

ACTUARIAL  
 SOCIETY  
OF SOUTH AFRICA

QUANTIFYING RISK, ENABLING OPPORTUNITY

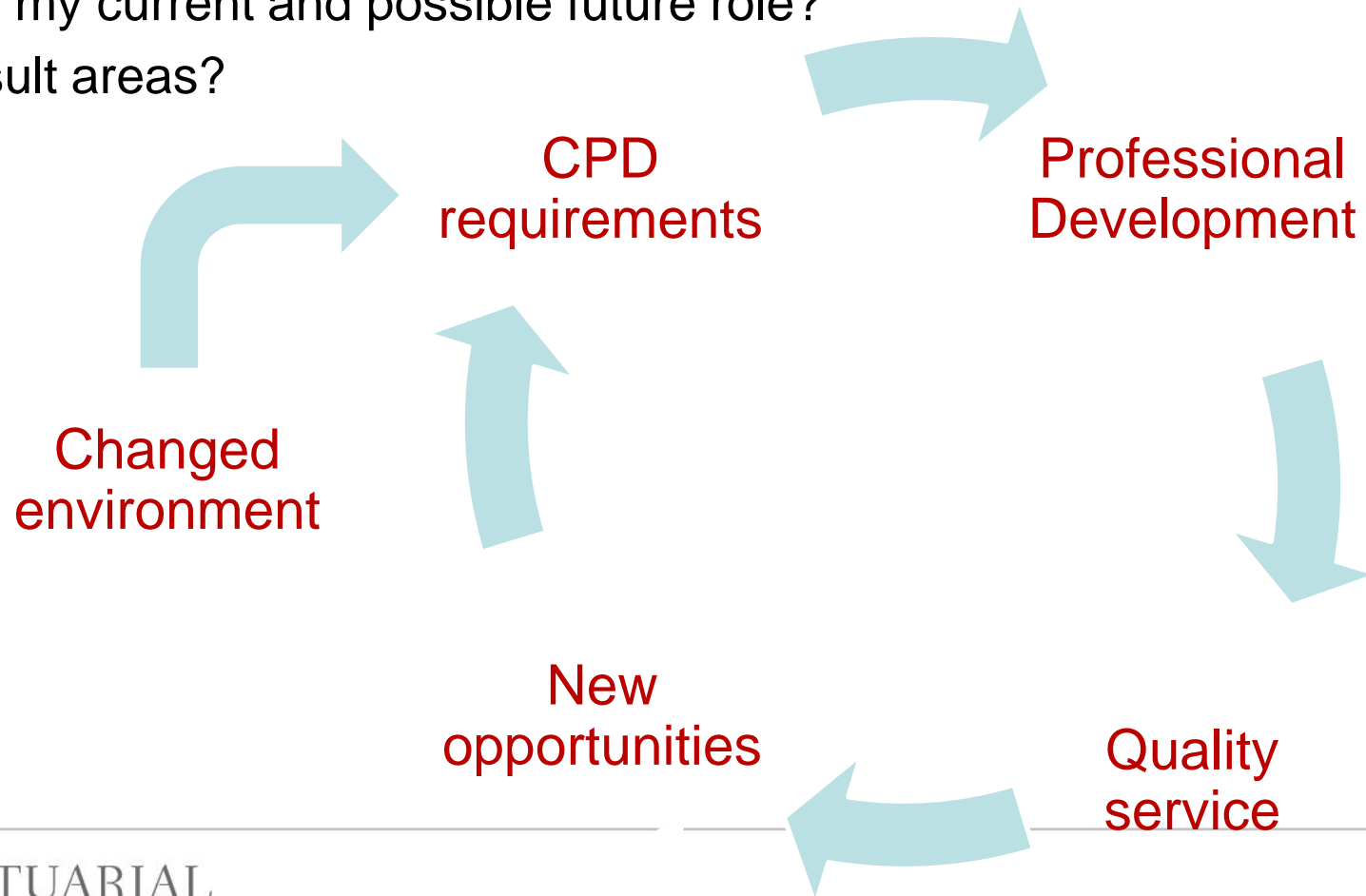
# Outcomes Based CPD

# Agenda

- Purpose of CPD
- How the system works
- Monitoring and control
- Benefits of outcomes based vs time based

# THE ROLE OF CPD

Can I deliver on the professional promise?  
What is my current and possible future role?  
Key result areas?



# OUR PROFESSIONAL PROMISE

Specialist & up-to-date expertise

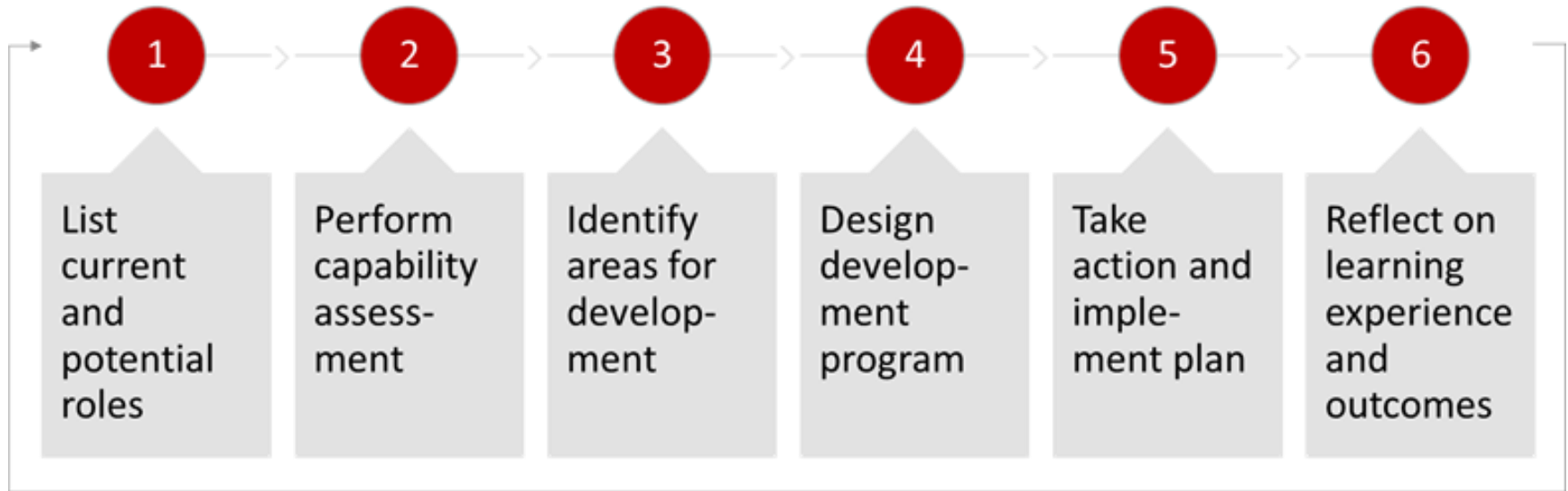
Ethical

Subject to professional oversight

# How the system works

- Process

Members are expected to engage in iterative cycles of learning development through a deliberate and thoughtful process that focuses on capability gaps identified when assessing current and future roles. The 6-step process as illustrated below provides a guideline to facilitate the process:



- **Record Keeping**

The member should record their development plan and the fact that a discussion was held and document the learning outcome[s] of the PDD as part of their CPD development plan. Records should be retained in the members personal capacity for a period of 3-years.

- **Professional Development Discussion**

The purpose of the professional development discussion [PDD] is to get an objective external perspective by another party [ANO] of the member's progress to plan and to identify potential blind-spots ["I don't know what I don't know"]. Members must arrange for, and engage in a PDD at least once, but preferably twice a year]. Performing PDDs is a new requirement aimed at deepening the learning experience. PDDs may be conducted with different ANOs over time based on developmental needs.

- **Annual Declaration and Audits**

Members will still be required to declare their compliance with CPD annually when renewing their subscriptions. Members that have elected to complete the outcomes-based CPD will be required to disclose their development areas identified at a more generic level that will form part of the monitoring plan to guide ASSAs activities that support CPD.



# Benefits of outcomes based vs time based

- Targeted and Personal
- Focuses on results
- Possibility of combining this with workplace development
- More relevant CPD events

# Member Response

55% of members have signed up!

“CPD no longer a chore, but valuable for delivering on our professional promise”

# CPD video

# Thank you