Recognition of prior learning for career development: Make your learning count!

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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.
Types of RPL

Informal = based on process of benchmarking against 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.
Benefits of RPL:

• Benchmark your learning level to SCQF & plan a learning programme in line with your career aspirations
  – Understand education pathways
  – Learning starts with “what do I already know?”
• Fast track to qualifications by avoiding duplication of learning
• Learners feel happier and more confident
• NHS within widening participation want to develop HCSWs
  – Equal access to learning and development opportunities
# 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.

<table>
<thead>
<tr>
<th>SCQF Levels</th>
<th>SQA Qualifications</th>
<th>Qualifications of Higher Education Institutions</th>
<th>Apprenticeships &amp; SVQs</th>
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<td>12</td>
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<td>Doctoral Degree</td>
<td>Professional Apprenticeship</td>
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<tr>
<td>11</td>
<td></td>
<td>Masters Degree, Integrated Masters Degree, Post Graduate Diploma, Post Graduate Certificate</td>
<td>Graduate Apprenticeship, Professional Apprenticeship, SVQ</td>
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<tr>
<td>10</td>
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<td>Honours Degree, Graduate Diploma, Graduate Certificate</td>
<td>Graduate Apprenticeship, Professional Apprenticeship</td>
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<td>Professional Development Award</td>
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<tr>
<td>8</td>
<td></td>
<td>Higher National Diploma</td>
<td>Diploma Of Higher Education, Technical Apprenticeship, SVQ</td>
</tr>
<tr>
<td>6</td>
<td>Higher, Awards, Skills for Work, Higher</td>
<td></td>
<td>Modern Apprenticeship, Foundation Apprenticeship, SVQ</td>
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<td>5</td>
<td>National 5, Awards, Skills for Work National 5</td>
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<td>1</td>
<td>National 1, Awards</td>
<td></td>
<td>SVQ</td>
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</tbody>
</table>
NHSScotland RPL Guiding Principles (SLWG 2019)

• Person/Learner Centred
• Standardised and transparent
• Flexible
• Accessible to all
• Collaborative and quality assured
The RPL 5 Step Process

1. Initial Guidance
2. Identification
3. Gathering & Documentation of Evidence
4. Assessment of Evidence
5. Recognition / Progression
What education pathways will help you reach your full potential?

How else can I develop?
What else do I need to know and who can help?

Identify learning and support

How much and how well do I understand?

Feedback / evaluation

Benchmarking to SCQF

What do I already know?

Getting recognition

Learning Journey

Planning & Developmental Stage

What education pathways will help you reach your full potential?
List of learning opportunities

- Shadowing/rotation
- Attending a course
- Policies/guidelines
- Team learning activity
- Learning networks
- Secondments
- Demonstration/skills drills
- Rote learning
- Web search/Internet
- Mentoring/coaching

- Peer learning
- E-learning/podcast/online
- Books/journals/DVDs
- Conferences/webinars
- Practical learning
- Accredited learning e.g. SVQ
- Work based learning courses
- Open University free modules
- Workbooks
- Reflection
A Portfolio of Evidence for RPL:

- Structured interview
- Reflective learning log
- Witness testimonies
- Letters / references
- Project work
- Direct observation using e.g. audit tool, NOS
- Meaningful discussion or oral assessment
- Work based learning with reflection
- Certificates from learning
- CV describing learners’ skills, education, training and work history
Supporting your learning starting with RPL

WHAT DO I ALREADY KNOW? Helps build your confidence

• Use routine situations for learning
  – Responsive learning at work: What else do you need to know?
• Encourage 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
• Develop your skills in 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 How to make a paper boat

• Take a moment to reflect
• 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?
    • What are your experiences of learning?
    • Remember all sessions available for you to view
Make 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 provide evidence that demonstrates competency
  – During your PDP & R appraisal

• To support your role or career development
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.

Try the SCQF RPL Tool

Search the SCQF Database for learning programmes and speak to your learning and development lead or line manager for education pathways information.
References


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