

What can you do with your learning?



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By the end of this session you will:

- Be able to describe how recognition of prior learning can be used
- Recognise the benefits of reflection to demonstrate your learning from experience done in the past
- Identify different learning opportunities/activities in your workplace
- Know how to record learning during your PDP & R in TURAS Appraisal

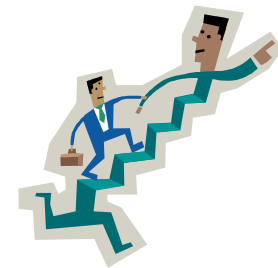
What is recognition of prior learning (RPL)?

RPL means that you can get recognition for learning done in the work-based environment and learning from life experience to support your career development.



When can RPL be used?

- Recruitment, induction, promotion, PDP & R



- Why use RPL?

- To get recognition for learning from experience in the past and to receive feedback to help you make career decisions

- To help you make the transition from informal to more formal learning

To gain credit, entry or articulation onto a formal learning programme

Types of RPL

Informal = based on process of benchmarking against e.g. SCQF levels
– informal assessment, no certificate – designed to facilitate learning, planning and your career progression.



Formal = based on process involving formal assessment of evidence and awarding of SCQF credit points – certificated achievement.

NHSScotland RPL Guiding Principles (SLWG 2019)

- Person/Learner Centred
 - Managers provide support for staff to use RPL
 - Voluntary for learners in line with their aspirations
 - Treats learners with dignity and respect
- Standardised and transparent
 - Adopt the five step process
- Flexible
 - Gateway to learning which is inclusive
 - socially and geographically
 - Can happen at any point in career



NHSS RPL Guiding Principles

- Accessible to all
 - Easy to understand and inclusive
 - Considers learners preferred learning style
- Collaborative and quality assured
 - Senior managers work in partnership with learning providers
 - Include SCQF levels & quality assurance within learning provider

The RPL 5 Step Process



Perceived benefits of RPL:

- Benchmark your learning level to SCQF & plan a learning programme in line with your career aspirations
 - Understand education pathways
- Fast track to qualifications by avoiding duplication
- Makes business sense for NHS within widening access agenda to grow our own
- Learners feel happier and confident

Confident



THE SCOTTISH CREDIT AND QUALIFICATIONS FRAMEWORK

This Framework diagram has been produced to show the mainstream Scottish qualifications already credit rated by SQA and HEIs. However, there are a diverse number of learning programmes on the Framework, which, due to the limitations of this format, cannot be represented here. For more information, please visit the SCQF website at www.scqf.org.uk to view the interactive version of the Framework or search the Database.



SCQF Levels	SQA Qualifications		Qualifications of Higher Education Institutions	Apprenticeships & SVQs
12			Doctoral Degree	Professional Apprenticeship
11			Masters Degree, Integrated Masters Degree, Post Graduate Diploma, Post Graduate Certificate	Graduate Apprenticeship Professional Apprenticeship SVQ
10			Honours Degree, Graduate Diploma, Graduate Certificate	Graduate Apprenticeship Professional Apprenticeship
9		Professional Development Award	Bachelors / Ordinary Degree, Graduate Diploma, Graduate Certificate	Graduate Apprenticeship Technical Apprenticeship SVQ
8		Higher National Diploma	Diploma Of Higher Education	Higher Apprenticeship Technical Apprenticeship SVQ
7	Advanced Higher, Awards, Scottish Baccalaureate	Higher National Certificate	Certificate Of Higher Education	Modern Apprenticeship SVQ
6	Higher, Awards, Skills for Work Higher			Modern Apprenticeship Foundation Apprenticeship SVQ
5	National 5, Awards, Skills for Work National 5			Modern Apprenticeship SVQ
4	National 4, Awards, Skills for Work National 4	National Certificate	National Progression Award	SVQ
3	National 3, Awards, Skills for Work National 3			
2	National 2, Awards			
1	National 1, Awards			

List of learning opportunities/activities

- Shadowing/rotation
- Attending a course
- Policies/guidelines
- Team activity
- Learning networks
- Secondments
- Demonstration/skills drills
- Rote learning
- Web search/Internet
- Mentoring/coaching
- Peer learning
- E-learning/podcast
- Books/journals/DVDs
- Conferences
- Practical learning
- Accredited learning e.g. SVQ
- Work based learning courses
- Open University free modules
- Workbooks
- Reflection

Evidence for RPL:

- Structured interview
- Reflective learning log
- Witness testimonies
- Letters
- Project work
- Learning Portfolio
- Direct observation using e.g. audit tool, NOS
- Meaningful discussion or oral assessment



Supporting your learning

- Use routine situations for learning
- Enhance peer learning opportunities
- Learning by doing – actively involve and share learning
- Feedback to guide, inspire, communicate how a learner is doing in a supportive, respectful way
- Reflection

Make your learning count using reflection:

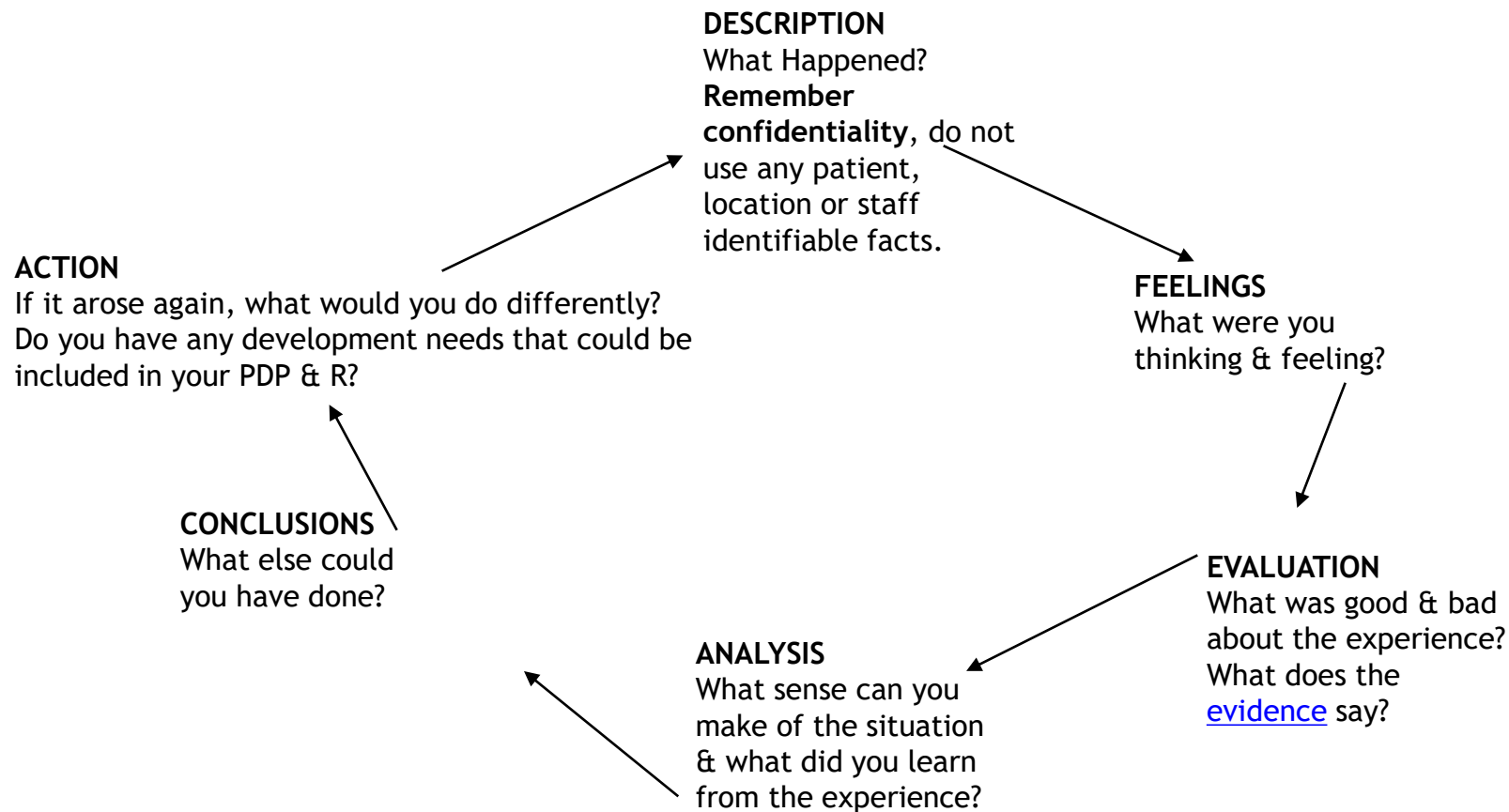


What is Reflection?

- involves thinking about a significant event in more depth:
- to learn from what went on
- whether there was anything that could have been done differently, to improve the situation.

Examples of when to reflect:

- A challenging but successful situation that taught you a great deal
- Negative or positive comments from patients, clients or colleagues
- An awareness of incorrect or correct advice given
- An informative seminar, workshop, conference or webinar
- An interesting article



Learning a new skill [Learning 1 – 10 in Japanese](#)

- Take a moment to reflect using your template
- Share with your neighbour one thing that you learned about:
 - Yourself
 - Your learning or
 - Something you would do differently next time
 - Discuss what helps you learn?

Making the most of your learning

- Recording your learning means you can use it:
 - To provide evidence of learning for recognition of prior learning purposes e.g. evidence for Scottish Vocational Qualifications
 - To support your role or career development
 - To provide evidence that can be used for competency-based interviews
 - During your PDP & R

Reflection Resources:

Skills in reflection information available at:

<https://app-goodpractice-net.knowledge.idm.oclc.org/#/nhs-dyo/s/cf1b42b1>

Skills for learning at work available at:

<https://learn.nes.nhs.scot/2727/skills-for-learning-at-work>

Keep a reflective learning journal to log your learning experiences.

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