



RPL – What's In It For Me? For EAL Students?

TEAM Conference

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RPL – a Definition

- **RPL** – Recognition of Prior Learning (also called **PLAR**)
- **Process** of identifying, documenting, and validating the skills, knowledge, and abilities gained from all of our life experiences
- **Recognition** means to have your learning acknowledged and valued by yourself and by others

RPL in Brief



Learning
Happens
Everywhere



RPL - 3 types of learning

- Formal, Informal & Non-Formal Learning

Knowledge, Skills and Attitudes

- RPL emphasizes that **what** you know is more important than where you learned it.
- History teaches us that people learned by carefully observing and following the examples set by their parents, community leaders, neighbours, and Elders. There may not have been any particular time set aside for this education to take place.
- Learning comes from all experiences in life
- The **what** that people learn is **K**nowledge, **S**kills, and **A**ilities (or **KSA's**)

KSA's defined

Knowledge	Awareness and understanding of information and facts. “Book” learning.
Skill	An ability that you have learned. It is being able to do something.
Ability or Attitude	How you think and feel about something. (Abilities & attitudes are <i>learned</i> , just like skills and knowledge.)

Transferable Skills

- skills that can be used in many different activities throughout our daily lives
- can be transferred from one area of our life to another
 - work and life experiences
 - travelling
 - playing sports
 - reading
 - observation
 - school
 - traditional knowledge
 - family
 - community

Experiential Learning Inventory

- Complete the inventory (10 minutes)
- Share with your small group:
 - Did you learn anything new?
 - Did you identify learning you wouldn't otherwise have considered?
 - Would any of the skills you learned be transferable to another area of life?

Benefits of RPL?

Can save time & money by recognizing existing skills & reducing training time

Individuals can:

- demonstrate what they know and are able to do
- clarify employment goals
- gain academic credits, occupational certification or promotion within the workplace

Benefits - continued

Can help to:

- build your confidence
- identify your skills, competencies, and achievements from past learning and experiences
- develop an ability to self promote and demonstrate proof of abilities
- potentially reduce time in training
- identify your learning style

Other Benefits

Support adults who want to accomplish something.

Many feel intimidated as they

- apply for jobs and get no response
- attempt to enter education or training
- want to feel good about themselves

Portfolio

Process

OR

Product?



Portfolio

Definition

[Portfolio - a Career Boosting Tool](#)

[ePortfolios for Starters](#)



Portfolio

Example

[U of Manitoba Career Portfolio Guide](#)

What a portfolio contains

[University of Fraser Valley](#)

Portfolio/Evidence Uses

- Support in job interviews
- Apply for academic credit
- Identify and document skills, knowledge, and attitudes
- Organize indirect documentation (certificates, licenses, letters of verification, awards, etc.)
- Help me set goals
- Share with family and friends

Evidence (Proof of Learning) Examples

- Copies or originals of certificates and/or licenses or transcripts
- Copies or originals of awards
- Letters of verification or recommendation
- Resume or career plan, learning plan
- Photos or documents ... you should be included in the photo doing something such as coaching, quilting, fishing, hunting, working with adult learners, receiving an award, or creating something

Evidence (Proof of Learning)

Forms of Evidence

Evidence Form	Description
Direct	Anything produced by the learner
Indirect	Information about the learner from another source
Self-Assessment	Results of the learner's self reflection on what they know and can do – sometimes in the form of a narrative

Create Documentation – Some Ideas

- Take photos of you performing a task and write a description of what you are doing and for what purpose
- Write a description of something you learned from a supervisor, relative, someone in your community, a mentor or an Elder
- Ask for a Letter of Validation/Verification
- Photocopy relevant pages from your diary or journal
- Write down or make an audio recording of the “journal in your head”



Ann Pedersen

Reframed Learning Concepts

www.reframedlearning.com

ann@reframedlearning.com

204-735-2347