

# DET NSW (COAG) RPL Skills Express – Industry Partnership Project



# PROJECT AIM

To improve and streamline RPL practices in priority trade and non-trade industry sectors where there are skills shortages

# PROGRAM OBJECTIVES

- Develop models of practice designed to streamline & simplify practice in sectors where there are skills shortages
- Improve the method whereby RPL is done within the industry sector
- Assist in improving the uptake of RPL in that sector



# PROJECT SCOPE

- 2 full qualifications – Diploma of Business and CAV I (13 units)
- 50 candidates – 20/30 split
- 5 RPL methods in each qualification
- Any NFP in SMA and Regional
- Specific target groups – *Large and Small Organisations, Disadvantaged, Schools, Indigenous, Migrant/Refugee*
- Time Frame – 6 months

# The Units – Dip Bus


- Identify & evaluate marketing opportunities
- Manage recruitment, selection & induction processes
- Manage workforce planning
- Manage risk
- Manage programs that promote personal effectiveness
- Manage an information or knowledge management system
- Manage projects
- Manage personal work priorities & professional development

# The Units – CAV I

- Be an effective volunteer
- Develop work priorities
- Participate in OHS processes
- Create client relationship
- Apply basic communication skills



# PROJECT STAGES

- **Stage 1** – Establishing Interest and Securing Commitment
  - **Stage 2** – Developing Assessment materials
  - **Stage 3** – Enrol Candidates
  - **Stage 4** – Conduct Assessments
  - **Stage 5** – Finalise Project
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# RECOGNITION METHODS

- *Evidence Presentation* (**GROUP**)
- *Expert Panel* (**GROUP**)
- *Competency Conversation* (**GROUP** and **INDIVIDUAL**)
- *Directed Activities* (**GROUP** and **INDIVIDUAL**)
- *Worksite Visit* (**GROUP** and **INDIVIDUAL**)

# START-UP ISSUES

- Lack of information
- Budget
- Delay in starting
- Generating the sectors interest – QUICKLY
- Securing the 50 candidates
- Understanding RPL
- Understanding the 5 methods
- Developing the assessment tools
- Forming a team of developers & assessors
- Starting to plan the assessment stage

# KEY TOOLS DEVELOPED

- Candidate Selection Kit (2)
- Assessors Kit (2 – with 5 documents in each)
- Case Studies (2)
- Mapping Tools – Dip (8) & CAV (5)
- Third Party Reports (2)
- Candidate Guide (2)
- Evidence Summary (2)
- Student Profile Form
- Student Handbook

# ASSESSMENTS

## STAGE 4



# ASSESSMENTS – SOME LESSONS

- Match method to:
  - Unit
  - Candidate
- Suitability of assessors
- Preparation of candidates
- Candidate stress and exhaustion
- Two assessors for Group assessments
- Can assess candidates for Dip Bus in ONE day
- Value of mapping
- Assessor time – Preparation, Assessment, Finalisation

# ASSESSMENT RESULTS

## Dip Bus

- 37% - competent in all 8 units (7 candidates)
- 42% - competent in 4 or more units (8 candidates)
- 16% - competent in less than 4 units (3 candidates)
- 5% - Not Yet Competent in any units (1 candidate)

Of the third group:

- 2 candidates were competent in 2 units
- 1 candidate was competent in 1 unit

# ASSESSMENT RESULTS

## CAV I

**100% COMPETENT IN ALL 5 UNITS**



# THE FUTURE

- Great opportunity and potential
- SVM has & will continue to embrace it
- More level playing field:
  - Enhanced access
  - More options
- Increase intellectual capital

# SOME ISSUES – *POSITIVE & NEGATIVE*

- All methods applicable across the spectrum
  - A method for all candidates
  - Matching the method to the candidate
  - Suitability of trainers/assessors & training qualifications
  - Qualification time (& effort) reduced – hence training time reduced
- Cost – training costs down BUT cost of qualification UP
  - Impact on RTO's
  - Greater choice for students/candidates:
    - Study – classroom or distance
    - Traditional RPL (Portfolio)
    - New methods – Fast Track or Express

Recognition of Prior Learning | School of Volunteer Management Website - Windows Internet Explorer

http://www.svm.edu.au/public/registered\_training/recognition\_of\_prior\_learning

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## Recognition of Prior Learning

# RPL Fastrack

- More choice • Same rigour
- Faster recognition



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## FOR FURTHER INFORMATION CONTACT

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