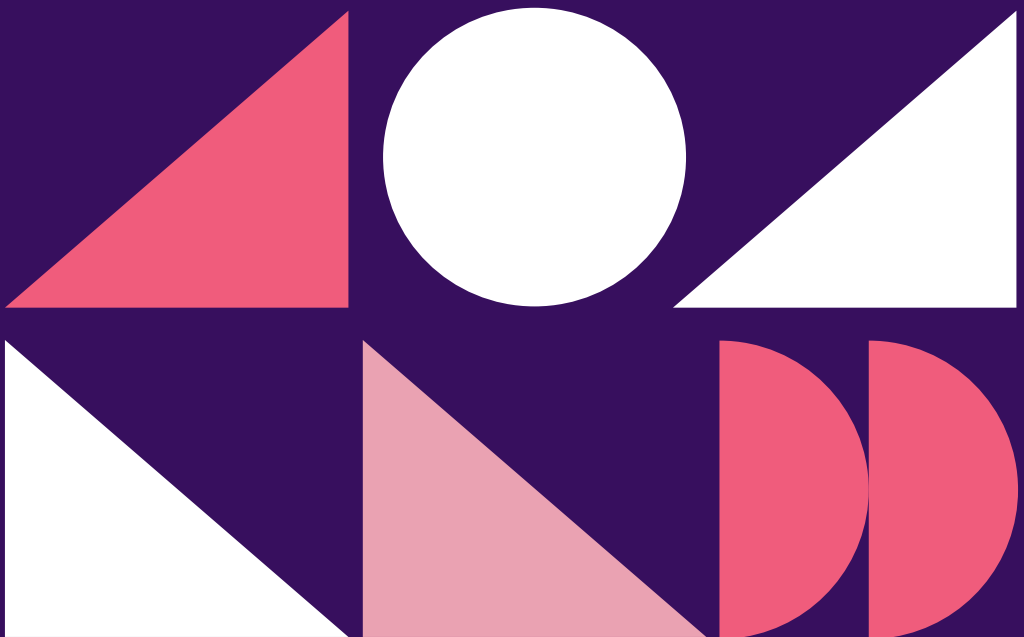


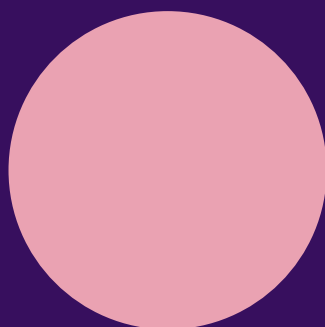
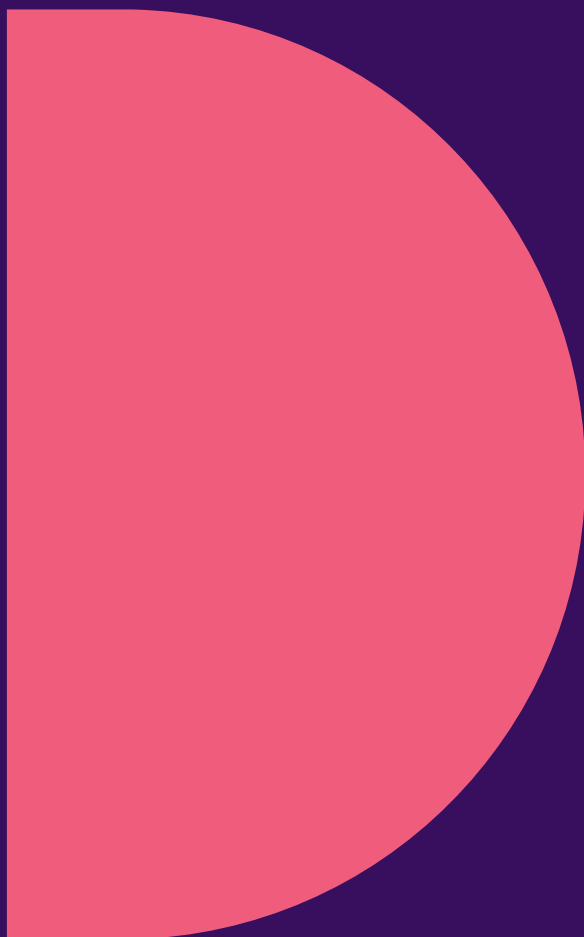


Recognition of  
Prior Learning  
Your Learning Counts

[priorlearning.ie](http://priorlearning.ie)

Realise your team's  
potential with  
**#RPLforEnterprise**





# What is RPL?

Recognition of Prior Learning (RPL) is when a higher education institution gives recognition for what you already know, understand and can do prior to, for example, starting on a programme or module. This eliminates the duplication of learning, meaning you don't have to relearn things you already know.

Prior learning is acquired in different ways and can be broken into the following three categories:

- **Formal learning** takes place through programmes or courses of study that are delivered in an organised, formal way by education providers and that attract awards or credits. Formal learning is sometimes referred to as certified or accredited learning.
- **Non-formal learning** takes place alongside or outside the mainstream systems of education and training. It may be assessed but does not normally lead to formal certification. Examples of non-formal learning are planned learning and training activities undertaken in the workplace, voluntary sector, or in community-based settings.
- **Informal learning** takes place through life and work (e.g. 'on-the-job') experience. It does not lead to certification.

RPL makes it possible for a person to build on the learning they have achieved and to be rewarded for it.



## **Boston Scientific and Munster Technological University (MTU)**

We partnered with MTU for the purpose of upskilling, reskilling and up-qualifying our staff in response to changing business needs and to ensure they have the necessary skills and competencies for promotion and career progression.



## The Context

We have a three-pillar talent management strategy. The first is to attract talent through acquisition, the second is to build or develop talent from within the organisation and the final one is to engage with staff to enhance their professional and skill development.



## The Challenge

It is a very competitive labour market and companies need to set themselves apart. At Boston Scientific, we have a buy versus build talent approach. The golden ratio that we operate towards is a 60% internal promotion rate. So, how do we achieve this goal?



## The Solution

We partnered with MTU to deliver training programmes for our employees, where entry to the programme builds on the existing learning of the employees and the concurrent learning that they gain through their role in Boston Scientific. RPL helped us to focus more on building qualified talent quickly. The business case for RPL is clear, it delivers the best return on investment for organisations and individuals.

## The Benefits

01

### **Increased confidence:**

By having their skills and knowledge formally recognised, our employees feel a sense of validation and increased confidence in their abilities.

02

### **Career advancement:**

RPL can open up new career opportunities for our employees and help them progress further in their current roles.

03

**Improved skills:** Our employees develop new skills and knowledge that can be applied in their work, leading to improved performance and job satisfaction.

04

**Increased earning potential:** By obtaining new qualifications through RPL, our employees can increase their earning potential and improve their financial stability.



## **Tirlán Ireland and University College Cork (UCC)**

**Tirlán Ireland and Baileys Irish Cream are collaborating with UCC's Adult Continuing Education unit to support farm families' positive environmental action through Ireland's first Sustainable Farming Academy. ACE currently delivers a Diploma in Environment, Sustainability and Climate to 20 participants on an annual basis.**



## The Context

Sustainability is a key objective within the agri-food sector. We are determined to deliver a greener and more environmentally progressive approach. At the heart of this strategy are our farmers and we want to ensure they have the support and confidence to deliver.



## The Challenge

Getting a grip on the broad range of environmental issues that pertain to food production can be very intimidating for the average farmer. There is a lot to consider, and it can often be overwhelming. We want to empower them with the knowledge to succeed.



## The Solution

Many farmers are unaware of the deep environmental knowledge they already possess and underestimate the value of many of their existing farming practices. We want to highlight these learnings, accredit them, and then enhance and build upon them. UCC will help us to do this and empower our farmers.

## The Benefits

01

**Flexible learning:** The diploma is completed part-time over one academic year and typically, lectures are delivered on a weekly/biweekly basis online.

02

**No formal examinations:** All work is continuously assessed through essays, journal reviews, case studies, oral presentations, poster presentations, field reports and practicals.

03

**Empowering:** Learners become more actively involved in their own learning and build confidence in their demonstrated sustainable farming practices.

04

**Peer Learning:** Opportunity to share learnings with colleagues and provide a supportive environment for knowledge progression.

# What does the RPL Application process typically look like?

- 1. Information:** Applicants find out about what RPL opportunities exist in a higher education institution and how the process works.
- 2. Identification:** Applicants are asked to explore their experiences and learning to date with a view to making an RPL application.
- 3. Documentation:** Applicants undertake a reflective process and gather relevant materials to support their application.
- 4. Assessment:** The application is then assessed by a staff member in the higher education institution. A range of assessment mechanisms may be used including portfolios, interviews, essays or examinations.
- 5. Certification:** If successful, the learner will receive formal recognition or certification which can lead to:
  - Credit towards an award or exemption from some programme modules
  - Advanced entry to a programme
  - Entry to a programme

In some HEIs, RPL may also be used to gain a full academic award. The availability of full awards is at the discretion of each HEI and is communicated to prospective applicants on institutional webpages, published RPL policies, etc.,



Find out what RPL for Enterprise can do for your business

**priorlearning.ie**  
**#RPLforEnterprise**

