

Continuing Professional Development as a Form Application of Lifelong Learning in the Medical Education

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Introduction

The fields of medicine and health will continue to change along with changes and advances in the fields of information and technology. Expectations from patients are also increasing, patients expect better medical services and care. Therefore, doctors must be able to prepare themselves to face these challenges if they do not want to lose the trust of patients. One way is to maintain their professionalism.

Professionalism has the meaning: qualities, qualities and attitudes that are characteristic of a profession or professionals. Medical professionalism is behavior as a doctor in interacting with patients and the public which is based on personal beliefs. Professionalism includes values, behavior and attitudes that are instilled in oneself through medical school and postgraduate education. Several responsibilities of professionalism, namely: 1. Professional competence 2. Honesty with patients 3. Patient confidentiality 4. Maintaining proper relationship with patients 5. Improving service quality 6. Distribution of limited resources 7. Scientific knowledge 8. Maintaining trust by managing Professionalism can develop personal and professional effectiveness and increase work satisfaction. In response to this, a doctor needs to carry out strategies to maintain his professionalism. by carrying out Continuing Professional Development (CPD).

Based on the definition, CPD is a lifelong learning process. This lifelong learning process must begin to be implemented in medical education so that medical education graduates can always apply it continuously in health services. Medical education institutions must be able to teach students the skills needed to carry out lifelong learning. In teaching students skills that support lifelong learning, medical educators have a very important role. Medical educators must be able to act as role models first in carrying out lifelong learning

Discussion

Lifelong Learning Concept

Lifelong learning is the development of human potential through a continuous process. A continuous process that triggers and encourages a person to acquire all the knowledge, skills and understanding necessary for survival. Then apply what has been learned with confidence, creativity and fun in all roles, situations and environments. Several reasons encourage someone to undertake lifelong learning, including: rapid advances in knowledge and communication technology, continuous movement of information in society, and increasing globalization. Lifelong learners can also learn through various social processes in the family, friends, and mass media, so that even though learning is difficult, it is felt to be fun. Therefore, the ideal lifelong learner must have the following attitudes, namely: 1) Realizing the need for learning 2) Realizing learning is part of everyday life, 3) Motivated to learn and have the skills to learn throughout life, 4) Have a number of skills such as searching for information, using learning media, using various learning sources and being able to set personal goals in a realistic way, 5) Effectiveness in applying knowledge that already exists and using different learning strategies and 6) Efficient in evaluating one's own learning.

Other literature states that the characteristics of a lifelong learner are: 1) Have curiosity (someone who loves learning, asks lots of questions to fulfill their feelings curious, critical spirit and able to monitor and evaluate themselves comprehensively 2) Helicopter vision (a person who has a broad view and is aware of how knowledge is formed, at least in the field studied and understands the methodology and substantive limitations of that field), 3) Ability to manage information (able to know the latest sources of knowledge that can be used in the field of learning, such as evaluating, managing and using information contextually, obtaining information and reviewing information critically). 4) Ability to manage yourself (having a positive concept of yourself as someone who has abilities and is independent), 5) Have learning skills (knowing their strengths and weaknesses and choosing the right learning style for themselves).

Lifelong learning skills are one of the competencies that a doctor must have in order to maintain their professionalism throughout their professional career. Therefore, these skills must be taught and trained

during the formal medical education process. In teaching lifelong learning skills there are several approaches, namely self-directed and peer-assisted learning, experiential and real-world learning, resource-based and problem-based learning, reflective practice and critical self-awareness as well as open learning and alternative modes of delivery. One approach is reflective practice. Reflection is an important component in medical education and one of the starting points for cultivating the introspective attitude needed to fulfill one's curiosity, have a critical spirit and be able to monitor and evaluate oneself comprehensively.

Application of Lifelong Learning

Lifelong Learning is a continuous learning process, both formal and informal, throughout a person's life. This learning can be done in various ways, such as reading, attending seminars, workshops or training. The application of Lifelong Learning in medical education is very important, considering that medical science continues to develop rapidly. Doctors must always update their knowledge and skills in order to provide the best health services for patients. The following are some applications of Lifelong Learning in medical education:

Learning methods

Learning methods applied in medical education must encourage students to learn independently and continuously. Learning methods that can be applied include problem-based learning (PBL), case-based learning (CBL), and flipped classroom.

Problem-based learning (problem-based learning)

Problem-based learning is a learning method that emphasizes problem solving. In this learning, students are faced with a real problem that must be solved. Students are then encouraged to seek information and solutions from various sources. This learning method can develop independent learning skills and critical thinking skills, which are important skills in lifelong education.

Collaborative learning (collaborative learning)

Collaborative learning is a learning method that emphasizes teamwork. In this learning, students are grouped to work together to complete a task. This learning method can develop cooperation, communication and interpersonal skills, which are also important skills in lifelong education.

Technology-based learning (technology-based learning)

Technology-based learning is a learning method that uses technology, such as computers, the internet and social media. This learning method can provide students with wider access to information and learning.

Curriculum

The medical education curriculum must include materials related to Lifelong Learning. These materials include independent learning skills, critical thinking skills, and communication skills.

Evaluation

Assessment in medical education must include aspects related to Lifelong Learning. These aspects include students' ability to learn independently, students' ability to think critically, and students' ability to communicate.

Culture

The academic culture in medical education institutions must support the implementation of Lifelong Learning. Academic cultures that support long-life education include cultures that encourage students to learn independently, cultures that value creativity and innovation, and cultures that encourage cooperation between individuals.

The application of Lifelong Learning in medical education can be done in various ways. However, the most important thing is commitment from all parties, including students, lecturers and medical education institutions.

The application of Lifelong Learning in medical education can be done in various ways, including:

Application of student-centered learning methods (student-centered learning). This learning method encourages students to become independent learners who are able to search for and process their own information. This is very important to prepare students so they can continue to learn and develop themselves throughout their careers.

Development of independent learning skills (self-directed learning). This skill is important for medical students to have so that they can learn effectively and efficiently. Independent learning skills can be developed through various activities, such as tutorials, seminars and training.

Get into the habit of self-reflection. Self-reflection can help students understand their strengths and weaknesses, as well as determine future learning goals. Self-reflection can be done in various ways, such as writing journals, conducting interviews, and discussing with colleagues.

Apart from that, the application of Lifelong Learning in medical education can also be done through various activities, such as:

Seminar and training activities. This activity can provide an opportunity for students to learn new knowledge and skills that are relevant to the medical field.

Research activities. This activity can help students develop critical thinking and problem solving skills

Community service activities. This activity can help students apply their knowledge and skills to improve the quality of life in society.

Facilitate students to access learning resources online. Online learning resources, such as e-books, journals and video tutorials, can provide wider and more flexible learning access.

Encourage students to be active in professional organizations Professional organizations can be a means for students to develop their professional skills and knowledge.

Application Life long Learning In medical education it is very important to prepare medical graduates to become professional and competent health workers. With lifelong learning skills, medical graduates can continue to learn and develop themselves to face the various challenges they will face in the future.

Concept of CPD

A professional doctor must always carry out Continuing Professional Development (CPD), which is the application of competency areas 6 and 7. By carrying out CPD, a doctor can carry out development, reflection and self-evaluation so that society's demands can be met. CPD has 4 components, namely innovation and change, lifelong learning, self-evaluation and portfolio. By carrying out CPD, we can innovate and change. In order to be able to do CPD, we have to do lifelong learning, self-assessment using a portfolio.

Definition of CPD according to The Centered Institute of Personal and Development (CIPD): CPD is an individual need to maintain rapid changes in knowledge in order to keep up with current developments. There are organizations that carry out processes "to maintain, develop and improve skills, knowledge and competencies professionally and personally to improve work performance". Innovation is a change in the thought process to create something or a useful application from a new discovery

CPD as a broad domain of professionalism is a broad concept referring to the continuous development of a number of competencies inherent in medical practice. CPD is also defined as a dynamic process carried out by a professional to increase his competence in his professional activities. CPD can be a set of learning competencies that a clinician uses to reflect and learn from their practice experiences. The implementation of CPD plays an important role in improving the quality of medical practice services, as well as making doctors more professional in accordance with the dignity and honor of their profession in order to fulfill the expectations of humanity, society and the nation. CPD aims to maintain and develop the competence (knowledge, skills and attitudes) of a doctor, meet changing patient and health care needs, respond to new challenges from scientific developments in the field of medicine and meet the requirements of licensing bodies.

A doctor's perspective motivation to undertake CPD comes from three main sources: 1) Professional drive to provide optimal care for patients. 2) The obligation to respect the demands of society. 3) The need to preserve job satisfaction and prevent burnout The process of carrying out CPD consists of: (4) 1. Identifying learning needs derived from gaps between skills, knowledge and abilities 2. Defining needs by developing learning objectives 3 . Match the planned activities to be carried out with the objectives, then carry out learning 4. Evaluate learning outcomes and review their application in work practices.

In the CPD principle there are characteristics of adult learning, namely: 1. Independent learning 2. Gathering knowledge and experience 3. Goal oriented 4. Relevance oriented 5. Practical 6. Shows respect CPD activities are the basis for carrying out a lifelong learning process. The Indonesian Medical Council (KKI) in the Indonesian Medical Standards (SKDI) has included lifelong learning abilities as one of the competencies that a doctor must have. (3) This requires that every medical educational institution be responsible for producing graduates who have competence and are accustomed to lifelong learning after they complete formal medical education.

Difference between CPD and CME

CPD refers to the period of medical education and training that begins after the completion of basic and postgraduate medical education. CPD activities are much broader than Continuing Medical Education (CME) activities. CPD and CME are two terms that are often used in the medical field, but have fundamental differences.

CPD (Continuing Professional Development) is a continuous learning process carried out by professional workers to improve knowledge, skills and attitudes so that they can carry out their profession well and correctly. CPD can include various activities, such as seminars, training, workshops, courses, etc.

CME (Continuing Medical Education) is a form of CPD specifically aimed at health workers, especially doctors. CME aims to improve doctors' knowledge and skills so they can provide quality health services. CME can be held in various forms, such as seminars, training, workshops, courses, conferences, and others.

Aspect	CPD	CME
Definition	Continuous learning process carried out by professional workers	One form of CPD specifically aimed at health workers, especially doctors
Objective	Improve knowledge, skills and attitudes so that they can carry out their profession well and correctly	Increase the knowledge and skills of doctors so they can provide quality health services
Target	Professional workforce	Doctor
Forms of activity	Seminars, training, workshops, courses, etc	Seminars, training, workshops, courses, conferences, etc
Accreditation	Can be accredited by authorized institutions	Must be accredited by an authorized institution
Certificate	Can be given	Must be given

In Indonesia, CME is regulated by the Indonesian Doctors Association (IDI). IDI sets standards and requirements for administering CME, including accreditation. IDI also determines the number of Professional Credit Units (SKP) that doctors must fulfill every year.

CPD and CME are important for health workers, especially doctors. CPD and CME can help health workers to remain competent and up-to-date with developments in medical science and technology. This is important to ensure that health workers can provide quality and safe health services for patients.

Application of CPD

Continuing Professional Development (CPD) in medicine is a lifelong process of active participation in activities that assist doctors in developing and maintaining competence, improving professional practice and supporting their career goals. CPD can be carried out through various activities, including:

Courses and seminars

Training

Conference

Scientific publications

Study

Self-professional development

CPD is important for doctors because it can help them to stay up-to-date with developments in medical science and technology, improve clinical skills and knowledge, and develop non-clinical skills such as communication, leadership and management. In Indonesia, CPD is regulated by Law Number 29 of 2004 concerning Medical Practice. The law requires every doctor to undertake a minimum of 25 hours of CPD per year. The aims of CPD in medicine are:

Maintaining the quality of health services.

Increase the professionalism of doctors.

Increase patient satisfaction.

Increasing doctor's competency.

CPD can benefit doctors, patients and society as a whole. For doctors, CPD can help them to Improving the quality of health services, Reduces the risk of medical errors, Improve knowledge and skills, Increase job satisfaction, Increase career opportunities. For patients, CPD can help them to: Get better health services and Improve patient safety. For the community, CPD can help to: Improve quality of life and Increase productivity. CPD can be carried out by doctors at various levels of competency, from general practitioners to specialist doctors. The following are some examples of CPD activities that can be carried out by doctors:

Courses and seminars

These activities can provide doctors with new knowledge and skills, for example about the latest developments in the field of medicine, new techniques in diagnosis and treatment, or certain clinical skills.

Training

These activities can help doctors to develop certain clinical skills, for example surgical skills, anesthesia skills, or resuscitation skills.

Conference

This activity can provide doctors with the opportunity to share knowledge and experience with other doctors, both from Indonesia and abroad.

Scientific publications

This activity can help doctors share their research results with other doctors, so they can contribute to the development of medical science.

Study

This activity can help doctors to develop new knowledge and skills in the medical field.

Self-professional development

These activities can help doctors to develop non-clinical skills, for example communication skills, leadership skills, or management skills.

CPD is important for doctors to be able to provide quality health services. By taking part in CPD, doctors can stay up-to-date with developments in medical science and technology, improve clinical skills and knowledge, and develop non-clinical skills.

Conclusion

Continuing professional development is an educational activity that can maintain, develop and improve the knowledge, problem solving, technical skills or professional performance standards of a professional with the aim of increasing his or her professionalism.

Through the CPD program, a doctor can always improve his professionalism in dealing with developments in the field of health services. CPD, which is a lifelong learning process, requires a doctor to have the skills needed to carry out lifelong learning.

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