage the development of qualifications that can facilitate lifelong learning

CPD and its Legal Basis

Continuing Professional Development (CPD) important to ensure the **competency of professionals**

maintenance, enhancement, and extension of knowledge, expertise, and competence of professionals after attaining bachelor's degree

longest phase of professional **education**

essential to the provision of evidence-based health care in the contemporary health care setting.

provides **structure framework** to ensure **improvement, progression, and career growth** that benefits both professionals and their respective **organizations**

CPD and its Legal Basis (cont)

facilitates **continued competence and personal and professional development**, which in turn translate to increased **career growth** that facilitates the **advancement of the profession**

Benefits of CPD

Benefits to the Individual

Builds confidence and credibility

Showcases achievements; useful for appraisals

Achieves career goals by focusing on training and development

Copes positively with changes by constantly updating knowledge and skill

Improves productivity and efficiency by reflecting learning and highlighting the gaps in knowledge and experience

Benefits to the Organization

Maximizes staff potentials

Helps employees to set SMART (specific, measurable, realistic and time-bound) objectives

Promotes staff development

Adds value for reflecting; helps staff to consciously apply learning to their role and for the organization's development

Linking to appraisals; helps employees focus their achievements throughout the years

CPD

embraced by **developing countries** as an **effective way** of **maintaining and improving** the **competence** of **health professionals**, thus making it **mandatory**

Due: requirement for health practitioners to demonstrate and maintain competence in light of **ever-changing scope of practice** and **technological advances** in the **field of medicine and allied health**



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Page 1 of 7.

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CPD and its Legal Basis (cont)

Participation of Medical Laboratory Scientists in CPD:
pre-requisite for **salary adjustment** and **career advancement** in developed countries

Continuing Professional Education (CPE)

training which is **linear and formal**

Focus: learning a **particular skill or set of skills** to improve professional competence

Continuing Professional Development (CPD)

developments of one's **knowledge, skills, and attitude** significantly relevant to the capability and competency in his or her profession

President
Fidel V.
Ramos
Issued: Executive Order No. 226

Title: "Institutionalization of the Continuing Professional Education (CPE) Programs of the Various Professional Regulatory Boards (PRBs) under the Supervision of the Professional Regulation Commission (PRC)"

When: July 25, 1995

Philippine Government
Required all Filipino professionals to undergo **continuing education programs** due to the anticipated stiff of competition in global professional labor market as a result of the **General Agreement on Trade in Services (GATS)** treaty by the **World Trade Organization (WTO)**

Order: implemented through **PRC Resolution No. 381, Series of 1995**

CPD and its Legal Basis (cont)

Title: "Standardized Guidelines and Procedures for the Implementation of the Continuing Professional Education (CPE) Programs for all Professions"

Took effect: November 13, 1995

Administrative Order No. 260 Series of 1996:

Strengthen the operation of CPE councils

E.O No. 266: 60 CPE Units for the **renewal of license**

Replaced: PRC Modernization Act of 200 (R.A. 8981)

When: December 05, 2000

Resolution
No. 179
Issued: by PRC

When: 2004

Why: mandating the implementation of the **voluntary** CPE program for professionals

Repealed: by **PRC Resolution 2008-466**

PRC Resolution 2008-466: emphasizes the **moral obligation** of professionals to obtain **CPE units**

Repealed: by **PRC Resolution 2013-774**

Revised: the **CPE/CPD Guidelines** to **CPD Guidelines**

Republic Act 10912

Passed: July 21, 2016

Effective: August 16, 2016

mandated the **strengthening** of **CPD programs** for all **regulated professions** and the creation of **CPD councils** for each profession.



By [fayette \(katanawrites\)](#)

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Page 2 of 7.

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CPD and its Legal Basis (cont)

Aim: continuously improve the competence of professionals in accordance to the **international standards** of practice towards the uplifting of **general welfare, economic growth, and development of the nation**

Implementation of Republic Act 10912

Upon: the effectivity of **PRC Resolution No. 1032**

PRC Resolution No. 1032 Known as: the **Implementing Rules and Regulation of R.A. 10912**

Lifelong learning according to Republic Act 10912 "Learning activities undertake throughout life for the development of competencies and qualifications of the professional."

CPD according to Republic Act 10912 "The inculcation of advanced knowledge, skills, and ethical values in a post-licensure specialization or in an inter- or multidisciplinary field of study, for assimilation into professional practice self-directed research, and/or lifelong learning."

The said law seeks to formulate and implement CPD programs for each profession in order to:

1. enhance and upgrade the competencies and qualifications of professionals for the practice of their professions pursuant to the Philippine Qualification Framework (PQF), the AQR, and the ASEAN Mutual Recognition Agreements (MRAs);

CPD and its Legal Basis (cont)

2. ensure international alignment of competencies and qualifications of professionals through career progression mechanisms leading to specialization/sub-specialization;

3. ensure the development of quality-assured mechanisms for validation, accreditation, and recognition of formal, non-formal, and informal learning outcomes, including professional work experience and prior learning

4. ensure maintenance of core competencies and development of advanced and new competencies, in order to respond to national, regional, and international labor market needs; and

5. recognize and ensure the contributions of professionals in uplifting the general welfare, economic growth, and development of the nation

Further, CPD aims to:

1. continuously improve the quality of the country's reservoir of registered professionals by updating them on the latest scientific/technological/ethical and other applicable trends in the local and global practice of the professions



By [fayetta \(katanawrites\)](#)

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Page 3 of 7.

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CPD and its Legal Basis (cont)

2. provide support to lifelong learning in the enhancement of competencies of Filipino professionals towards delivery of quality and ethical services both locally and globally; and
3. deliver quality CPD activities aligned with the Philippine Qualifications Framework (PQF) for national and global comparability and competitiveness

The CPD Process

CPD Council is composed of:	(1) member from the Professional Regulatory Board (PRB) as **chair
	(2) president or officer of an Accredited Professional Organization (APO) as first member
	(3) president or officer of the national organization of deans or department chairpersons of schools, colleges, or universities offering the course requiring the licensure examination as the second member
Medical Technology Profession	First member: president of the ** Philippine Association of Medical Technologists, Inc. (PAMET)
	Second member: president of the Philippine Association of Schools of Medical Technology and Public Health, Inc. (PASMETH)
CPD Councils	tasked to oversee the implementation of the CPD program of the profession including the evaluation and monitoring of CPD programs
CPD providers	Apply: 45 days prior to the conduct of CPD activity

CPD Providers for Medical Technologists

The CPD Process (cont)

Philippine Association of Medical Technologists, Inc. (PAMET)
Philippine Association of Schools of Medical Technology and Public Health, Inc. (PASMETH)
Research Institute for Tropical Medicine (RITM)
Philippine Blood Coordinating Council (PBCC)
Philippine Council for Quality Assurance in Clinical Laboratories (PCQACL)
National Reference Laboratory for HIV/AIDS and other Sexually Transmitted Diseases, San Lazaro Hospital (NRL-SLH/SACCL)
University of Santo Tomas Faculty of Pharmacy - Department of Medical Technology
Far Eastern University - Nicanor Reyes Medical Foundation School of Medical Technology
Centro Escolar University - College of Medical Technology
Newborn Screening Society of the Philippines
Asian Hospital
Philippine Society of Echocardiography
Angeles University Foundation
University of Immaculate Conception
University of the Philippines Manila - College of Public Health
Bicol Sanitarium
Far Eastern University Manila - Department of Medical Technology
Department of Health Regional Office III
Department of Health - Health Facility Development Bureau



By [fayetta \(katanawrites\)](#)

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Page 4 of 7.

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The CPD Process (cont)

Ilocos Training and Regional Medical Center -
Department of Laboratories

St. Luke's Medical Center - Quezon City

CPD mandatory requirement for **renewal** for **professional identification card (PIC)**

Professionals working abroad and senior citizens are covered

PIC renewal: every **3 years**

Medical Technologists: **45 units** or an average of **15 units** per year for **3 years**

Excess number of units: cannot be carried over to the next **3 years**

Exception: doctorate, master's degree, or specialty training (**only credited once during compliance period**)

PIC Renewal Period Minimum CPD Units Required for the Profession

January to June 2017

0%

July to December 2017

30%

2018

60%

2019 onwards

100%

CPD Activities formal learning

non-formal learning

informal learning

self-directed learning

online learning activities

professional work experience

General Matrix for CPD Activities (cont)

1.1 Participant	Approved credit units for the program	Certificate of attendance with number of hours, seminar program, and list of participants
1.2 Resource Speaker	3 CU per hour	Photocopy of certificate, copy of papers, and program invitation
1.3 Panelist/-reactor	2 CU per hour	Certificate from sponsoring organization and copy of program
1.4 Facilitator/moderator	1 CU per hour	Certificate from sponsoring organization and copy of program
1.5 Monitor	Twice the number of approved credit units for the program	Monitoring report, certificate of appearance and the authority to monitor
1.6 In-service training	Maximum of 20 CU for a 12-month period or a fraction of thereof upon completion	Certificate of training and training description

2. Academic track (valid 5 years from the conferment of diploma/certificate)

2.1 Master's degree or equivalent	**Full credit units for compliance period upon completion of degree	University certification/diploma and transcript of records (authenticated copy)
2.2 Doctorate degree or equivalent	Full credit units upon candidacy for compliance period; additional full credit units for compliance period upon completion of degree	University certification/diploma and transcript of records (authenticated copy)

General Matrix for CPD Activities

Program/Activity	Credit Units (CU)	Supporting Document
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****Professional Track** (training offered by accredited CPD providers, face to face/online (valid 3 years prior to the renewal))



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Page 5 of 7.

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General Matrix for CPD Activities (cont)

2.3 Professorial chair	15 CU per year	Certificate of grant or appointment paper
2.4 Residency/externship/specialty/superspecialty program	10 CU per year	Hospital certification and certificate of completion
2.5 Fellowship grant		
2.5.1 Participant	2 CU per grant	Certificate from granting institution and/or certificate of fellowship
2.5.2 Resource speaker	4 CU per grant	
2.5.3 Researcher	5 CU per grant	
2.6 Post graduate diploma	**Maximum of 30 CU for an 18-month period or a fraction thereof upon completion	Diploma/certification from the institution
3. Self-directed (training offered by non-accredited CPD providers, face to face/online) (valid 3 years prior to the renewal)		
3.1 Participant	Credit units for the program as evaluated by CPD council	Certificate of attendance with number of hours, seminar program, and list of participants
3.2 Resource Speaker	3 CU per hour	Photocopy of certificate, copy of papers, and program invitation
3.3 Panelist/reactor	2 CU per hour	Certificate from sponsoring organization and copy of program
3.4 Facilitator/moderator	1 CU per hour	Certificate from sponsoring organization and copy of program

General Matrix for CPD Activities (cont)

3.5 In-service training	Maximum of 20 CU for a 12-month period or a fraction of thereof upon completion	Certificate of training and training description
3.6 Program training module development	10 CU per module	Copy of module and evaluation
3.7 Technical paper	5 CU per technical paper for published paper, see 3.8	Certification of completion and approval for published paper, see 3.8
3.8 Article published in refereed/peer-reviewed professional journal		
3.8.1 Author/s	Local - 10 CU	Copy of published article and table of contents
	International - 15 CU	
	For multiple authors, divide CU equally among them	
3.8.2 Peer reviewer	2 CU per article	
3.9 Pamphlet/book or monograph		
3.9.1 Author/s	20 CU for single author for pamphlet (less than 100 pages)	Copy of published book
	40 CU for single author for book or monograph (more than 100 pages)	
	For multiple authors, divide CU equally among them	
3.9.2 Editor	Maximum of 20 CU	
3.10 Article in magazine/newspaper	Maximum of 5 CU per article	Proof of publication of article
	For multiple authors, divide CU equally among them	



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Page 6 of 7.

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General Matrix for CPD Activities (cont)

3.11 Inventions	Full credit units for compliance period	Certificate copy of patent certificate
3.12 Study tours/visits	2 CU/day (maximum of 20 CU per tour)	Certificate from sponsoring institution
3.13 Consultancy (e.g., technical meetings, accreditation and other activities as per request of an institution, etc.)	1 CU per hour	Certificate of appearance and invitation
3.14 Socio-civic activities using profession (e.g., medical missions, outreach programs, etc.)	1 CU per hour	Certificate of appearance and invitation
3.15 Recognition/title (e.g., fellows, hall of fame award, outstanding professional, lifetime achievement awardee, etc.)	Full credit units for compliance period	Copy of certificate from the awarding body (duly notarized)

4. Such other activities to be recommended by the CPD Council and approved by the Board and the Commission



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