

**COMPETENCY BASED
TRAINING AND ASSESSMENT
SYSTEM (CBAS) Workshop**

**Session 5:
Recognition of Prior
Learning**



RPL: Objectives

- Explain RPL Theory & Practice
- Confirm the Result of RPL
- Discuss an RPL Case Study
- Determine a practical approach to RPL for QPP, RPM & RPD



Aim of RPL

- The Recognition of Prior Learning aims to:
 - show the candidate's skills and knowledge, regardless of what they are and where they were gained,
 - to be current and in line with the competency standards.



Recognition of Prior Learning

There are many names for RPL:

- Accreditation of Prior Learning,
- Crediting Competence,
- Assessment of Prior Experiential Learning,
- Recognition of Current Competence etc.
- but they all mean the same thing, an assessment of a wider range of evidence than just the candidate's current workplace performance

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SKILLS RECOGNITION

- Recognition of prior learning is the process by which individuals can have previously gained qualifications recognised as part of an assessment
- Skills recognition and RCC are the processes by which informal learning is recognised formally, through assessment

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RPL is of great benefit to adult learners and those without formal training because:

- evidence can come from any source, including life experiences, self-study, open learning, or unstructured training
- most work environments can provide sufficient evidence of competence either through current work or previous employment
- outside experiences can be used as evidence of competency against the standards, including volunteer or unpaid work, hobbies or other interests
- evidence from a number of areas can be mixed to demonstrate complete competence against elements of the competency standards.

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Result of RPL

- Success at this means that the candidate doesn't need to undertake further training or assessment in areas where he or she has already provided sufficient evidence of competence.
- It also encourages him or her to attempt further learning and assessment leading to qualifications or credits of a similar or higher level.

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Case Study

- The candidate is a RPM
- He has worked in his own technical area for several years with sound results
- He knows nothing about the RPM process, but has been told by his manager that it would be a good idea
- He is anxious to know what skills and knowledge that he has would apply to being assessed for RPM
- What would you do and advise???

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When considering RPL for a Candidate:

- Before the interview:
 - Examine the standards,
 - Be familiar with the type of evidence, and
 - Review the person's CV, performance records etc
- At the interview:
 - Get the Candidate to talk about their previous experiences: both formal and informal work/community commitments
- Note those Units of Competence, Elements, performance and evidence that are applicable and record results

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Activity

- Determine what RPL is applicable for:
 - QPP
 - RPM
 - RPD
- DISCUSS



SUMMARY

- Objectives
- RPL Theory
- RPL management
- RPL Case Study
- RPL Documentation

QUESTIONS???

Issues - Points of view???


