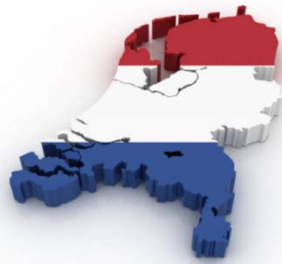


Recognition of prior learning (RPL) in the Netherlands

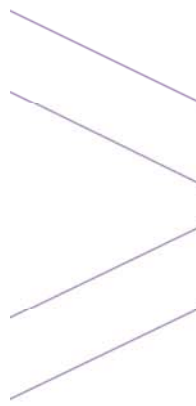
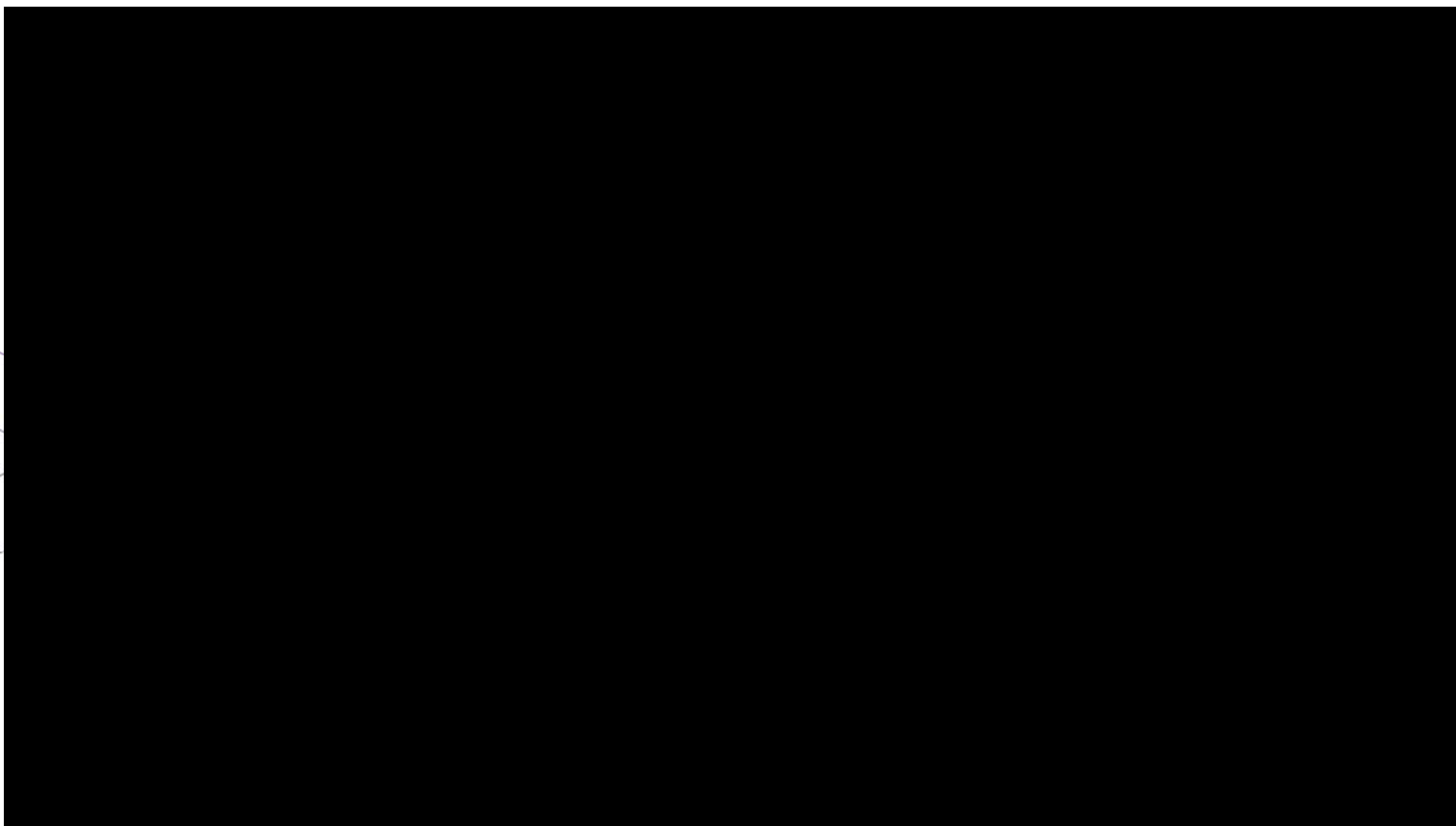


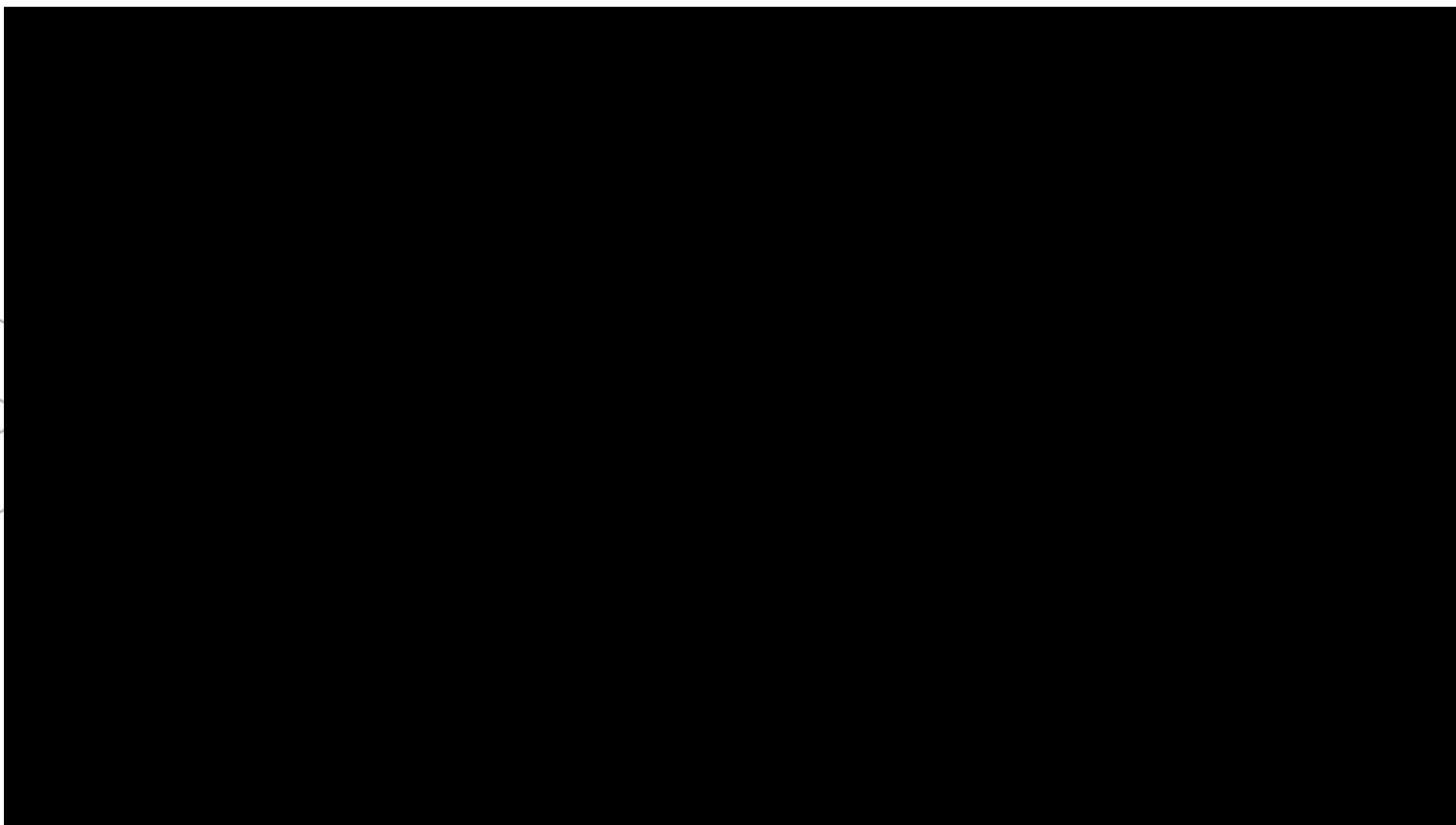
Dutch Knowledge Centre for RPL



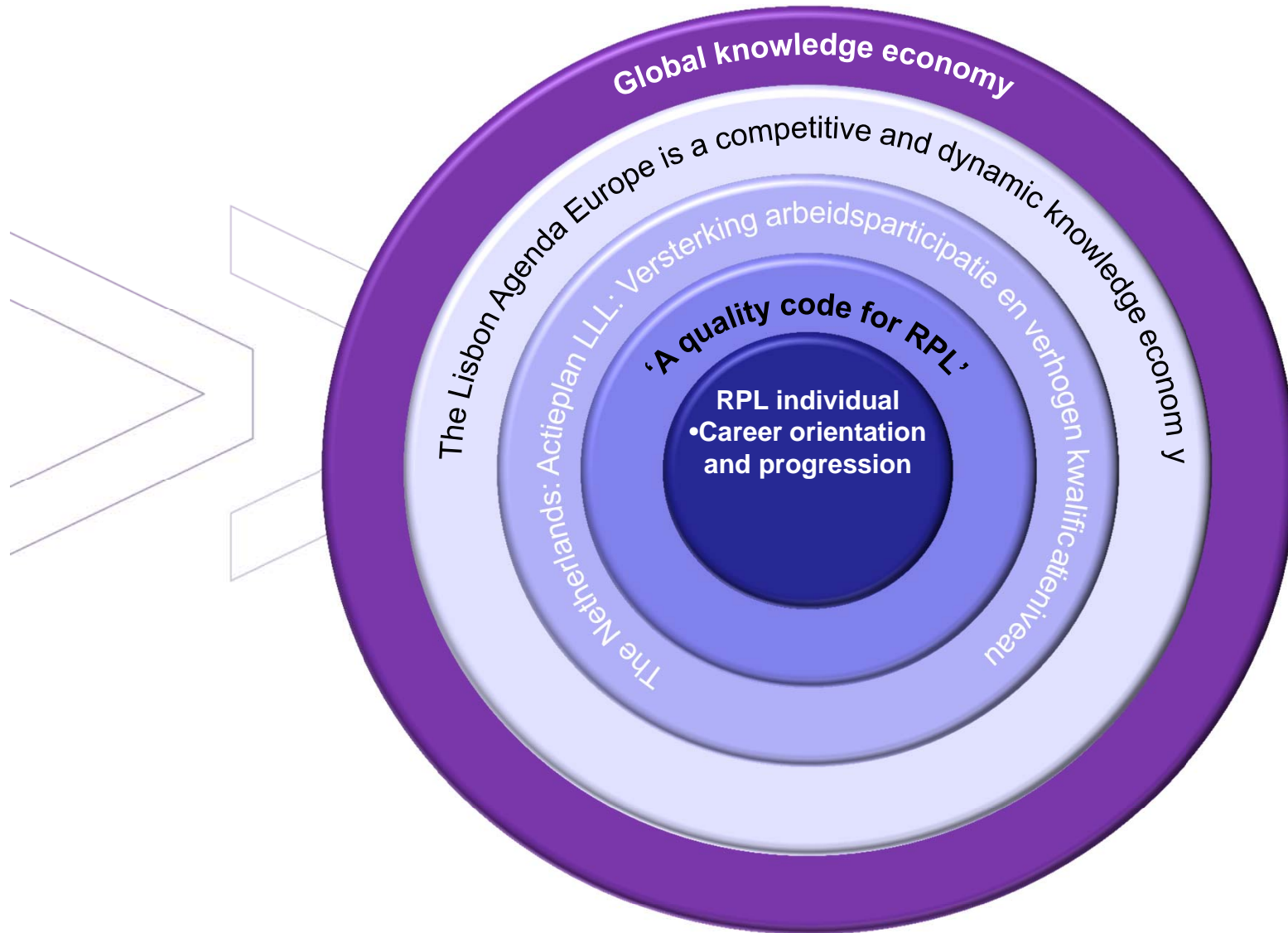
Knowledge Center for RPL

- > The Knowledge Center works under guidance of the Dutch Ministry of Education
- > Knowledge management and dissemination on Recognition of Prior Learning in the Netherlands.
- > Further development of RPL in the Netherlands and in all the matters concerning the quality standards for RPL in the Netherlands.





RPL in Life Long Learning



The essence of RPL

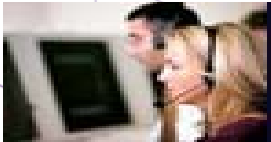


' The belief and trust that people can also gain knowledge, skills en competences by other means than through school and that this is as worthy as learning through formal education'

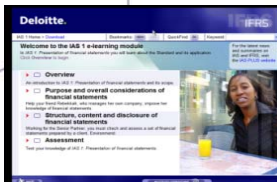
10%
Formal
learning



Classroom



Virtual Classroom
& Webinars



Self Paced
Web Based Training



Online
assessments

Planned
learning

+

90%
INFORMAL LEARNING

Social
Learning



Social Networking &
Expert directories



Micro-sharing &
TweetChats



Interactive video



crowdsourcing



Gaming & simulations



Online communities



kennisdelen
Wiki's



Publicieren van
blogs

On-
Demand
Learning



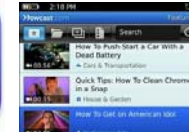
Podcasts and
e-books



Job aids
& eps



Learning apps



Learning Videos



e-courses &
recorded webinars

Career
Learning



Promoties & nieuwe rollen



Projecten



Feedback



Coaching & mentoring

SPONTANEOUS: AT THE WORKPLACE

RPL - Procedure step by step



0. Information and advice
1. Intake: Career counselling, personal aim, choice of standard
2. Recognise: Collect work experience and other informal learning in a portfolio, prove it!
3. Validate: Portfolio, assessment, compared the learning outcomes in a standard/qualification
4. Accreditation: Result of the RPL procedure is written in a rapport called 'certificate of experience'



Certificate of experience: and then what?



Certificate of experience (*'Ervaringscertificaat'*)

Education:

- Diploma
- Exemptions
- Tailormade program



Labour market:

- Meeting demands of a job
- Show experience to potential employer
- Starting point for development





Implementation in the Netherlands (1)

- > RPL started in the 90ties without national regulations
- > 2000: Dutch Knowledge Centre on RPL (Lisbon agreements on knowledge & innovation)
- > 2002: Social Partners asked for structure and quality
- > 2004: A first model for quality assurance was presented
- > 2005: Dutch Cabinet & Social Partners decided on a covenant for quality assurance
- > 2006: All national stakeholders signed the covenant
'A quality code for RPL'





Implementation in the Netherlands (2)

- > 2007: Government subsidises RPL initiatives
- > 2009: Economic crisis: 20 mln euro available for unemployed
- > 2010: Government 3 years responsible for quality RPL
- > 2010/2011: Qualityplan RPL + National Register
- > 2012: New covenant Dutch Cabinet & Social partners: LLL
- > 2013: Reflection current situation, transition to new system





Value of RPL

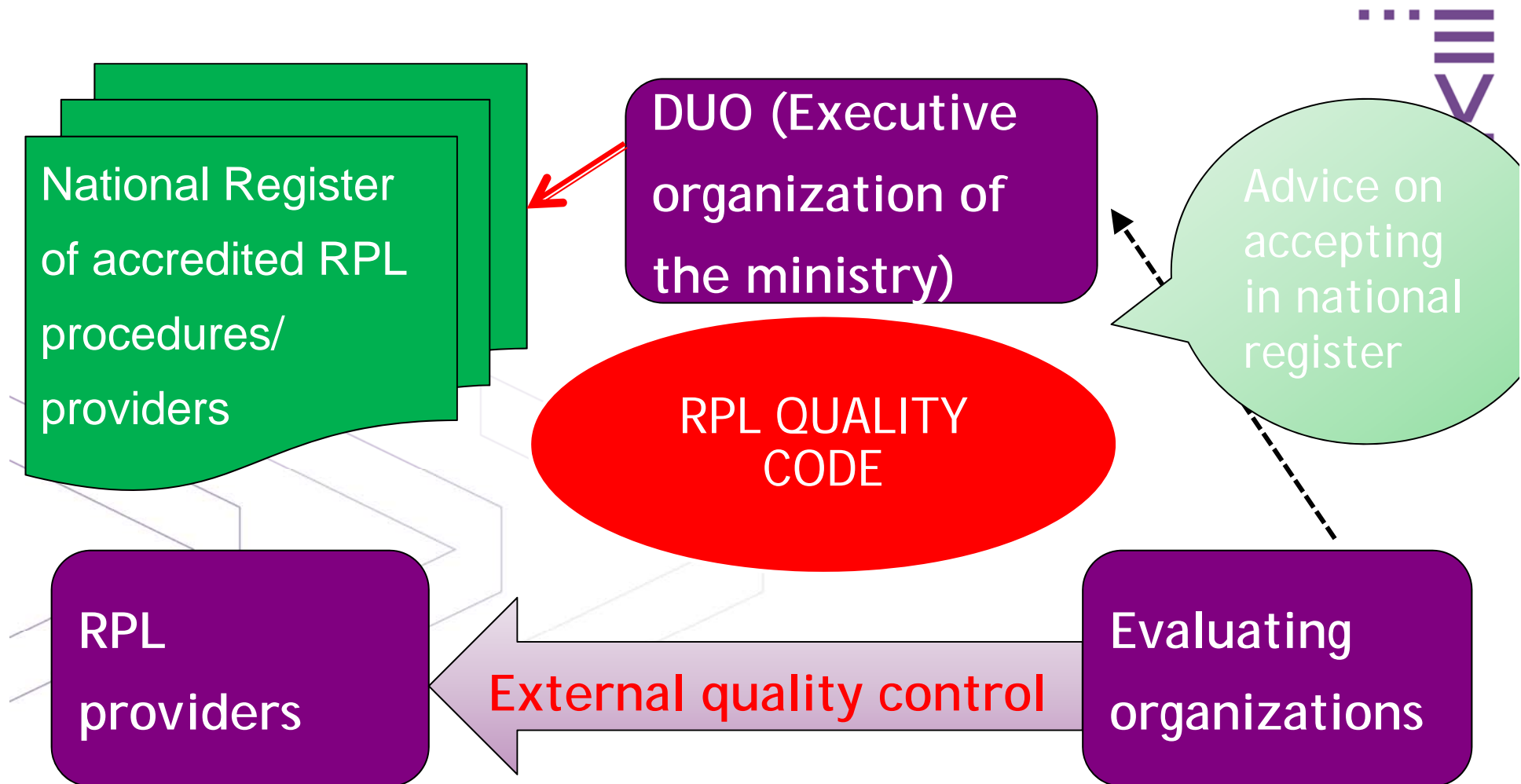
Employee (or unemployed):

- > Increases motivation
- > Personal development
- > Professional identity and self-esteem
- > Increases value on the labour market (facilitates mobility to other jobs)
- > Can shorten duration of education programmes nationally recognised qualifications

Employer:

- > Upgrading of employees
- > Flexibility of the workforce
- > Professionalization of HR cycle
- > More loyalty towards the organisation
- > Renewed learning readiness
- > Increased motivation and productivity





Quality Assurance System RPL providers





Current situation

- > RPL = labour market instrument
- > 2013: 70 registered providers
- > 2012: 17.700 realised RPL procedures
- > RPL is included in over 90 collective labour agreements (CAO's)
- > Sector funds for professional education often provide compensation for a procedure with a registered provider.
- > Problems with transition from 'Ervaringscertificaat' to system for education and training (acceptation, exemption and tailor made programmes)





Recent figures & current policy context

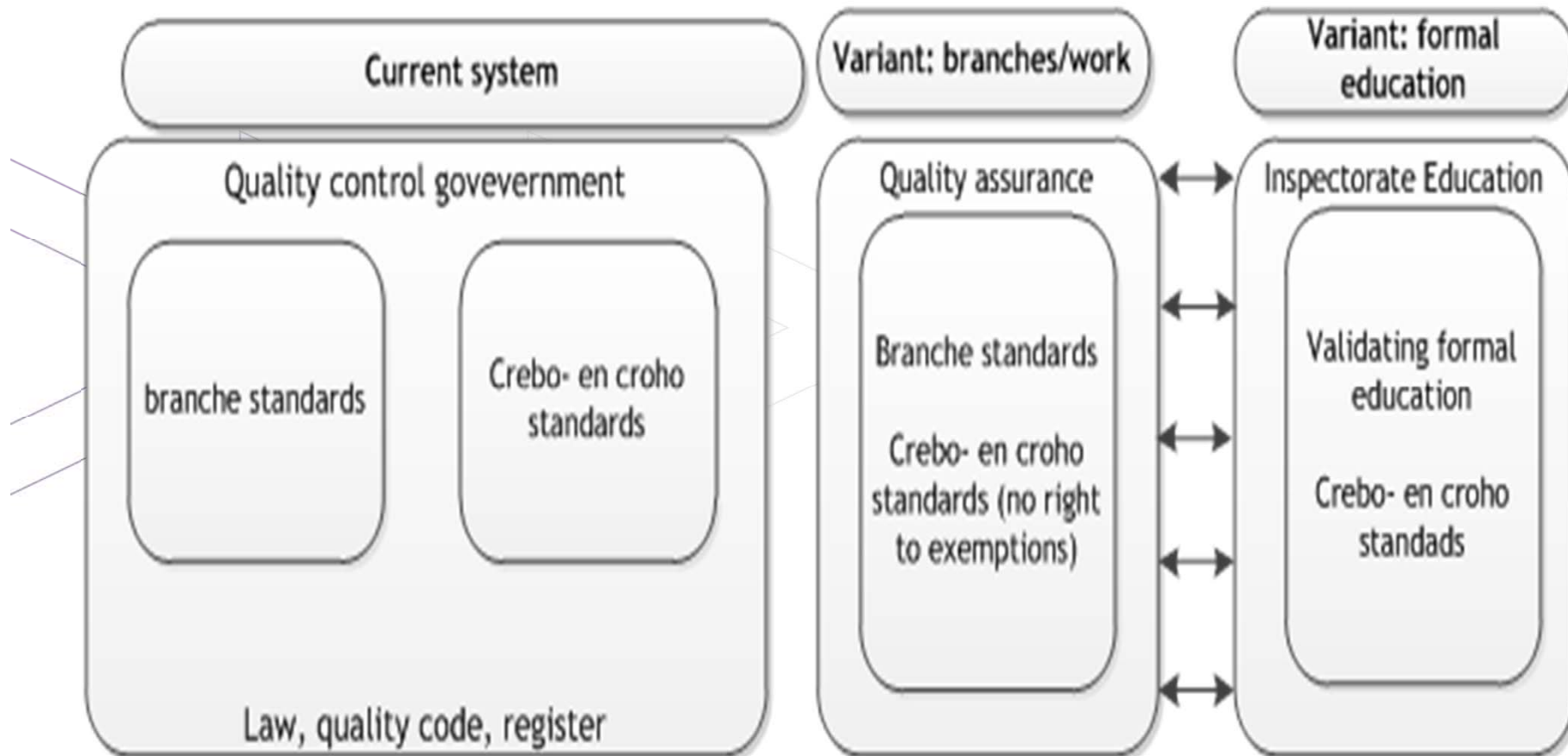
- > 1,5 million people a year participate in post-initial learning (15,5% of population)
- > Total of 3,5 billion euros a year
- > 80% of post-initial learning is not financed by the government (executed by private educational institutes)

Government in the Netherlands:

- > Life Long Learning less prominent on the agenda
- > Employers and especially employees are responsible for Life Long Learning; move towards a 'participation society'



Transition of RPL - Validation



Responsibilities public/private



Current

- > Government responsible for Quality
- > Legislation
- > Social partners responsible for quantity
- > Focus on RPL
- > RPL outside formal education

Future

- > Government partly responsible for Quality
- > Without legislation
- > Social partners responsible for quality and quantity
- > Focus on validation
- > RPL embedded within formal education



Validation processes

