

Ongoing Development for Training Professionals

There are two aspects to professional development—*informing* yourself and *developing* your knowledge, skills, or abilities.

1. Inform Yourself

Before determining what or how to develop yourself, it is useful to understand your self-development needs. Inform yourself from several perspectives:

- Be informed about industry expectations
 - Salary surveys by:
 - Training Magazine (http://www.trainingmag.com/training/reports_analysis/index.jsp)
 - Training and Development Magazine (http://www.astd.org/astd/publications/td_magazine)
 - Vault.com (<http://vault-hr.salary.com/>)
 - Job postings at:
 - eLearning Guild: http://www.elearningguild.com/job_board/jobs/index.cfm?action=viewcats
 - ASTD.org (http://www.astd.org/astd/careers/job_bank)
 - ISPI.org (<http://www.ispi.org/>)
 - Monster (<http://www.monster.com/>)
 - Vault.com (<http://www.vault.com/jobs/jobboard/searchform.jsp>)
 - Professional Organizations:
 - eLearning Guild: (<http://www.elearningguild.com/>)
 - ASTD (http://astd.org/astd/careers/skills_competencies)
 - ISPI (<http://ispi.org/>)
 - AECT (<http://www.aect.org/default.asp>)
 - SHRM (<http://www.shrm.org/>)

- Be informed about local market expectations:
 - Talk with managers, employers, HR contacts
 - Network with your local organization chapters
 - Stay in touch with colleagues at other companies, schools
 - Check out local recruiting offices for requirements

- Be informed about current standards for your field:

Look for certification programs or published standards:

 - ASTD (http://www.astd.org/astd/resources/performance_improvement_community)
 - ISPI (<http://www.certifiedpt.org/>)
 - ISTE (http://cnets.iste.org/teachers/t_stands.html)

- Be informed about your colleagues in the field:
 - ISPI ListServ

2. Develop your Knowledge, Skills, and Abilities

- a. Once you've identified the bar that's been set, evaluate your own knowledge, skills, and abilities to determine the gaps. Be sure you look at your resume (and update it), to review job performance records, and talk with your supervisor about areas needing growth. Also consider areas you may want to explore to change your career options.
- b. Set priorities and goals for developing your gap areas.
- c. Put your plan into place. A plethora of options are available for your development:
 - Join a local or national organization
 - Purchase a subscription to a publication
 - Purchase books that focus on the area of your gap
 - Attend a seminar, or webinar, or conference
 - Enroll in a class—online or at a local college or university
 - Plan to get certified or to enroll in a certification development program
 - Set up networking lunches with your colleagues or professionals who are in the field you desire to join
 - Request to be added to a project that will cross-develop your skills
 - Go back to school to earn a degree

Organizations

- ISPI: International Society for Performance Improvement <http://ispi.org/>
- ASTD: American Society for Training and Development <http://astd.org/astd>
- ISTE: International Society for Technology in Education <http://iste.org/>
- SHRM: Society for Human Resource Management <http://www.shrm.org/>
- AERO: The Alternative Education Resource Organization
<http://www.educationrevolution.org/>
- The eLearning Guild <http://www.elearningguild.com/>

Online Programs

- SDSU: San Diego State University-Educational Technology
<http://edtec.sdsu.edu/degrees.shtml>
- eLearners.com: Instructional Technology Certificates
<http://www.elearners.com/programs/certificate/educational-technology.htm>
- eTeaching Institute: Online Courses
<http://eteaching.ecollege.com/index.learn?action=Online>
- University of Phoenix: degrees and courses <http://www.uopxonline.com/>
- Western Iowa Tech Corporate College: <http://www.witcc.cc.ia.us/corpcollege/>

Publications

- T+D: Training and Development Magazine (an ASTD publication)
- Training Magazine
- Performance Improvement (an ISPI publication)
- Fortune Magazine

Blogs

- Learncentrix Community: http://www.learncentrix.com/community_page
- T+D: <http://tdblog.blogspot.com/>
- Teaching and Learning: <http://www.carol-cooper.org/blog/>
- Learning Circuits: <http://learningcircuits.blogspot.com/>
- eLearning: <http://www.elearnspace.org/blog/>
- eLearning Post: <http://www.elearningpost.com/>
- Educational Technology: <http://people.uis.edu/rschr1/et/blogger.html>