

Recognition of Prior Learning – Magnox Site Joint Council

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How did it work?

- The training and appraisal records and jobs tasks were mapped to units from qualifications to select the most suitable units to use for the RPL process
- It was a work-based process led by the volunteers and involving other Magnox staff including line managers and the training and development staff to assist with the evidence gathering

What was the scope of the work?

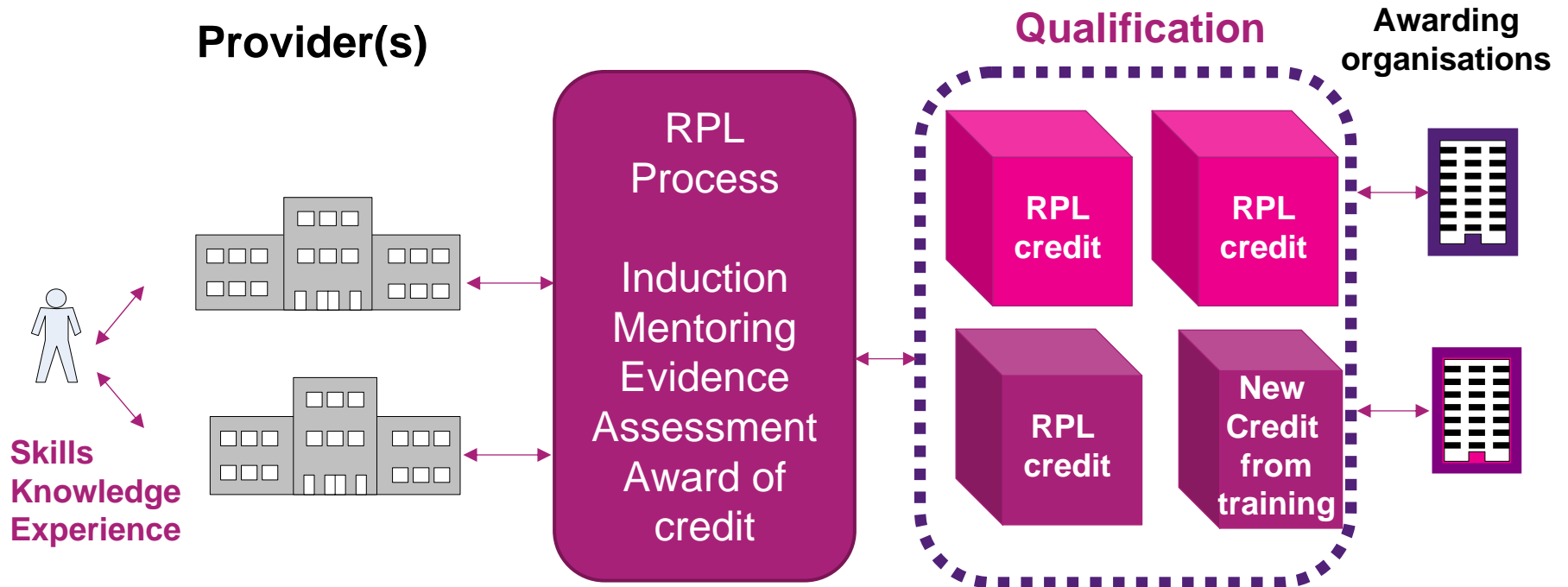
To complete RPL in 5 agreed areas

- Health & Safety at Work
- Magnox Manufacturing Process
- Radiological Protection and Monitoring
- Control & Supervision
- Life Skills (transfer of employability skills from the work place into the community)

What did the volunteers get out of the RPL project?

- Chance to explore career opportunities
- Formal recognition of their skills and knowledge by being awarded at least one unit, from one or more qualifications
- Opportunity to gain more units or a qualification by RPL or by completing training
- A new CV and training plan that records the next stage of further RPL or training

How did the RPL process work?



Workforce

- RPL process was done on the two Magnox sites and had to take account of the nature of the workforce
 - Long term employment in one industry
 - Regimented, disciplined working environment
 - Sheltered from the wider job market
 - Little understanding of the transferability of their knowledge, experiences and skills

Process of RPL (1)

- Induction - awareness and information
- Mentoring – gave support, guidance and advice and to assess the volunteers' capacity to complete RPL for units
- Mentor worked with volunteers to develop a time bound action plan to gather evidence
- Evidence for award of credit had to be current, authentic, valid, reliable and sufficient

Process of RPL (2)

- The evidence of skills, knowledge and understanding took a variety of forms
 - Certificates (formal qualifications or statements of attainment)
 - References from line managers
 - Testimonials
 - Witness testaments
 - Observations
 - Assessments
 - Written work / work samples

Process of RPL (3)

- Assessment of evidence
 - Done by an assessor
- Internal Verification of the assessment
 - Verified the assessment to ensure that it has been done with the necessary rigour to meet regulatory and Awarding Organisation's requirements
- Finally, it was externally verified by the Awarding Organisation to award credit

Benefits of RPL

- RPL was a motivator and boosted confidence by giving formal recognition for the volunteers' skills, knowledge and understanding gained within or outside the workplace
- take that forward to further RPL or training to achieve more units or qualifications
- and thus gain the qualifications for a new role or job or promotion

Benefits of RPL

- provided a more efficient and economical route to qualifications
- avoided the need to repeat training
- assisted career development by recognising the scope and level of skills, understanding and experience

Summary

- The project required:
 - Effective collaboration among managers
 - Managers' understanding of the RPL process
 - Access to volunteers' records
 - Access to line managers to endorse evidence
 - Sessions with the volunteers that accommodate their work patterns
 - Good communication and recognition
 - Worked best where provider worked in partnership with Magnox staff

Challenges

- Defining process and paperwork
- Working with three different providers – two colleges and one training provider – and the differences in their approach and experience of RPL
- Raising awareness of the project with managers, unions, team leaders, HR and training staff to gain support
- Mapping training onto units of qualifications

Challenges

- Project was based on a group activity which was beneficial but relied on volunteers being able to attend and shift patterns made this difficult
- Thus the need to be flexible in support / mentoring
- Value of the good training records
- But reliance on line managers to support evidence

Recommendations

- Recognise the need for formative and summative RPL
- Establish Funding for RPL
- Establish RPL Quality Standards
- Develop a RPL Toolkit
- Plan Workplace RPL

Recommendations

- Map training and CPD to QCF
- Use CQFW to accredit training
- Recognise the value of RPL where there is a threat of redundancy
- Adopt a template for RPL process and paperwork

Recommendations

- Encourage candidate to take ownership of RPL
- Ensure RPL timescales are defined
- Use RPL in training frameworks
- Market RPL effectively
- Establish RPL champions

RPL

Have you any questions?

Thank you.