

# Recognition of Prior Learning

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## 1. Purpose

In accordance with the requirements of the Standards for Registered Training Organisations, ISH24 provides the opportunity for learners to apply to have prior learning recognised toward a qualification or units of competency for which they are enrolled. Recognition generally takes two forms: recognition of prior learning, which is the focus of this policy, and credit transfer which is dealt with in the Credit Transfer section of this manual. For the purposes of this policy, recognition of prior learning will be referred to simply as recognition.

## 2. What is Recognition?

Recognition involves the assessment of previously unrecognised skills and knowledge an individual has achieved outside the formal education and training system. Recognition assesses this unrecognised learning against the requirements of a unit of competency, in respect of both entry requirements and outcomes to be achieved. By removing the need for duplication of learning, recognition encourages an individual to continue upgrading their skills and knowledge through structured education and training towards formal qualifications and improved employment outcomes. This has benefits for the individual and industry. Most importantly, it should be noted that recognition is just another form of assessment and requires the same application of policy and procedures outlined in the Assessment section of this manual.

## 3. Recognition Guidelines

The following guidelines are to be followed when an application for recognition is received:

- Any learner is entitled to apply for recognition in a course or qualification in which they are currently enrolled.
- Learners may not apply for recognition for units of competency or qualification which are not included in ISH24's scope of registration.
- Whilst learners may apply for recognition at any time, they are encouraged to apply before commencing a training program. This will reduce unnecessary training and guide the learner down a more efficient path to competence.
- Learners who are currently enrolled in a training program are eligible to apply for recognition in that program at no additional charge.
- Assessment via recognition is to apply the principles of assessment and the rules of evidence.
- Recognition may only be awarded for whole units of competency.

## 4. Forms of Evidence

Recognition acknowledges that workplace skills and knowledge may be gained through a variety of ways including both formal and informal learning or through work-based or life experience.

In evaluating assessment evidence, ISH24 applies the following rules of evidence:

- Sufficient
- Valid
- Authentic
- Current

Like assessment, recognition is a process whereby evidence is collected and a judgement is made by an assessor or assessment team. The judgement is made on evidence provided by candidates of the skills and knowledge that they have previously learnt through work, study, life and other experiences, and that they are currently using. It also includes evidence to confirm a candidate's ability to adapt prior learning or current competence to the context of the intended workplace or industry.

Forms of evidence toward recognition may include:

- Work records
- Records of workplace training
- Assessments of current skills
- Assessments of current knowledge
- Third party reports from current and previous supervisors or managers
- Evidence of relevant unpaid or volunteer experience
- Examples of work products
- Observation by an assessor in the workplace
- Performance appraisal
- Duty statements.

Many of these forms of evidence would not be sufficient evidence on their own. When combined together with a number of evidence items, the candidate will start to provide a strong case for competence. ISH24 reserves the right to require candidates to undertake practical assessment activities of skills and knowledge in order to satisfy itself of a candidate's current competence.

## 5. Appealing recognition outcomes

If the learner is not satisfied with the outcomes of a recognition application, they may appeal the outcome like other assessment decisions. Further information can be found in the Appeals Handling Policy.

## 6. Recognition Procedure

The following procedure is to be applied by ISH24 upon receipt of an application for recognition:

**Step 1:** Provide sufficient information to prospective learners to inform them of opportunities for alternative pathways via recognition and the recognition process.

**Step 2:** Learners who request recognition of their current competence are to be invited to carry out a self-assessment prior to enrolment to determine their suitability for a recognition application (using the Recognition Self-Assessment Guide). This step is not compulsory but is strongly suggested. The learner should be provided an electronic version of the RPL application documents.

**Step 3:** Undertake a recognition assessment planning interview between the assessor and the candidate (using the Recognition Assessment Plan). This is to include where possible:

- Helping the candidate to identify appropriate forms of evidence
- Guiding the candidate on the use of recognition tools
- Informing the candidate about the assessment process.

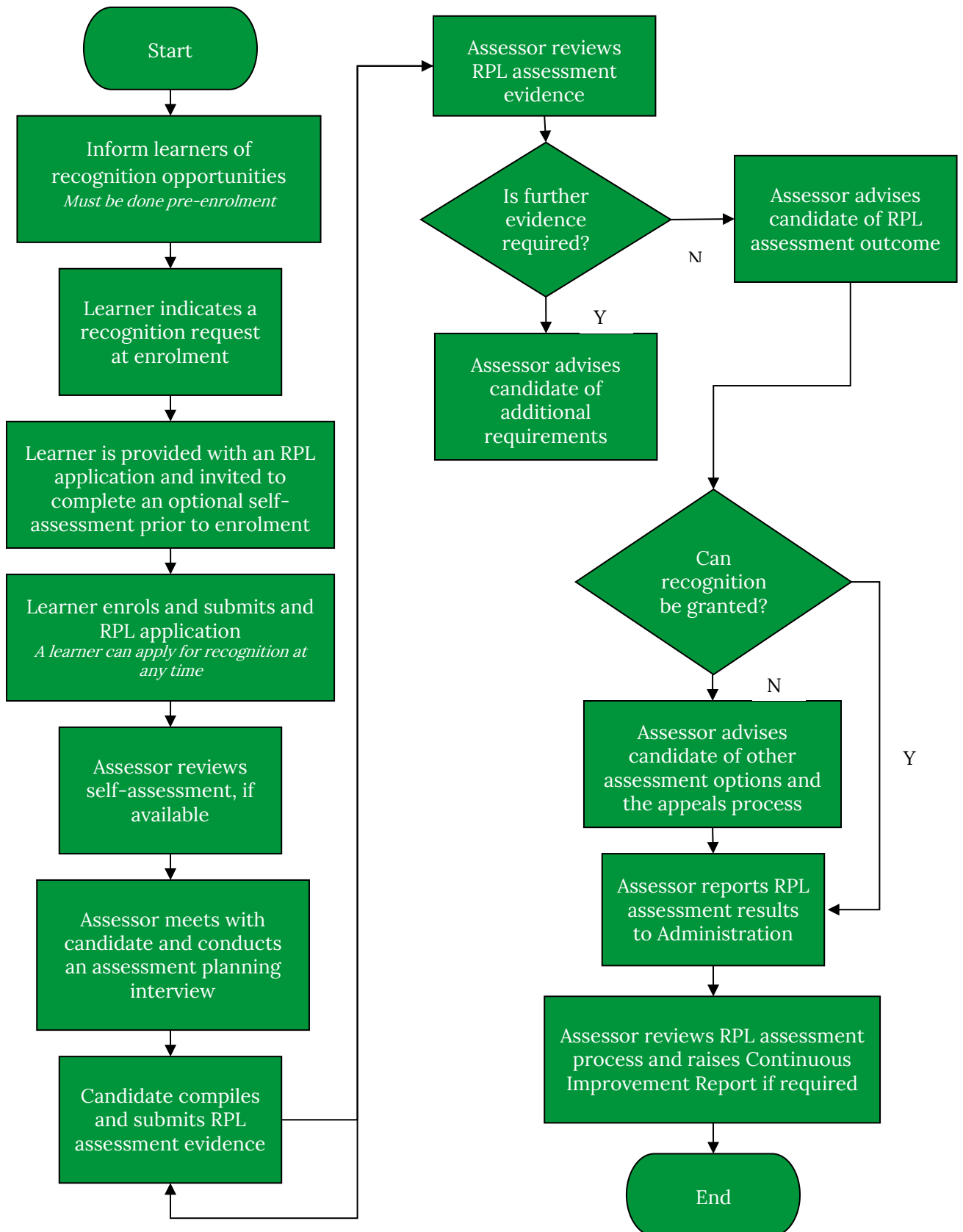
**Step 4:** Candidates are to compile their recognition submission (using a Recognition Evidence Report). This form allows candidates to record their particular documentary evidence against each unit of competency and to attach this evidence as required.

**Step 5:** The Assessor is then to review the assessment evidence and decide on the need for additional evidence on perceived gaps. The Assessor may invite the candidate to undertake a recognition interview to answer verbal questions or a practical assessment. At the end of the evidence gathering process the Assessor is to provide the candidate with written feedback regarding the assessment outcomes, including the procedure for the candidate to appeal the assessment outcome.

**Step 6:** If the candidate is not satisfied with the outcomes of a recognition application, they may appeal the outcome like any other assessment decision. Refer the candidate to the appeals process which can be found in the Learner Information Booklet or Appeals Handling policy.

**Step 7:** When all assessment and appeal processes have concluded, the assessment outcome is to be recorded in the recognition register and the candidate issued with written advice of the outcome. This may include issuing statements of attainment or qualifications awarded through recognition in accordance with ISH24 Qualifications Issuance policies and procedures.

### Recognition Process



## VERSION CONTROL

| Date       | Version   | Changes Made         |                    | Changed by |
|------------|---|----------------------|--------------------|------------|
|            |   | Grammar and Spelling | Formatting         |            |
| June 2017  | 1.1<br><i>within<br/>ISH24<br/>Policies<br/>and<br/>Procedures<br/>Manual</i> |                      |                    |            |
| 17/10/2022 | 2.0   | Minor corrections    | Updated formatting | Su White   |