

**Commission  
on Dietetic  
Registration**

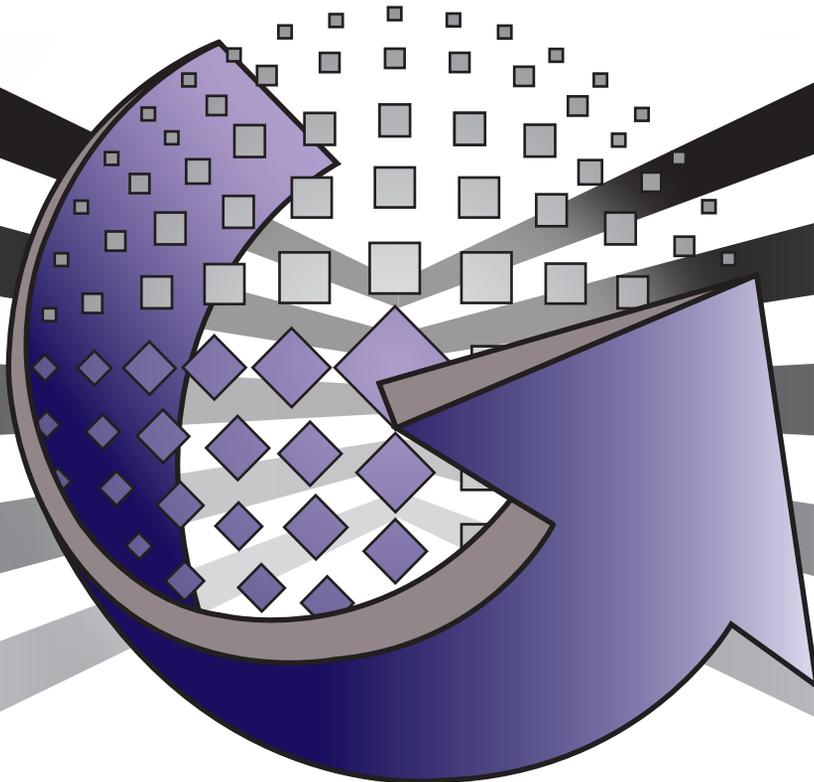
the credentialing agency for the

**eat  
right.** Academy of Nutrition  
and Dietetics

# PDP

*Professional Development Portfolio*

# *Appendix*



## ***CDR Mission***

The Commission on Dietetic Registration (CDR) will exist to serve the public by establishing and enforcing standards for certification, recertification and the Code of Ethics and by issuing credentials to individuals who meet these standards. CDR has sole and independent authority in all matters pertaining to certification, including but not limited to standard setting, establishment of fees, finances, and administration.

## ***PDP Appendix Purpose***

This Appendix provides all the information and tools to supplement your Professional Development Portfolio process, as outlined in the PDP Guide. As information will be updated frequently, please also reference our website, [www.cdrnet.org](http://www.cdrnet.org) for the most current information.

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## Professional Development Portfolio Guide

Please Note: All pages listed below are contained in the separate PDP Guide found on the website here.

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## Contacting CDR

The Commission on Dietetic Registration will always be the best resource for information regarding the PDP process and its requirements. Feel free to contact us in one of the following manners:

Phone: 1-800-877-1600 x 5500  
Web: [www.cdrnet.org](http://www.cdrnet.org)  
Email: [cdr@eatright.org](mailto:cdr@eatright.org)  
Fax: 312-899-4772  
Mail: Commission on Dietetic Registration  
120 South Riverside Plaza, Suite 2000  
Chicago, IL 60606-6995



# Instructions for Online Entry

To submit your Learning Plan online, point your Internet browser to [www.cdrnet.org](http://www.cdrnet.org). On the CDR home page, click on the “Login” link in the right-hand corner of the page

The screenshot shows the Commission on Dietetic Registration website. At the top, there is a navigation bar with links for Contact, Chat, Virtual Help Desk, and Login. The main content area is titled 'Certificate of Training Programs' and lists several programs with their dates and locations. A 'Login' pop-up window is overlaid on the right side of the page, containing fields for User ID and Password, a 'Remember Me' checkbox, and a 'Forgot Password' link. The footer includes links for 'LATEST NEWS / INFORMATION' and 'ARTICLES / INTEREST PANEL'.

Enter your ID number (usually your CDR Registration number) and your password. If you do not have your password, click on the “Forgot your password” link to reset it.

The screenshot shows the Commission on Dietetic Registration website login page. The page features a 'Welcome Back' message and a 'Sign In' form. The form has fields for 'Login' and 'Password', and a 'Remember me on this computer until I log out.' checkbox. There are 'Log In' and 'Forgot Password' buttons. The footer includes 'Customer Service Feedback' and 'Contact' information.



You will be brought to your MyCDR page. Here you will click on the “PDP” tab in the blue menu bar.

Commission on Dietetic Registration  
the credentialing agency for the  
**eat right.** Academy of Nutrition and Dietetics

Contact Chat Virtual Help Desk My CDR (Test) Logout  
1 (800) 877-1600 Ext. 5500 Site Search

About CDR MyCDR Products Services Resources Forms & Pubs Calendar Portal

**MY CDR**

**Credential Information**

Registered Dietitian Nutritionist or Registered Dietitian

Your original date of registration is  
You have logged CPEUS. Your five year period expires  
Your learning plan has been approved  
Activity log has not been submitted for review.

Your **Board Certified Specialist in Pediatric Nutrition** certification expires on 07/31/2017

Profile PDP Journal Article Quiz CDR Fees Invoices Weight Management Programs Apply for Specialist Certification

Specialist Online Directory CDR ID Card Message Center

Next, click on the green box that says, “Click here to access your PLAN”.

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**MY CDR**

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Specialist Online Directory CDR ID Card Message Center

Credential		Current Recertification Cycle Start	
RDN or RD	Registered Dietitian Nutritionist or Registered Dietitian	06/02/2015	<a href="#">Click here to access your PLAN</a> <a href="#">Click here to access your LOG</a>



Click the “Select” button to select your current recertification cycle and to enter your Learning Plan.

**MY CDR**

Profile | **PDP** | Journal Article Quiz | CDR Fees | Invoices | Weight Management Programs | Apply for Specialist Certification

Specialist Online Directory | CDR ID Card | Message Center

### PDP Plan - Select Recertification Cycle

**Test User ID** 000000

<b>Selected Credential</b>	Registered Dietitian Nutritionist or Registered Dietitian		
<b>Current Cycle Start Date</b>	6/01/2015	<b>Current Cycle End Date</b>	5/31/2020

Choose the recertification cycle to view/update plans

Cycle Start Date	Cycle End Date	
6/01/2015	5/31/2020	Select
6/01/2010	5/31/2015	Select

On this screen, you may have two options available. If this is your first 5-year recertification cycle you will be presented with the option to Add a New Plan. If you have already completed one recertification cycle you will also have the ability to copy your last Learning Plan submission by clicking Copy Last Plan from Previous Recertification Cycle.

**Commission on Dietetic Registration** | the credentialing agency for the **eat right.** Academy of Nutrition and Dietetics | 1 (800) 877-1600 Ext. 5500 | Site Search

Contact | Chat | Virtual Help Desk | My CDR (Elizabeth) | Logout

**MY CDR**

Profile | **PDP** | Journal Article Quiz | CDR Fees | Invoices | Weight Management Programs | Apply for Specialist Certification

Message Center

### PDP Plan - Display or Replace Plan

**Test User ID** 000000 | [Select Certification Cycle](#)

<b>Selected Credential</b>	Registered Dietitian Nutritionist or Registered Dietitian		
<b>Cycle Start Date</b>	6/01/2015	<b>Cycle End Date</b>	5/31/2020

[Copy last plan from previous recertification cycle](#) or [Add a new plan](#)



Select one of your goals from Step 1: Professional Self-Reflection and record it where it says “Goal Number 1.” The minimum number of goals is one: however, we encourage you to select a realistic number of goals to assist you in meeting your professional needs. It is important to realize that you will not be required to accomplish all of your goals.

The screenshot shows the MY CDR web interface. At the top, there is a navigation bar with links: Home, About CDR, MyCDR, Products, Services, Resources, Forms & Pubs, Calendar, and Portal. Below this is the MY CDR header. A secondary navigation bar includes links for Profile, PDP, Journal Article Quiz, CDR Fees, Invoices, Weight Management Programs, and Apply for Specialist Certification. A Message Center link is also present. The main content area is titled "PDP Plan - Display Details" and shows the user's name "Elizabeth G Gallo" and ID "873988". A "Return to all Learning Plans" button is visible. Below this is a table with the following information:

Selected Credential	Registered Dietitian Nutritionist or Registered Dietitian		
Cycle Start Date	6/01/2013	Cycle End Date	5/31/2018
Plan Postmark Date	5/29/2015		
Plan Status	WORK IN PROCESS		

Below the table are two buttons: "Add a Goal" and "Finish - Submit for Approval". A note states: "Note: A minimum of one goal is required per plan. Use the 'Add a Goal' to add another goal to your plan or click the pencil icon to modify your Goal or add additional Learning Need Codes to a goal. You must click the 'Finish - Submit for Approval' button ONLY when you are completely done with your plan. Do not use the 'back' button of your browser or exit your browser during this session. If you do so, work on your Learning Plan will be lost."

After typing your goal, record the Learning Need Codes (LNCs) you will use to achieve that particular goal.

- You must have at least one LNC per goal.
- You can select only one LNC per drop-down box.
- You can include as many LNCs per goal as you would like.
- Please refer the Step 2: Learning Needs Assessment in the PDP Guide for a complete list of LNCs. You can select a maximum of 4 general LNCs (i.e. 1000, 2000, 3000) on your entire Learning Plan. However, you can select as many specific LNCs as you wish (i.e. 4040, 5190, 6010).
- Click on “Add another Goal” to enter additional goals. When you have entered all of your Goals and Learning Need Codes, then click the “Finish - Submit for Approval” button; (Note: You must select LNC 1050 Ethics in order to successfully submit your Learning Plan).

Be sure you are ready to submit before you click this button since you will not be able to modify this information until your Plan has been approved. You will receive verification of your approved Learning Plan within 4 weeks of submission.



To log your CPE activities online, login as we previously covered. However, instead of clicking to access your Plan, you would click to access your Log.

**Commission on Dietetic Registration**  
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1 (800) 877-1600 Ext. 5500

Site Search

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**MY CDR**

Profile PDP Journal Article Quiz CDR Fees Invoices Weight Management Programs Apply for Specialist Certification

Message Center

Credential	Current Recertification Cycle Start	
RDN or RD Registered Dietitian Nutritionist or Registered Dietitian	06/01/2015	<a href="#">Click here to access your PLAN</a> <a href="#">Click here to access your LOG</a>

Like before, click the “Select” button found on the right side to view your current recertification cycle Activity Log.

**MY CDR**

Profile PDP Journal Article Quiz CDR Fees Invoices Weight Management Programs Apply for Specialist Certification

Message Center

**PDP Log - Display Activities**

Test User ID 000000

Selected Credential Registered Dietitian Nutritionist or Registered Dietitian  
Cycle Start Date 06/01/2015 Cycle End date 5/31/2020  
Log Status Activities Logged [Print Log](#)

Authors of dietetics-related articles in peer-reviewed journals or chapters in dietetics-related texts are now able to increase their Professional Reading CPEU limit.

Indicates reviewer notes can be viewed by clicking icon

[Add Activity](#)

LNC	CPE Activity Type	Activity Title	Activity Provider	CPE Units	Activity Date	How did you use the knowledge or skill acquired from this learning activity	Review Status/Notes
5000	720	Assess & Learn Module: Celiac Disease	Commission on Dietetic Registration	5.0	6/11/15	Better communication when counseling clients.	

Total CPE 5.0 This Page CPE 5.0

[Add Activity](#)

Note: Please do not click 'Finish - Submit Log for Processing' if you want to continue adding additional activities later for CDR recertification. You may however submit log for mid-point review when you have entered between 30 and 49 CPEUs (DTR) or between 30 and 74 CPEUs (RD). This option will allow for additional CPE to be recorded while current CPE is being reviewed. The mid-point review can only be done once.



First, you'll need to identify the type of activity (for example, seminar or web-based self-study) from the drop-down menu, then enter the date that the activity was

**PDP Log - Add Activity**

Select Activity Type

Date Completed  (enter as MM/DD/YYYY or use calendar icon)

Select Learning Need Code

Activity Title

Activity Provider

CPE Units

How did you use the knowledge or skill acquired from this learning activity?

The list of learning need codes that appear are based on your Activity Date Completed and the plan submission date as dictated by the 120 day rule.

completed. This will bring up a list of learning need codes specific to your learning plan. In order for this drop-down box to populate with a list of your LNCs the activity date will need to be no older than 120 days before the postmark date of your Step 3: Learning Plan. It is important to note that while some CPE providers do provide learning need codes for their CPE activities, these are suggested codes and you may use your professional judgment to assign a code other than those suggested.

Next, you'll describe the activity name, provider, the CPE units, and the date of completion.

Lastly, relate each learning activity to your Learning Plan. You'll identify how you used the knowledge or skill acquired from the learning activity and click the "Add Activity" button, and you'll return to the Log page where the activity you've entered will show. Repeat adding activities throughout your five-year recertification cycle.



If you are an author, click the button highlighted to record your publications, though you will not get CPEUs for the authoring of these publication; it will simply increase the maximum allowable CPEUs for activity type 200: Professional Reading.

<p>1 Dietitian 5/31/2020</p>	 <p> Indicates reviewer notes can be viewed by clicking icon</p>	
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Optionally, you may submit for a mid-point review of your learning activities once you've logged between 30 and 74 CPEUs for RDs and 30 and 49 CPEUs for DTRs and as long as it is earlier than December first of the last year in your recertification cycle. To do so, you would click the button highlighted.

Your December 1st deadline for requesting a mid-point review can be calculated by subtracting 1 from your recertification cycle end date. As an example, if your end date is 2020, subtracting 1 gives you the deadline of December 1st, 2019.

Again, this is optional and for those who want to be assured they are progressing okay.

After you have logged 75 or more CPEUs (50 or more for DTRs), a button will appear that says "Finish – Submit Log for Processing."

Be sure you are ready to submit before you click this button since you will not be able to modify your activities or add additional activities to your Log.

After you click on this button to submit your CPEUs for review, a Certification Statement Page will appear. You need to answer the questions and click "Finish – Submit" again before your Log is officially submitted for review.

You will receive verification of your approved Activity Log within 6-8 weeks of submission, via email, if you have an address associated with your profile, otherwise it will be sent through the mail.



# *Sponsored Independent Learning Contract*

To be completed only by those using this activity type (see instructions in the Professional Development Portfolio Guide, page 13, for Activity Type 220, Sponsored Independent Learning).

Learner Name \_\_\_\_\_ CDR Credential     RD     DTR

Registration # \_\_\_\_\_

Sponsor Name: \_\_\_\_\_ Title: \_\_\_\_\_

Institution: \_\_\_\_\_ Phone Number: \_\_\_\_\_

## ***Learning Need:***

Which learning need(s) from your Step 3: Learning Plan does this learning contract address? List the learning need/s being addressed. \_\_\_\_\_

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## ***Learning Outcome:***

What do you intend to learn? Describe the learning outcomes (skills, knowledge, or behaviors) you will be able to demonstrate following completion of this learning contract. The outcomes must be measurable or observable, clearly stated, and focus on what you will be able to demonstrate.

As a result of my learning, I will...

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## ***Learning Resources and Activities:***

How will you accomplish each learning outcome? Describe the resources (material and/or human) you plan to use to achieve the learning outcome and the activities (techniques and/or tools) you will employ.

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**Target Number of Hours Needed to Accomplish Learning Outcomes:**

How much time will you devote to achieving each learning outcome through the activities described? List the hours you anticipate spending on each activity. You must keep track of these hours in order to receive CPEUs for the activities.

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**Target Completion Date:**

When will your learning outcomes be met? List your target date: \_\_\_\_\_

**Evidence of Learning Outcome(s) Achievement:**

How will you know if you have achieved the learning outcomes? List the evidence you will use to measure achievement of your learning outcomes. Examples of evidence include a peer audit, chart review, completion of a project, publication, self-assessment, question-and-answer session. \_\_\_\_\_

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**Sponsor and Learner Agreement:**

We have discussed the Independent Learning Contract and agree to implement the activities outlines in this plan.

Signature of Learner: \_\_\_\_\_ Date: \_\_\_\_\_

Signature of Sponsor: \_\_\_\_\_ Date: \_\_\_\_\_

\*\*\*\*\*

**Complete this section after learning outcomes have been demonstrated:**

I verify that the learner has devoted \_\_\_\_\_ hours towards achieving the learning plan outcomes and produced evidence of such achievement.

Describe the evidence and attach documentation, if applicable.

Signature of Sponsor: \_\_\_\_\_ Date: \_\_\_\_\_



# ***Approved Certification Programs***

## ***For Consecutive Recertification Periods***

### ***Board Certification as a Specialist in Dietetics (Gerontological Nutrition, Oncology Nutrition, Pediatric Nutrition, Renal Nutrition, and Sports Dietetics)\****

Commission on Dietetic Registration,  
120 South Riverside Plaza, Suite 2000  
Chicago, IL 60606-6995  
Phone: 800-877-1600, ext. 5500  
Fax: 312-899-4772  
Email: [specialists@eatright.org](mailto:specialists@eatright.org)  
Web: [www.cdrnet.org](http://www.cdrnet.org)

\*RDN or RD only

### ***Board Certified Advanced Diabetes Management\****

American Association of Diabetes Educators  
200 West Madison St., Suite 800  
Chicago, IL 60606  
Phone: 800-338-3633  
Email: [bcadm@aadenet.org](mailto:bcadm@aadenet.org)  
Web: [www.diabeteseducator.org](http://www.diabeteseducator.org)

\*This organization provides for recertification by either examination or continuing professional education. You may use this credential for consecutive recertification periods only if recertification is by examination and not by meeting continuing education requirements.

### ***Certified Diabetes Educator\*\****

National Certification Board for Diabetes Educators  
330 East Algonquin Rd., Suite 4  
Arlington Heights, IL 60005  
Phone: 877-239-3233 or 847-228-9795  
Fax: 847-228-8469  
Email: [info@ncbde.org](mailto:info@ncbde.org)  
Web: [www.ncbde.org](http://www.ncbde.org)

\*RDN or RD only

\*\*This organization provides for recertification by either examination or continuing professional education. You may use this credential for consecutive recertification periods only if recertification is by examination and not by meeting continuing education requirements.

### ***Certified Nutrition Support Clinician\****

National Board of Nutrition Support Certification, Inc.  
8630 Fenton St., Suite 412  
Silver Spring, MD 20910  
Phone: 800-727-4567 or (301) 587-6315  
Fax: 301-587-2365  
Email: [nbnscc@nutritioncare.org](mailto:nbnscc@nutritioncare.org)  
Web: [www.nutritioncertify.org](http://www.nutritioncertify.org)

\*RDN or RD only



### ***Certified Personal Trainer\****

National Council on Strength and Fitness

5915 Ponce De Leon Blvd., Suite 60

Coral Gables, FL 33146

Phone: 800-772-6273

Fax: 305-666-3482

Email: [info@ncsf.org](mailto:info@ncsf.org)

Web: [www.ncsf.org](http://www.ncsf.org)

\*This organization provides for recertification by either examination or continuing professional education. You may use this credential for consecutive recertification periods only if recertification is by examination and not by meeting continuing education requirements.

### ***International Board Certified Lactation Consultant\*\****

International Board of Lactation Consultant Examiners

6402 Arlington Blvd., Suite 350

Falls Church, VA 22042.

Phone: 888-994-2523 or 703-560-7330

Fax: 703-560-7332

Email: [iblce@iblce.org](mailto:iblce@iblce.org)

Web: [www.iblce.org](http://www.iblce.org)

\*Available to RDNs or RDs and NDTRs or DTRS

\*\* This organization provides for recertification by either examination or continuing professional education. You may use this credential for consecutive recertification periods only if recertification is by examination and not by meeting continuing education requirements.

### ***Canadian Board Certified Diabetes Educator\****

Canadian Diabetes Educator Certification Board,

13909 Hurontario Street, North Suite

Caledon, ON L7C2C9

Phone: 905-838-4898

Fax: 905-838-4899

Email: [cdecb@cdecb.ca](mailto:cdecb@cdecb.ca)

Web: [www.cdecb.ca](http://www.cdecb.ca)

\*This organization provides for recertification by either examination or continuing professional education. You may use this credential for consecutive recertification periods only if recertification is by examination and not by meeting continuing education requirements.

*This list will be updated on a periodic basis.*

*Visit [www.cdrnet.org](http://www.cdrnet.org) or contact CDR for a current list of approved certifications.*



## ***Certifications For Alternate Recertification Periods***

### ***Clinical Lipid Specialist***

Accreditation Council for Clinical Lipidology  
6816 Southpoint Parkway, Suite 1000  
Jacksonville, FL 32216  
Phone: 904-309-6250  
Fax: 904-998-0855  
Web: [www.lipidspecialist.org](http://www.lipidspecialist.org)

### ***ACE Certified Advanced Health & Fitness Specialist, ACE Certified Group Fitness Instructor, ACE Certified Health Coach, ACE Certified Personal Trainer***

American Council on Exercise  
4851 Paramount Dr.  
San Diego, CA 92123  
Phone: 888-825-3636  
Fax: 858-576-6564  
Web: [www.acefitness.org](http://www.acefitness.org)

### ***ACSM Certified Personal Trainer<sup>SM</sup>, ACSM Health Fitness Specialist<sup>SM</sup>, ACSM Health/Fitness Director<sup>®</sup>, ACSM Clinical Exercise Specialist<sup>SM</sup>, or ACSM Program Director<sup>SM</sup>***

American College of Sports Medicine  
401 West Michigan St.  
Indianapolis, IN 46202-3233  
Phone: 317-637-9200  
Fax: 317-634-7817  
Email: [crtacsm@acsm.org](mailto:crtacsm@acsm.org)  
Web: [www.acsm.org](http://www.acsm.org)

### ***Certified Foodservice Professional\****

North American Association of Food Equipment Manufacturers  
161 North Clark St., Suite 2020  
Chicago, IL 60601  
Phone: 312-821-0201  
Fax: 312-821-0202  
Email: [info@nafem.org](mailto:info@nafem.org)  
Web: [www.nafem.org](http://www.nafem.org)

\*This is an approved certification or recertification for NDTRs and DTRs only

### ***Certified in Family and Consumer Sciences***

American Association of Family and Consumer Sciences  
400 N. Columbus St., Suite 202  
Alexandria, VA 22314  
Phone: 800-424-8080  
Fax: 703-706-4663  
Email: [certification@aafcs.org](mailto:certification@aafcs.org)  
Web: [www.aafcs.org](http://www.aafcs.org)

### ***Certified Health Education Specialist***

National Commission for Health Education Credentialing Inc.  
1541 Alta Dr., Suite 303  
Whitehall, PA 18052-5642  
Phone: 888-624-3248  
Fax: 800-813-0727  
Email: [nchec@nchec.org](mailto:nchec@nchec.org)  
Web: [www.nchec.org](http://www.nchec.org)



## ***Certified Personal Fitness Trainer***

National Exercise and Sports Trainers Association

30021 Tomas, Suite 210  
Rancho Santa Margarita, CA, 92688-2123

Phone: 877-348-6692

Fax: 949-589-8216

Web: [www.nestacertified.com](http://www.nestacertified.com)

## ***Certified Professional in Healthcare Quality***

Healthcare Quality Certification Commission

8735 W Higgins Rd, Suite 300  
Chicago, IL 60631

Phone: 800-966-9392 or 847-375-4720

Fax: 847-375-6320

Email: [info@cphq.org](mailto:info@cphq.org)

Web: [www.cphq.org](http://www.cphq.org)

## ***Certified Strength and Conditioning Specialist or NSCA-Certified Personal Trainer***

National Strength and Conditioning Association Certification Commission

1885 Bob Johnson Dr.  
Colorado Springs, CO 80906

Phone: 800-815-6826 or 719-632-6722

Fax: 719-632-6367

Email: [nsca@nsca.com](mailto:nsca@nsca.com)

Web: [www.nsca.com](http://www.nsca.com)

## ***Certified Eating Disorders Registered Dietitian\*\****

International Association of Eating Disorders Professionals

PO Box 1295  
Pekin, IL 61555

Phone: 800-800-8126 ext. 87

Fax: 800-800-8126

Email: [tammy@iaedp.com](mailto:tammy@iaedp.com)

Web: [www.iaedp.com](http://www.iaedp.com)

\*This is an approved certification or recertification for the traditional route only, for RDNs or RDs only

\*\*Please note that in order for CDR credentialed practitioners to be eligible to use the equivalency route CEDRD certification, existing or newly certified CEDRDs must successfully pass the initial certification exam on or after June 2, 2015.

## ***Certified Food Science***

Institute of Food Technologists

525 W. Van Buren, Ste 1000  
Chicago, IL 60607

Phone: 312-782-8424

Fax: 312-782-8348

Email: [info@ift.org](mailto:info@ift.org)

Web: [www.ift.org](http://www.ift.org)

\*Available to RDNs or RDs and NDTRs or DTRS

## ***NASM Certified Personal Trainer***

National Academy of Sports Medicine

1750 E. Northrop Blvd., Suite 200  
Chandler, AZ, 85286-1744

Phone: 800-460-6276

Fax: 480-656-3276

Web: [www.nasm.org](http://www.nasm.org)

## ***National Certified Counselor***

National Board for Certified Counselors

3 Terrace Way, Suite D  
Greensboro, NC 27403

Phone: 336-547-0607

Fax: 336-547-0017

Email: [nbcc@nbcc.org](mailto:nbcc@nbcc.org)

Web: [www.nbcc.org](http://www.nbcc.org)



## ***School Nutrition Specialist \****

School Nutrition Association

120 Waterfront St.

National Harbor, MD, 20745

Phone: 301-686-3100

Fax: 301-686-3115

Email: [servicecenter@schoolnutrition.org](mailto:servicecenter@schoolnutrition.org)

Web: [www.schoolnutrition.org](http://www.schoolnutrition.org)

*\*This is an approved certification or  
recertification for NDTRs and DTRs only*

*This list will be updated on a periodic basis.*

*Visit [www.cdrnet.org](http://www.cdrnet.org) or contact CDR for a current  
list of approved certifications.*

## Resources

### **Background and Impetus for the Professional Development Portfolio Development**

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Health Professions Education: A Bridge to Quality, Committee on the Health Professions Education Summit, Board on Healthcare Services, Institute of Medicine on the National Academies. Washington D.C., 2003

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Driscoll J. Reflective practice for practice. *Senior Nurse.* 1994; 13(7):47-50.

Epstein R. Mindful Practice. *Journal of the American Medical Association.* 1999; 282(9): 833-839.

### **Learning Needs Assessment**

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# Environmental Scan & Workforce Demand Study

In 2006, CDR contracted to have qualitative, focus group research done with a sample of employers who hire RDs. The following excerpts from that research summarize some of the things employers listed when asked what additional knowledge, skills or abilities they would like to see in RDs they would hire:

- A better understanding of how adults learn
- A better ability to communicate with patients/clients at their level
- Improved counseling and coaching skills
- Improved writing and presentation skills
- Physical assessments
- Enteral and parenteral feedings
- Improved critical thinking and problem solving
- Specialization – more depth in one focal area
- Improved management skills, to include:
  - Supervision
  - Coaching, mentoring
  - Negotiation
  - Accounting/finance
  - Budgeting/cost control
  - Inventory
  - QA/QI
  - Marketing, selling
  - Revenue generation; reimbursement, sales grant writing

## Core Trends

The 1995 and 2000 studies identified “the core trend to be the need to do more and better with less. Rising costs, increased competition, and rising customer expectation pressures drive this trend. Computerization

and automation accelerate it. Private and public organizations are downsizing, reorganizing, outsourcing, automating and relying more on multidisciplinary teams of cross-trained, versatile, flexible, creative, proactive professionals who know how to focus their efforts on the organization’s outcomes and bottom line- and who know how to show professional and public audiences that they are doing so.” Nothing in the 2006 results contradicts the basic thrust of those findings. Other continuing trends noted in prior research and evidenced in the current findings include the decline of “traditional” dietetics jobs (clinical plus food service responsibilities in a community hospital) and the growth of other “non-traditional” opportunities (as evidenced particularly by participants in the sports/wellness/fitness and business/industry/consulting groups). Technology continues to affect the way dietetics professionals do their work, especially in the areas of menu planning/printing/recording, charting nutrient analysis, and patient education/presentations. The bottom line emphasis noted since 1995 continues; the focus is relentlessly on outcomes and results, for patients and for the employing organizations.

## Segment Specific Trends

What follows is a recap of trends somewhat more specific to each of the vertical segments investigated.

## Community

A need is seen here for even more coordination between disciplines, and more effective joint delivery of services. With a

rapidly diversifying population base, there is a growing need for practitioners with strong cultural competence, and the ability to speak a language other than English (led by Spanish). Some participants feel the diversity of the dietetics profession must be increased for future success in agency settings. Finally, employers perceive a need for entry-level professionals to take on leadership roles more quickly; agencies are chronically short-staffed and depend on an almost entrepreneurial approach from practitioners to achieve needed results.

### ***Healthcare (including Food Service group participants)***

Higher acuity and greater complexity are seen as characterizing today's patient base, which the trend towards reduced hospital stays exacerbates. The latter results in the need for quicker interventions, putting a premium on efficiency, prioritizing, and decision-making. Its corollary is that the cure is being driven more and more to outpatient settings. There is now more interdisciplinary coordination and joint delivery of service, as well as higher expectations for coordination of care at discharge. Customer service and satisfaction has become even more of a driver, as patients direct their own care more frequently, and customer satisfaction measurement becomes a competitive marketing tool. The combination of interdisciplinary coordination plus customer focus means dietetics professionals must be effective "people persons" for a broad range of stakeholders, from doctors to other health professionals to diet office staff to low-literacy patients. Finally, some employers in this group assert that there is little to no time to train RDs on the job, so there is a strong need for practical experience prior to registration.

### ***Long-Term Care***

The combination of increasing regulation/oversight plus funding squeezes makes efficiency the watchword in this segment; employers assert that RDs must be adept at doing more with less to succeed. Because reimbursement drives revenue, documentation skills are more critical. An aging population is seen to increase the acuity and complexity of care, meaning RDs must now be much more clinically focused; there is no time for them to be in the kitchen any longer. Because RDs are often consultants to multiple facilities (thus not always on site), they need to educate other caregivers to function in their stead: CNAs, RNs, LPNs, MDs. This group, too, felt that entry level RDs must take on leadership roles more quickly than they once did.

### ***Business/Consulting/Sports/Wellness/Fitness***

These are the areas where entrepreneurial ambitions are almost a job requirement; many discussion participants were in positions they had more or less created for themselves. These employers would also assert that there is little to no time for on-the-job training of entry level RDs, so practical experience before registration is highly valued. People skills are important for this segment too, in that patients/clients feel themselves better informed and are more likely to direct their own care; counseling and coaching, not "educating" or ordering, are the modes by which RDs will be successful. As with others, these employers feel new RDs must take on leadership and supervisory roles more quickly. Finally, uniquely, these employers consider marketing, sales, product development, and grant writing to be core competencies for entry-level RDs.

## **Education/Research**

Some in this group see research opportunities increasing, though others would disagree. Several see a trend towards needing to educate/present to more varied audiences, both health care professionals and patients/clients. The focus of many in this segment meant their supervision of RDs was of a more pedagogical nature, and thus of somewhat diminished interest to the main purposes of this research.



## **THE 2009 - 2011 DIETETICS WORKFORCE DEMAND STUDY**

included extensive literature reviews, futuristic visioning with expert opinion, public policy examination, analysis of numerous research surveys, and data-based modeling. So what do all of these documents and data reveal? Although all analysts approached workforce demand using different methodologies and perspectives, some common themes emerged.

### **Change**

Probably the most compelling theme is that change is constant. It arises simultaneously from multiple sources and offers dietetics practitioners both challenges and opportunities.

### **Demographic Shifts and Population Risk Factors**

There are dramatic demographic shifts underway in the age and racial/ethnic composition of the US population, affecting both the practice of dietetics and the dietetics workforce. The aging population increases the need for preventive care, wellness, and chronic-disease management. An aging population and increased cultural diversity will push dietetics practitioners to adapt existing programs and services as well as create new services. In addition,

the incidence of overweight and obesity, which are associated with increased risk for chronic diseases such as cardiovascular disease and diabetes, will have a major impact on the dietetics profession. The aging of registered dietitians (RDs) also affects the profession. With an average member age of 47 years, the lack of sufficient practitioners with the experience needed to fill positions opened by pending retirements will result in demand exceeding supply, especially in upper-level positions.

### **Legislation**

Although the implementation details of the 2010 Patient Protection and Affordable Care Act have yet to be finalized, health care reform is a reality. Currently, nutrition services provided by RDs are not specifically mandated in the act. However, the opportunity exists to enhance professional presence and the provision of those services. Demonstrating the cost-effective benefits of RD services on patient and client outcomes will be critical.

### **Bifurcation of Health Care Labor Force**

The trend of the health care labor force to bifurcate between technically prepared and advanced-level practitioners results in a practice model where advanced-level practitioners direct a cadre of health care providers with a technical or basic level of training. This model increases demand for practitioners at both ends of the education spectrum and gives impetus to the Academy of Nutrition and Dietetics emphasis on defining, recognizing, and supporting multiple levels of practice in a variety of practice areas.

### **Change Agents**

On the whole, RDs have maintained only basic business skills, while medical nutrition

skills have expanded. The resulting benefit is that the public has been protected by ensuring, through credentialing and/or licensure, that RDs are the providers of medical nutrition therapy in most states. However, the detriment is that the majority of dietetics practitioners serve in staff rather than leadership/management positions. As a result, leadership of food and nutrition services is often filled by other disciplines.

### ***Interdisciplinary Teams***

Interdisciplinary teaming offers challenges and opportunities for all medical professionals. The ability to cooperatively focus the expertise of diverse disciplines on the desired outcome for the patient, client, or project is critical. This trend offers opportunities to demonstrate expertise, effectiveness, and leadership. Rigorous scientific training positions RDs to be highly valued members of a medical interdisciplinary team. With additional leadership and business skills, RDs could lead these teams in many settings.

### ***Advanced Practice***

The percent of RDs who hold specialist credentials (15%) is higher than practitioners in other allied health and nursing professions, but differentiating specialist practice and advanced practice activities from general practice activities has been difficult. RDs who hold specialist credentials report personal benefits, but employers have yet to value and demand practitioners with specialist credentials in large numbers. There is currently no advanced practice credential (a different designation than specialist) available from the Academy, but this issue is being studied. Although recognition of both specialist and advanced practice skills will be important in the future, the future scan published in this Supplement also indicates that skilled

generalists will have important roles to play in a fast-changing environment.

### ***Increased Competition***

Competition for dietetics roles and jobs comes from several sources. Included in these ranks are practitioners academically prepared in other health-related professions whose scopes of practice blur into the dietetics practitioner's role. In addition, graduates of Didactic Programs in Dietetics who do not complete dietetic internships to become credentialed professionals often want to work in the dietetics profession. Another source of competition is individuals without academic preparation or credentials but who identify themselves as nutrition and health experts.

### ***Demand that Exceeds Supply***

The current projection is that by 2020, only 75% of the demand for dietetics practitioners will be met, unless the supply increases dramatically. This is both sobering and exciting news. The supply/demand gap might provide already credentialed dietetics practitioners with economic advantages in the short-term. However, this also provides competitors with opportunities for market positions. If RDs and dietetic technicians, registered, do not meet employment demand, competitors will fill the nonregulated positions and economic advantages for dietetics practitioners will quickly erode.

Note: The preceding information was reproduced with permission from "Implications of the Dietetics Workforce Demand Study," an article from the March 2012 Supplement 1 of the Journal of the Academy of Nutrition and Dietetics.

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