



Recognising Prior Learning:  
Supporting professional development in  
the land-based sector

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## RPL - written for land-based industries?

The Recognition of Prior Learning (RPL) is the process for recognising learning that has its source in experience and/or previous formal, non-formal and informal learning contexts. This includes knowledge and skills gained within school, college and university and outside formal learning situations such as through life and work experiences.

Learning from experience is different from 'formal learning': it is largely unstructured, it is more personal and more individualised and is often unconsciously gained. It is, however, just as real as learning acquired in a formal academic setting. In addition, it can be more permanent as it is not readily forgotten or lost.

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## Land-based and environmental industries

- Agricultural Crops and Livestock
- Animal Care
- Animal Technology
- Aquaculture
- Environmental Conservation
- Equine
- Farriery
- Fencing
- Fisheries Management
- Floristry
- Game and Wildlife Management
- Land-based Engineering
- Landscape/Amenity Horticulture
- Production Horticulture
- Trees and Timber
- Veterinary Activities



## Sector challenges

- Rapid changes in the sector are driving change
- Urgent need to recruit new entrants of all ages
- Engaging small businesses in structured skills and business development
- Need for constant updating of skills to align with market changes, new knowledge and technological developments



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## Workforce development and learning preferences

- Legislative and supply chain driven
- Higher level business and technical training
- Recognition of prior achievement and non-accredited learning / Continued Professional Development (CPD)
- Access to, and availability of, learning and assessment
- Mode of learning / assessment
- Recognition for skills and experience (especially for migrant workers and volunteers)
  
- Small, bite-sized chunks
- Time, venue, duration to suit businesses and their location
- Value on-the-job / informal learning
- Lack of information on what's required / how to meet the need

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## How RPL helps individuals and businesses

- Supports recognition of work based skills
- Helps mobility of workforce within and across industries / sectors
- Supports recruitment and retention
- Identifies skills gaps and training needs
- Helps raise perceptions – a professional 'qualified' workforce
- Current mechanisms not sector-friendly



## Lantra's solution

- Research demonstrated the need to evidence and recognise the skills and experience of all employees (including migrant workers and volunteers)
- A Skills recording system developed specifically for the land-based sector that can:
  - Capture and record all learning and experience
  - Map and trap learning to job requirements and qualifications/learning solutions
  - Identify gaps and CPD requirements

Added value:

- Signpost to relevant learning solutions
- Create CVs / job descriptions



You Are Here: Individual Home

INDIVIDUAL HOME

PERSONAL UPSKILLING

- MY SKILLS
- MY ACHIEVEMENTS
- MY DEVELOPMENT PLAN
- MY TARGETS
- MY TARGET ROLE
- MY REVIEW

JOBSHOP

- JOBSHOP

COURSEFINDER

- COURSEFINDER

PERSONAL DETAILS

- MY DETAILS

**MY SKILLS**

- Review my job role
- Identify my skills gaps
- Update my development plan
- Request endorsement

**MY ACHIEVEMENTS**

- View/Update my achievements
- View my job-based endorsements
- View my CPD points

**MY DEVELOPMENT PLAN**

- View & prioritise my skills gaps
- Search for learning

**MY TARGETS**

- View my job targets
- Comment on my targets

**MY TARGET ROLE**

- View/Select my target role
- Compare my current skills
- Identify my skills gaps
- Add to my development plan

**MY REVIEW**

- Follow 3 simple, automatic steps to prepare for my review
- Comment to my manager



## Skills Manager

### Job Skills

- Individuals are encouraged to carry out a self assessment of their current skill levels against industry approved job role profiles using NOS / business standards as a 'benchmark'
- The team manager can endorse the skills of the individual or leave unendorsed as a skills gap

MY SKILLS - CURRENT ROLE Job Download

Personal Skills and Development | Customer/Sales Skills | Health, Safety, Security and the Environment

Equipment and Machinery | Technical

ESSENTIAL SKILLS	DETAILS	SELF ASSESSMENT	ENDORSED STATUS		
		STATUS			
Assist with the maintenance of grass surfaces	➔	<input checked="" type="checkbox"/>	Endorsed		
Assist with planting	➔	<input checked="" type="checkbox"/>	Endorsed		
Assist with establishing plants after planting	➔	<input checked="" type="checkbox"/>	Endorsed		
Assist with maintaining the health of plants	➔	<input type="checkbox"/>	Unendorsed		
Assist with controlling unwanted plants	➔	<input checked="" type="checkbox"/>	Endorsed		
Maintain compliance with conservation requirements	➔	<input type="checkbox"/>	Unendorsed		
Manipulate plants to achieve desired results	➔	<input type="checkbox"/>	Unendorsed		

Any skills not endorsed by your manager will remain in your development plan. Endorsed skills will be removed from your development plan and added to your achievements.

Request Endorsement

DESIRABLE SKILLS	DETAILS	SELF ASSESSMENT	ENDORSED STATUS		
		STATUS			
Receive and care for planting stock	➔	<input checked="" type="checkbox"/>	Unendorsed		
Prepare to receive goods and materials	➔	<input checked="" type="checkbox"/>	Unendorsed		

## Skills Manager

### Achievements

- Individuals can add qualifications and short courses easily to their achievements page. They can also upload a file as an attachment as evidence to the qualification

- Skills are recorded and 'endorsed' which shows who endorsed the skill and when the skill was acquired

VIEW MY ACHIEVEMENTS, SKILL ENDORSEMENTS, CPD POINTS

**ACHIEVEMENTS (QUALIFICATIONS) - CHECK/ADD**

QUALIFICATIONS	DATES			WHERE	ENDORSED	EDIT	
	STARTED	FINISHED	EXPIRES				
Lantra Awards Certificate of Attendance Arboriculture - Using a Chainsaw from a Rope and Harness (CS39)	03/08/2010	03/08/2010	03/08/2013	In House	<input checked="" type="checkbox"/>		
Lantra Awards Certificate of Attendance Pesticides - Hand-held Applicators-Hydraulic Nozzle (PA6)	02/08/2010	02/08/2010	02/08/2013	In House	<input checked="" type="checkbox"/>		
Lantra Awards Certificate of Attendance First Aid - Emergency First Aid	30/07/2010	30/07/2010	30/07/2013	In House	<input checked="" type="checkbox"/>		
Chairing Course	08/07/2010	08/07/2010	08/07/2010	In House	<input type="checkbox"/>		
Health & Safety	18/05/2010	18/05/2010	18/05/2010	Barony College	<input checked="" type="checkbox"/>		

Add

PREVIOUS ENDORSEMENTS	CURRENT ROLE	NEXT ROLE ENDORSEMENTS	COMPLETED OBJECTIVES	PERSONAL SKILLS	
<b>MY SKILLS - CURRENT ROLE</b>					
<span>Personal Skills and Development</span> <span>Customer/Sales Skills</span> <span>Technical</span>					
ENDORSED ESSENTIAL SKILLS			ENDORSED BY	DATE	
Maintain effective working relationships with others			Demo Manager	12/05/2010	
Maintain and develop personal performance			Demo Manager	30/06/2010	
Make selective use of IT			Demo Manager	18/05/2010	
ENDORSED DESIRABLE SKILLS			ENDORSED BY	DATE	

## Skills Manager

### Continued Professional Development (CPD)

- Any CPD activity can also be recorded in the individuals record

CPD		
TITLE	DATE	POINTS
<b>Conferences</b>		
Farriery	06/02/2008	10
<b>Events</b>		
Shoeing Competetion	06/02/2008	5
<b>Subscriptions</b>		
NAFBAE Magazine	06/02/2008	2
<b>Events</b>		
Shoeing Competetion	06/02/2008	5

## RPL in action: Quality Meat Scotland



- HOME/LOGIN
- INFORMATION**
- ABOUT LANTRA
- ABOUT THIS SITE
- CONTACT

You Are Here: [Food Industry Skills Support Project Home](#) > [Login](#)

**LOGIN**

Username:

Password:

Remember me:

Have you **forgotten your password?** If yes then please enter your login email/username above and click [here](#) to have a new password sent to you.

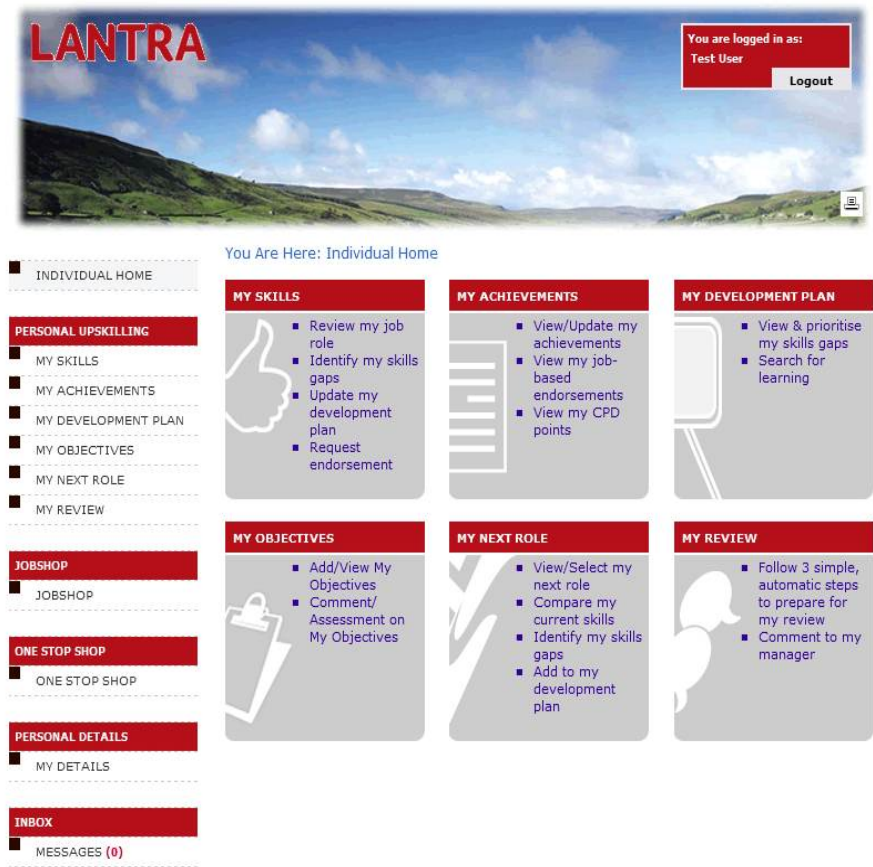
**WELCOME TO THE FOOD INDUSTRY SKILLS SUPPORT PROJECT**



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## RPL in action: Quality Meat Scotland

- Supporting training initiatives
- Recording training delivered
- Creation of individual training records
- Monitoring and tracking
- Data and statistics help shape future training delivery and acquire funding



The screenshot displays the LANTRA user interface. At the top, there is a header with the LANTRA logo on the left and a user login status on the right: "You are logged in as: Test User" with a "Logout" button. Below the header is a banner image of a green landscape under a blue sky. The main content area is titled "You Are Here: Individual Home" and features a grid of navigation and action panels. On the left, a vertical sidebar contains menu items: "INDIVIDUAL HOME", "PERSONAL UPSKILLING" (with sub-items: MY SKILLS, MY ACHIEVEMENTS, MY DEVELOPMENT PLAN, MY OBJECTIVES, MY NEXT ROLE, MY REVIEW), "JOBSHOP", "ONE STOP SHOP", "PERSONAL DETAILS" (with sub-item: MY DETAILS), and "INBOX" (with sub-item: MESSAGES (0)). The main grid consists of six panels: "MY SKILLS" (with a thumbs-up icon and sub-items: Review my job role, Identify my skills gaps, Update my development plan, Request endorsement), "MY ACHIEVEMENTS" (with a document icon and sub-items: View/Update my achievements, View my job-based endorsements, View my CPD points), "MY DEVELOPMENT PLAN" (with a document icon and sub-items: View & prioritise my skills gaps, Search for learning), "MY OBJECTIVES" (with a clipboard icon and sub-items: Add/View My Objectives, Comment/Assessment on My Objectives), "MY NEXT ROLE" (with a document icon and sub-items: View/Select my next role, Compare my current skills, Identify my skills gaps, Add to my development plan), and "MY REVIEW" (with a person icon and sub-items: Follow 3 simple, automatic steps to prepare for my review, Comment to my manager).

## RPL in action: Industry-wide schemes

### The Poultry Meat Industry Training Initiative

- Maintaining training records
- Demonstration of investment to training
- Identify qualification requirements



The screenshot shows the homepage of PoultryPassport.org. At the top left is the logo for British Poultry Training, featuring a yellow chicken and the text 'British Poultry Training poultrypassport.org'. To the right is a banner image showing various poultry, including eggs, chicks, and adult chickens. Below the banner is a navigation menu with buttons for Home, About Us, Access your Poultry Passport, Passport Levels, News, Information Zone, Training Providers, and FAQ. The main content area includes a welcome message, a detailed description of the scheme, a news section with headlines like 'Biosecurity is key to profitable egg production' and 'Lakes invests in robotic packer', and a sidebar with an 'Advertise here' section and a 'CLICK HERE' button.



## CPD and Membership Organisations

British Association For Shooting & Conservation

- IAG for new entrants to industry
- Supporting the development of role profiles
- Used for formal assessments

The screenshot shows the BASC Skills Home website. At the top is a green header with the BASC logo and a navigation menu. Below the header is a login section with fields for Username and Password, a Remember me checkbox, and a Login button. To the right of the login section are three small images showing people in shooting gear. Below the login section is a 'WELCOME TO BASC SKILLS' section with a paragraph of text. At the bottom of the page, there is a footer with the Lantra OCF logo and the text 'TERMS AND CONDITIONS | COPYRIGHT 2010'.

**BASC** You are not logged in:

Font size: [A](#) [A](#) [A](#) Print this page: [Print](#)

You Are Here: [BASC Skills Home](#) > [Login](#)

**BASC SKILLS HOME**

**INFORMATION**

- [ABOUT BASC](#)
- [ABOUT THIS SITE](#)
- [CONTACT](#)

**LOGIN**

Username:

Password:

Remember me:

Login

[Forgotten my password](#)

**WELCOME TO BASC SKILLS**

Welcome to BASC Skills.

BASC Skills has been developed to allow our members to record and develop their skills, training and continual professional development. Initially it will be utilised by BASC Shotgun Coaches. For more information please contact Peter Marshall, Director Of Shooting Standards, BASC.

POWERED BY LantraOCF

TERMS AND CONDITIONS | COPYRIGHT 2010




## Other uses for an 'RPL system'



Galloway Forest Volunteer Project



You are not logged in:

Print this page: 

You Are Here: Skills Manager Home > Login

**SKILLS MANAGER HOME**

**INFORMATION**

- ABOUT LANTRA
- ABOUT THIS SITE
- CONTACT



**LOGIN**

Username:

Password:

Remember me:

Have you **forgotten your password?** If yes then please enter your login email/username above and click [here](#) to have a new password sent to you.

**WELCOME TO GALLOWAY FOREST VOLUNTEER PROJECT**

Welcome to Galloway Forest Volunteer Project.



## Pathways to Employment

### MY SKILLS - CURRENT ROLE

1 | 2 | 3 >

CORE SKILLS - DEVELOPMENT PROFILE	DETAILS	SELF ASSESSMENT	ENDORSED STATUS
		STATUS	
Written	↗	<input checked="" type="checkbox"/>	Unendor
Spoken	↗	<input checked="" type="checkbox"/>	Unendor
Body Language	↗	<input type="checkbox"/>	Unendor
Signalling	↗	<input type="checkbox"/>	Unendor
Co-operation	↗	<input type="checkbox"/>	Unendor
Peer Support	↗	<input type="checkbox"/>	Unendor
Integration within a team setting	↗	<input type="checkbox"/>	Unendor
Critical Thinking	↗	<input type="checkbox"/>	Unendor

Any skills not endorsed by your manager will remain in your development plan. Endorsed skills will be removed from your development plan and added to your achievements.

Request Endorsement

**PERSONAL STATEMENT**

My name is John Smith and I have currently been working on a Galloway Volunteer Program.

I have been focusing on developing my softer skills, along with developing skills in environmental conservation.

I wish to do more volunteering and develop new skills that will support my career in conservation.








### COMPLETED QUALIFICATIONS, E.G. GCSES

QUALIFICATIONS	DATES			WHERE	ENDORSED
	STARTED	FINISHED	EXPIRES		
first aid	05 Jan 2009	05 Jan 2009	25 Jan 2010	nt	<input checked="" type="checkbox"/>

### ENDORSED SKILLS

ENDORSED SKILLS
Assist with constructing and maintaining existing field and ornamental dry stone and occasionally cement bound dykes.
Assist with various aspects of wildlife management as appropriate

1 | 2 | 3 | 4 | 5 | 6 | 7 >

CRAFT SKILLS	DETAILS	SELF ASSESSMENT	ENDORSED STATUS
		STATUS	
Assist with maintaining drainage especially open forest drainage systems and construction of new systems using hand tools	↗	<input checked="" type="checkbox"/>	Unendorsed  (1)
Assist with constructing and maintaining existing field and ornamental dry stone and occasionally cement bound dykes.	↗	<input checked="" type="checkbox"/>	Unendorsed 
Construct, maintain and/or build structures to enhance or allow the study of wildlife and their habitats. Typically the work includes manufacturing bird and bat boxes, access to viewing sites etc	↗	<input checked="" type="checkbox"/>	Unendorsed 
Excavate and form foundations for fencing	↗	<input type="checkbox"/>	Unendorsed 
Assist with various aspects of wildlife management as appropriate	↗	<input type="checkbox"/>	Unendorsed 
Place and fix posts	↗	<input type="checkbox"/>	Unendorsed 
Place and fix fencing components	↗	<input type="checkbox"/>	Unendorsed 

## Migrant Workers - SkillsPass

- Recording migrant worker skills using NOS as the common competence
- Matching competence to employer job vacancies using Lantra Job Shop with JC+
- Development in four languages

The screenshot displays the mySkillsPass.com website. At the top, the logo 'mySkillsPass.com' is accompanied by the tagline 'matching skills to jobs'. A 'Register FREE' button is prominent, along with links for 'Match skills to jobs', 'Create a skills profile', 'Search for qualifications', and 'Create a CV'. The user is logged in as Philip Allen, with a 'Logout Here' link. A language selection dropdown is visible.

The main navigation bar includes 'Home', 'Job Finder', 'My Skills Profile', 'About Us', 'Contact Us', and 'Advertise Jobs'. Below this is a search bar with fields for 'enter keyword' and 'enter location or postcode', and a search button.

The 'My Skills Profile' section is active, showing a progress indicator for 'Steps to complete your Skills Profile'. The progress is 5%, with five steps: Step 1 (Registration) is complete (green checkmark), Step 2 (Personal Details) is incomplete (orange X), Step 3 (Qualifications) is incomplete (orange X), Step 4 (Work Experience) is complete (green checkmark), and Step 5 (Skills) is incomplete (orange X).

Four main action boxes are displayed:

- My Skills**: Review my job role, Self assess my skills, Identify my skills gaps.
- My Qualifications**: View & update my qualifications.
- My Work Experience**: View & update my work experience.
- My Documents**: Document evidence against profile.

The footer contains social media links (SHARE, Facebook, Twitter, LinkedIn), navigation links (Home, Job Finder, My Skills Profile, Advertise Jobs, About Us, Contact Us, FAQ's), and logos for LantraOCF, EEDA (East of England Development Agency), and the European Union (European Social Fund).

## What next for RPL in the sector?

- Development of Continued Professional Development frameworks using range of evidence, including RPL as pre-requisite
- Development of European 'AgriPass'
- Skills Manager evidence as RPL in qualifications?



A recognised, professional workforce  
for 21<sup>st</sup> century

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Land-based and environmental skills

[www.lantra.co.uk](http://www.lantra.co.uk)