

RECOGNITION OF PRIOR LEARNING

TRANSFORMING LIVES THROUGH LIFELONG LEARNING



Recognition of Prior Learning (RPL) means that you can get recognition for learning done in a work-based environment and learning from life experience to support your career development. These Guiding Principles provide a consistent approach to Recognition of Prior Learning for NHSScotland Boards, and are underpinned by the [Scottish Credit and Qualifications Framework](#) (SCQF) and NHSScotland [Staff Governance Standards](#).

Guiding Principles for NHSScotland

Person / Learner-centred

NHSScotland managers, supervisors and reviewers will provide support for staff to recognise learners' prior knowledge, skills and understanding, and the value of recognising learning gained from experience in their life and workplace. RPL is voluntary and helps to meet learners' needs, in line with their goals and aspirations in a way that is fair and treats learners with dignity and respect.

Standardised & Transparent

NHSScotland managers, supervisors and reviewers will adopt the RPL 5 Step Process (see below), to ensure transparency and consistency across NHSScotland.

Accessible to all

RPL will be accessible, inclusive, easy to understand and applicable to all learners, considering their preferred learning style.

Collaborative and Quality Assured

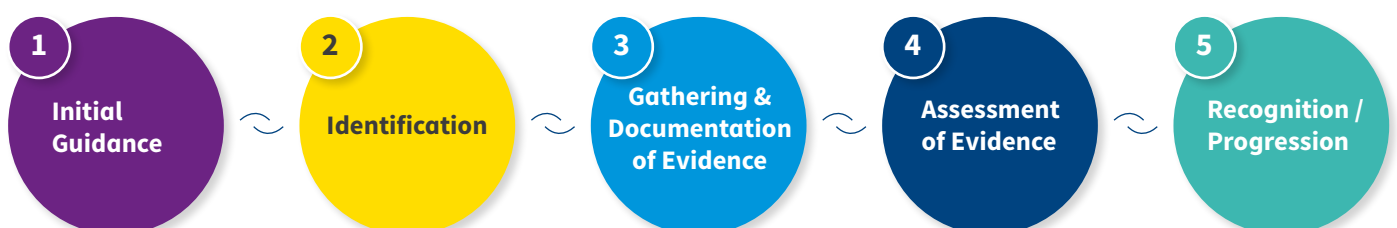
NHSScotland learning and development leads will work in partnership with learning providers to enhance learners' access to formal learning opportunities. RPL will be underpinned by quality assurance mechanisms.

Flexible

The RPL process is a gateway to learning, using different approaches in terms of support and assessment, to address the diversity of learners' needs and requirements when seeking RPL, at any point throughout a learner's career.

These Principles were created by an NHSScotland RPL Short Life Working Group, led by NHS Education for Scotland, in 2019.

RPL is a Five Step Process:



Further information to support this process is available by contacting: asktheteam@nes.scot.nhs.uk

Recognition of Prior Learning can be used for:

- ▶ Recruitment, induction and Personal Development Planning and Review (PDPR) purposes, valuing learning from experience (skills, knowledge, values and understanding) within the lifelong learning culture in NHSScotland
- ▶ The award of SCQF credit points from a credit rating body e.g. college / university, to gain credit and entry into, or articulation onto, a formal learning programme
- ▶ Workers who move to Scotland, who wish to gain recognition for evidenced learning and learning from experience gained outside of Scotland.

Benefits of RPL for Learners:

- ▶ Providing opportunities to reflect on learning gained through experience, raising an awareness of an ability to learn, leading to an increase in confidence to improve practice
- ▶ Helps to benchmark to demonstrate a learners' learning level, identify gaps in knowledge and plan a learning programme to fulfil their potential in line with career aspirations
- ▶ Enables a learner to continually build on their previous learning, avoiding duplication and receive recognition for previous learning, reducing the amount of time it takes to gain a qualification.

Benefits of RPL for NHSScotland:

- ▶ Values employees' skills and identifies learning gaps within the workforce, leading to improved delivery of safe, effective, person-centred care and encourages people at every level
- ▶ Improves staff retention, this means reduced staff turnover, minimised duplication of learning and reduced costs
- ▶ Supports and widens access to learning and development opportunities across NHSScotland within a supportive environment, where careers are flexible and full of possibilities, to attract and retain the workforce needed for a healthier Scotland.



Additional Resources

- ▶ [Scottish Credit and Qualifications Framework Toolkit RPL Toolkit](#)
- ▶ [NHS Education For Scotland RPL Guide for Learners and A Guide to Support Staff Through the RPL Process](#)