CAREER ADVANCEMENT: CONTINUING PROFESSIONAL GROWTH
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One of the crucial factors that increase employee’s satisfaction and retention to a certain organization or workplace is career advancement. I think everybody will agree that aside from attending to our service, we also long for career progression or to be promoted to a higher position/rank. Promotion has significant effect on how we accomplish work and contribute to job satisfaction.

However, to get promoted is quite challenging especially in a workplace where employees are competitive. Promotion is tantamount to employee’s dedication to work under pressure and contribute to the organization’s overall performance. Moreover, if someone wants to have career progression he needs to have the credentials to prove skills and contributions to workplace.

In schools, teachers work for their promotion by investing to continuous professional development like that of pursuing graduate and post graduate degrees, attending to different seminar-trainings or conferences, and earning outstanding meritorious achievements. All of these play vital role in the successful career advancement of the teachers.

Republic Act 10912 or the Continuing Professional Development Law of 2016 requires all the practicing professionals to earn CPD units before they can renew their licenses. This was done to encourage professionals, including the teachers, to strive for professional growth not just for the sake of promotion but to continuously equip themselves the appropriate skills and eligibility to perform their profession. However, the first year of Professional Regulation Commission in implementing CPD received backlash from different professionals across the
country. It was also abused by other groups which offer trainings with equivalent CPD units in exchange of big amount of registration fee. Later on the PRC released new Implementing Rules and Regulations (IRR) of the CPD Law to address the issue mentioned.

On the other hand, with or without CPD Law it is our responsibility to continuously educate ourselves and keep abreast of the new trends and updates in our work or profession. If you want to realize career advancement then it is a must to always go for professional growth and development.

https://www.careerbuilder.com/advice/career-advancement-what-it-is-and-how-to-achieve-it