



Prof Irene Sheridan



Firm foundations for RPL practices –

Institutional Commitment

WHY RPL?

- Equity of access
- Second chance education
- Responding to needs
 - of employers
 - and the region

Because you should be able to build on and not repeat what you already know...

Because learning happens everywhere...



MTU





RPL for

- Access to a course
- Exemption from an element of a course
- Advanced entry beyond the first stage
- Full Award

Evidence of prior learning

- Formal
- Non-formal
- Informal

Assessment Standards robust
quality assured

Building Blocks Outside the Institution

- Positive environment nationally and internationally
- No regulatory or legislative barriers
- Reasonable institutional autonomy
- Well defined and understood National Framework of Qualifications
- Close committed partnerships with industry, professional bodies and industry representative groups

...the external climate changed significantly over the 20 years

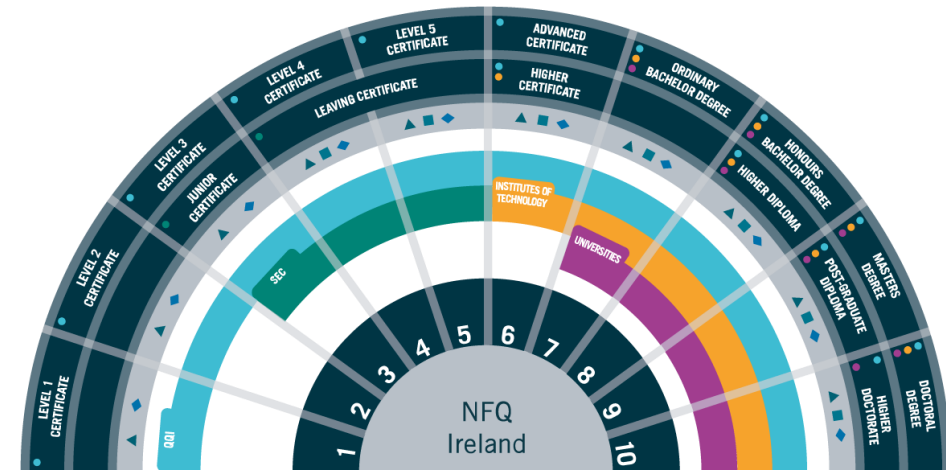


QQI

Quality and Qualifications Ireland
Dearbhú Cáilíochta agus Cáilíochtaí Éireann



An Roinn Oideachais
agus Scileanna
Department of
Education and Skills





Building Blocks

Inside the Institution

- Some Champions!!!
- Initially a project approach
- A mixture of practice and scholarship – links to European and International good practice
- Leadership-level commitment
- Some (modest) central resources
- Robust Quality Assurance
- Developments in teaching, learning and assessment
- Learning Outcomes approach
- Integrated university-wide - not ‘special’ not sidelined

"RPL supports participation in education; it serves to reduce the student workload while not diminishing the learning, making programmes more attractive to mature learners."

"As traditional lifetime employment is declining, the RPL process is facilitating students to reskill while recognising their former training and experience."

"RPL also offers individuals the opportunity to diversify into a different area but benefit from the advances made in their existing skillset."

"The curriculum is continuously being informed by the insight of those undertaking the programme. Suggestions for upgrades and course adjustments usually come from people who have been RPL'ed on to the programme as they are aware of what is happening in industry and how it could translate to the classroom."

"We need to increase the flexibility; the notion of attending college 9-5, five days a week, is not working for many people."

"I think RPL is one of the driving mechanisms to recognise the learning that people are bringing to the table, the challenge for us is how we are acknowledging that and how we can make it more flexible."

RPL has

- Increased the number of students
- Contributed to diversity and inclusion
- Supported enterprise partnerships
- Benefitted from and contributed to staff development
- Challenged our thinking
- Fostered innovation in programme design
- Brought the practice domain into the classroom

...ensures that we see the workplace as a valid and valuable centre for learning

RPL at the heart of our wider engagement interactions



MTU CORK

EXTENDED CAMPUS

The Extended Campus supports **collaboration** between MTU and all sectors of business and the community.



Graduate Formation



- Programmatic review
- Curriculum inputs
- Work placement
- Guest lectures
- Employability & entrepreneurship
- Work-based projects
- Site visits
- Sponsorship
- Shared governance

Workforce Development



- Recruitment
- Part-time courses
- Customised & on-site learning opportunities
- Recognition of Prior Learning (RPL)
- Work-based learning
- Special Purpose Awards

Research & Innovation



- Consultancy
- Use of equipment & facilities
- Contract & collaborative research
- Innovation vouchers & innovation partnerships
- Licensing & patents
- Commercialisation
- Incubation supports

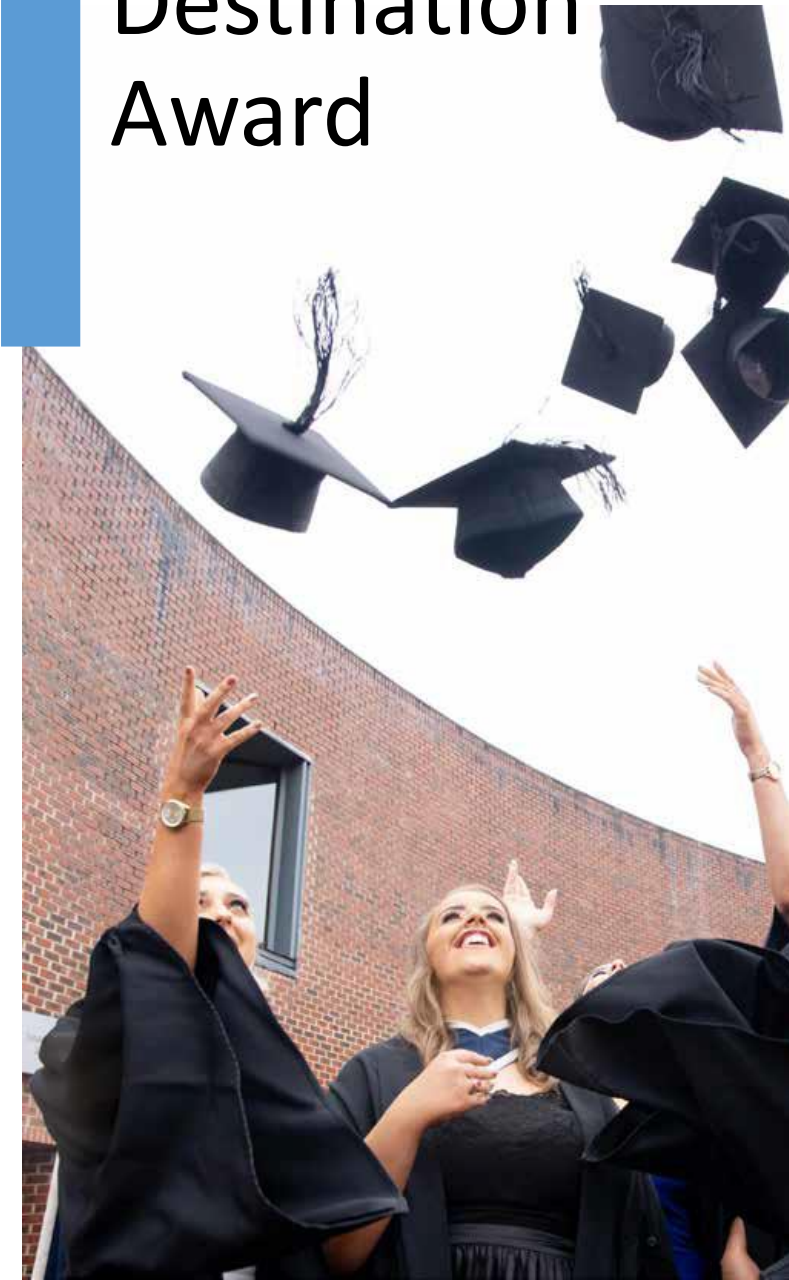
Current
Knowledge
Skills and
Competence



Customised
learning
pathway –
incorporating
RPL and WIL



Destination Award



LEARNING CLINIC

A learning clinic is a service offered by CIT where experienced staff can be available at your site to meet with employees individually or in groups to discuss education and training opportunities best suited to their needs. The clinic can be available at a time and location convenient for the company with minimum disruption to the working day. The learning clinic is coordinated by CIT Extended Campus. It is available to all enterprise partners interested in identifying education and training opportunities for employees.

Aims

- To inform employees of course and learning opportunities in CIT
- To assist employees in identifying a suitable learning path for their future career development
- To discuss Recognition of Prior Learning opportunities
- To identify the learning and training needs of employees
- To explore new opportunities in developing customised learning courses
- To ensure that CIT's courses continue to meet current and future needs

Testimonials

“ The CIT Learning Clinic proved to be one of the most popular site visits of 2014 with employees reporting that the clinics were very helpful and informative. ”

EMC Ireland COE Talent Development group

“ GE Healthcare Cork is a company that is committed to Continuing Professional Development for its employees and has engaged with CIT to develop and upskill our workforce to meet ongoing customer demands and changes in the marketplace. ”

GE Healthcare



If you are interested in finding out more or in organising a learning clinic for your organisation please contact us.

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- 🌐 <http://extendedcampus.cit.ie>



Partners:

Boston
Scientific

Regional Skills
SOUTH WEST
Partnerships for Skills

Cork
Chamber
Skillnet

Bio
Pharma
Chem
Skillnet



Customised Course Reaches Wider Audience to Address Regional Leadership Development Needs

Background

CIT's Certificate in Leadership Development is a Level 8, 15 ECT, Special Purpose Award designed to provide individuals with the knowledge, skills and confidence required to successfully lead or manage teams in industry.

The Need

The programme was initially designed in 2017 as a bespoke offering for Boston Scientific, who identified a skills gap for technical personnel in the people management space. It was aimed at employees holding a non-business

Boston Scientific staff in Cork, staff in Clonmel and most recently in Boston Scientific in Penang, Malaysia.

Barbara O'Gorman, HR Director at Boston Scientific said, "As part of this programme, our employees are working in cross-functional project teams solving real business issues, driving return on investment for us".

However, Boston Scientific was not alone in identifying this skills gap. The South West Regional Skills Forum Manufacturing & Engineering Group also recognised a greater demand for

Organisation & Professional Development said, "Engagement with industry is very important to CIT and the Certificate in Leadership Development is a great example of academia and industry working together to develop a programme for which there is a specific organisational need".

For further information on the Certificate in Leadership Development please contact Don Crowley, Head of Department of Organisation & Professional Development: don.crowley@cit.ie 021 433 5909

AFTA (Atlantic Flight Training Academy) Partnership



- Need : Honours Degree for employment opportunities.
- Who : Pilots
- How: Mapping of pilot training to the NFQ
- Customised course developed
- BA Honours in International Business with Aviation Studies
https://www.cit.ie/contentFiles/files/business/CIT_Int-Bus-Avia-Stud_Web%20Brochure_HIRES.pdf
- Delivered online in a flexible format

BACHELOR OF ARTS (HONOURS)
IN INTERNATIONAL BUSINESS
WITH AVIATION STUDIES

To make it happen you need...

- To believe that learning happens outside the lecture halls and labs...
 - To want to make it happen
- A reasonably well-developed approach to learning outcomes and assessment methodologies
 - Robust and inclusive quality assurance systems (including your external examiners)
- A commitment to enterprise partnerships and flexible, responsive and responsible, learning co-design



...(in my opinion) you don't need



Some links

MTU

- CIT Celebrates 20 Years of RPL: e-Book and Video Available at:
<https://extendedcampus.cit.ie/index.cfm/page/viewNews?id=432>
- RPL Policy / Student Handbook etc. available at:
<https://www.cit.ie/rpl>
- Examples of Engagement in practice
<https://extendedcampus.cit.ie/case-studies?cYear=2021>

3rd VPL Biennale – August 2020

Validation of prior learning for Education and the Labour Market: **Making Policy Work:**

<https://ec-vpl.nl/download/entry/162/>

- *Building Sustainability through Organizational Arrangements – **Deirdre Goggin***
- *Facilitating Educational Opportunities for Pilots using Cohort RPL - **Pio Fenton & Deirdre Goggin***





MTU

Ollscoil Teicneolaíochta na Mumhan
Munster Technological University

?

Prof Irene Sheridan

www.mtu.ie