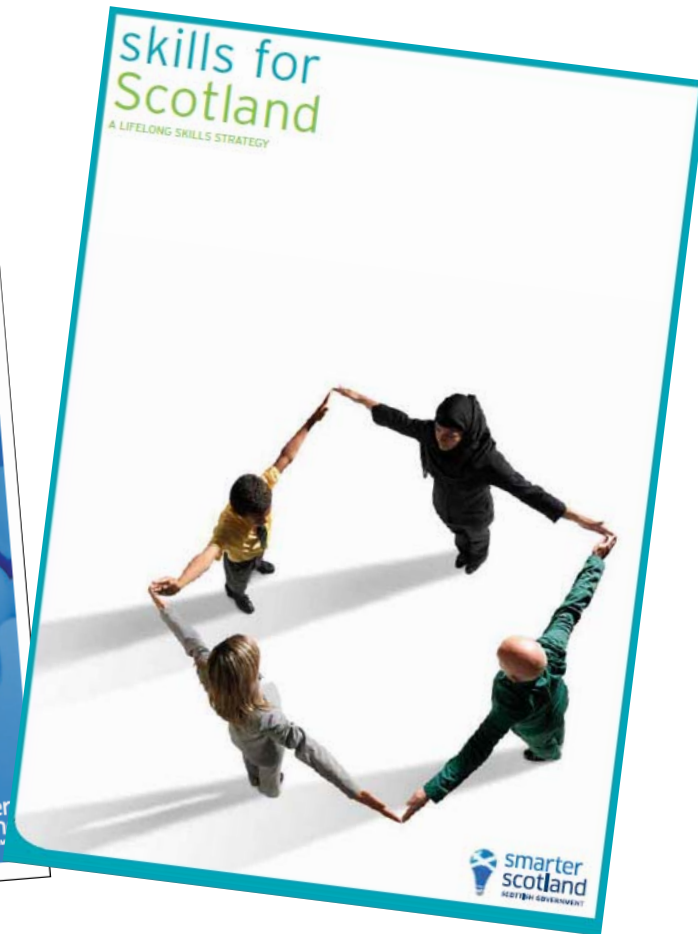


# **Developing the Use of Recognition of Prior Learning in NHS Scotland**

**Karen Adams**

**Elaine Pacitti**

# Key drivers for RPL



# **Economic Environment**

**Need to make efficiency savings**

**How do we make best use of remaining  
95%?**

# Other Key Drivers for RPL

- Demand side drivers
  - individuals , employers
- Supply side drivers
  - demographics and related demands

# NHS Education Scoping Study

- Prompt paper discussed by NES Strategic Alliance group in early 2011
- Short term scoping study May – September 2011
- Interviewed range of partners within and out with NHS
- Looked at potential benefits, challenges and options for utilising RPL within NHS Scotland

## What did we find?

All of the people we spoke to were generally positive about RPL and thought it is valuable

*Overall it is a very positive thing whether work based learning or more structured academic learning*

*RPL is a vital element in terms of equity*

*RPL is something that should be encouraged – it's very important whether you are thinking about prior informal learning or credit transfer*

# Potential Benefits



# Potential Benefits.....

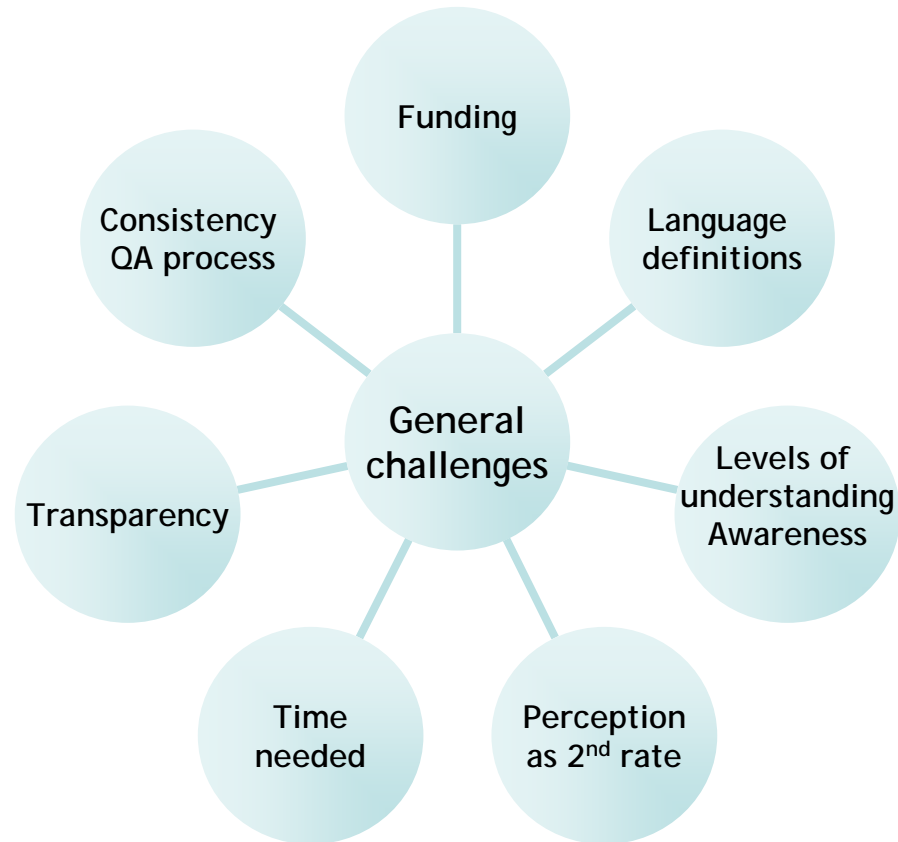
## Learning Providers:

- Widening access to more diverse group of students who would not or could not study full time or come in through traditional routes
- Provide more targeted learning opportunities which recognise experience – potentially encouraging greater participation towards closer learning goals
- Provides opportunity to tap into income streams that would not be available if they did not use RPL processes

# Potential Benefits.....



# What are the challenges?



# Important factors for systematisation

- Keep pushing doors to increase political will to take this forward
- Transparent & consistent structures
- Awareness raising of the potential of SCQF on both sides – supply and demand
- Flexibility around the use of funding
  
- Close alignment with employer needs
- Clear goals for RPL
- Robust guidelines
- Guidance materials for learners and those supporting them in use of RPL
- Illustrative case study materials

## Key points in relation to NHS

- Need for NHS to recognise RPL
- Make the most of existing sources of evidence
- Anchor to existing structures and processes
- Be one of a suite of options for staff development
- Value in recognising the knowledge and skills of different staff groups



# Options for Development in the NHS

- Connections and synergies between Knowledge and Skills Framework (NHS KSF) and RPL
- Increasing agreement on qualifications / level of learning required in different service areas
- Understanding existing talent pool
- Service redesign
- Succession planning

# Next steps.....

- NES is in discussion with partners over a limited number of pilot projects. These pilots will aim to:
  - link learning goals with existing sources of evidence
  - develop and ‘front load’ an RPL process in order to bring the individuals closer to the goals at an early stage
- Evaluation framework will be built into each project to measure the impact on the individuals and service delivery.

# Maximising the benefits

**Key drivers**

**Enthusiasm and will**

**Planning to take projects forwards**

**What are your thoughts?**

# Questions .....

**We will be around all day to ask any questions**

## **Contacts:**

**[elaine.pacitti@nes.scot.nhs.uk](mailto:elaine.pacitti@nes.scot.nhs.uk)**

**[karen.adams@nes.scot.nhs.uk](mailto:karen.adams@nes.scot.nhs.uk)**