



Bord Oideachais & Oiliúna
LUIMNIGH & AN CHLÁIR
LIMERICK & CLARE
Education & Training Board

**COLLEGE OF FURTHER
EDUCATION & TRAINING**

RPL of the Level 6
Advanced Certificate in
Hairdressing
Patsy Hogan, LCETB

Introduction

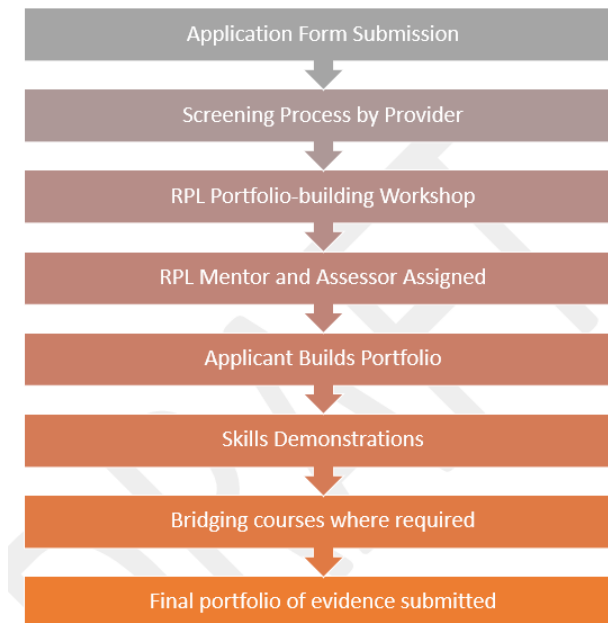
RPL in the National Hairdressing Apprenticeship happens three ways:

- 1) Non-standard entry into Stage 1 where an applicant does not meet the minimum entry requirements as specified in the validated programme
- 2) Advanced entry into Stage 2 of the programme only. No advanced entry for entry in Stage 3
- 3) Certification of the Major Award.

Major Award

- Pilot group of 8 applicants graduated in August 2022
- National roll-out began in 2023 following extensive evaluation and review of the process
- RPL Process currently in
 - Ennis (7 applicants)
 - Waterford (10 applicants)
- New groups will be starting in Mallow and Douglas St Campuses (Cork ETB) in the New Year
- This process is available nationally to all Collaborating Providers of the National Hairdressing Apprenticeship.

RPL Process Steps



Some Things to Consider

- Collaborating Provider's staff capacity for RPL engagement
- Co-ordinating Provider's resources for ongoing support
- Updates to apprenticeship programme mean updating RPL resources

People Validation and Power, RPL in Ireland -Sharing Learning with My Career Path at ATU

Bridie Killoran , Dr Carina Ginty & Gavin Clinch



AGENDA



1. ATU Higher Ed 4.0 (2020-2024) HCI Pillar 3



2. Value of Embedding career guidance



3. Prioritising User Experience



4. Engaging with Local Partners



5. Looking forward: Capturing value

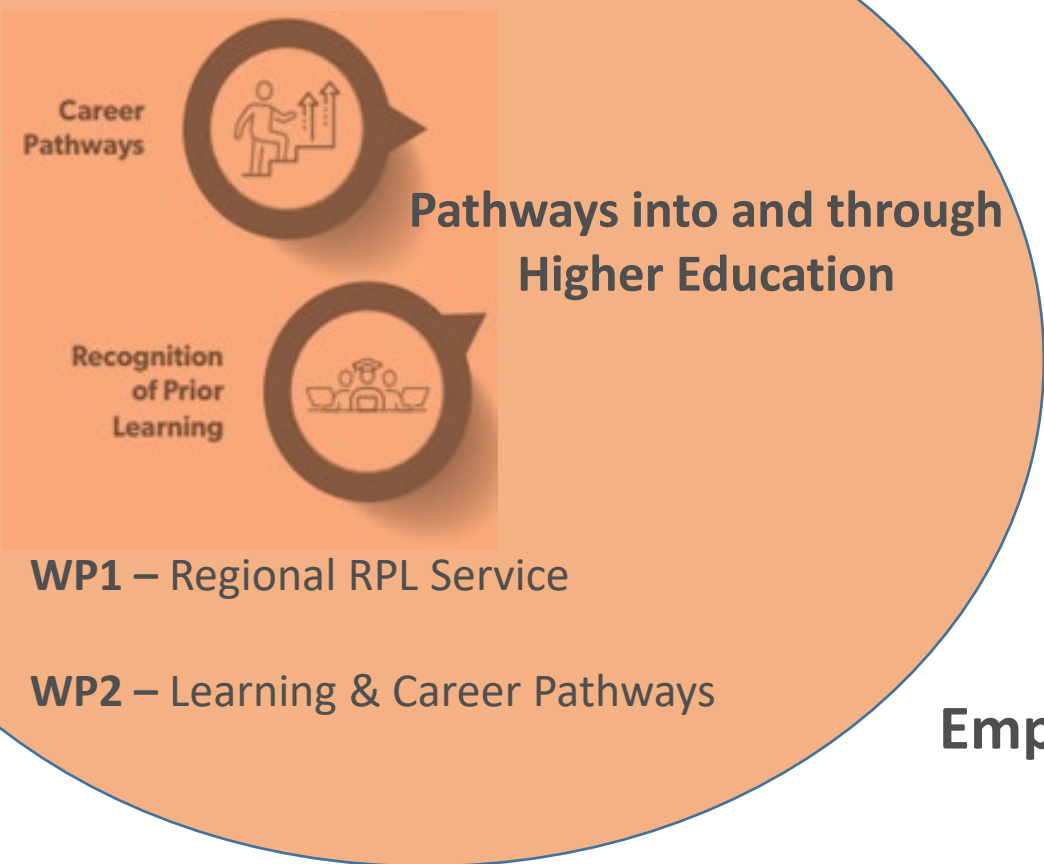


6. 1 minute video demo



1.

**ATU Higher Ed 4.0
(2020-2024)
HCI Pillar 3**



Pathways into and through Higher Education

WP1 – Regional RPL Service

WP2 – Learning & Career Pathways

Employer / employee needs

WP3 – Lean content development

WP4 - Innovative flexible /online learning

WP5 – Sandbox – online innovation unit



Project Enablement

WP6 – Policies and processes to support innovation

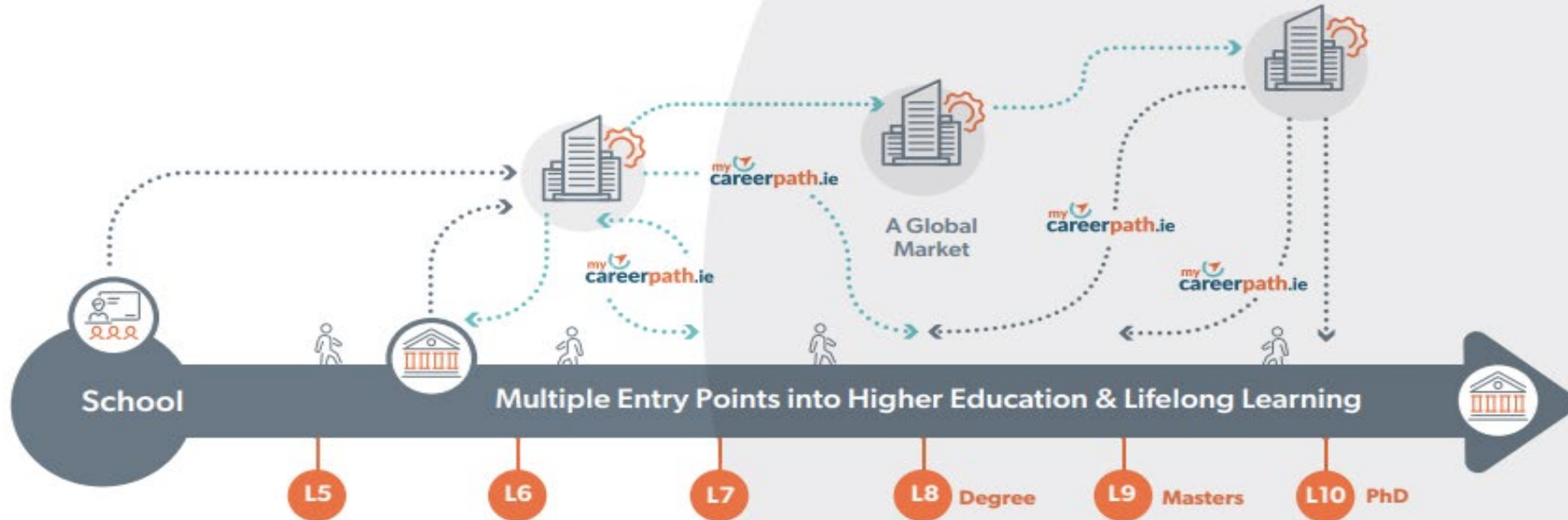
WP7 – Enablement & management



**UNDERPINNED BY INNOVATION DEMONSTRATION SUB-PROJECTS
IN COLLABORATION WITH ENTERPRISE PARTNERS**



www.highered4.ie



www.highered4.ie



- Work Based Learning
- Online learning
- Apprenticeships
- Project Based Learning
- Bespoke programmes
- Micro-Credential

3 Elements to Service

1



MyCareerPath.ie

Online career consultancy, career assessments, 1-to-1 Career Advice

2



Recognition of Prior Learning

Making prior experience and learning count toward access to Higher Education

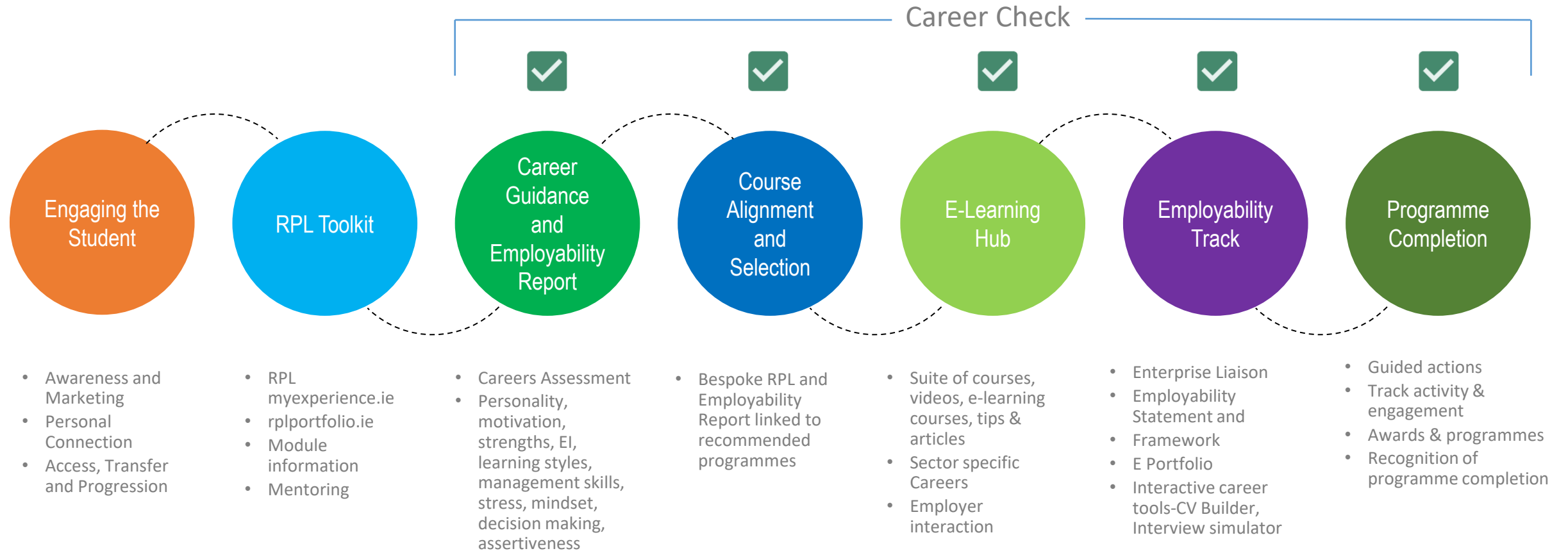
3



Micro credentials

Short, specialised programmes to support upskilling and internal progression

STUDENT PATHWAYS



Five Key Points

01 Attracting Learners

02 Recognition of Prior Learning

03 Dual Approach

04 Flexibility of Offerings

05 Systematic Approach



Starting Blocks

REFLECTIVE SPACE

- **Exploring:** Strengths, education, experience
- **Reflecting:** Career assessments, strengths profile, learning styles
- **Supporting:** Advice and direction. Identify or clarify gaps (skills, education, experience).

On Your Marks

RESEARCH SPACE

- E-learning courses (e.g. career planning, IT skills and digital literacy)
- ATU courses
- Personalised career support

Get Set

PREPARATION PHASE

- Supported Career Action Plan
- ATU supports: academic, personal, financial
- RPL (e-portfolio)

Go

TAKING ACTION

- Submit Applications (courses, RPL, job)
- Move towards your goals
- Celebrate your achievements



2.

Value of Embedding career guidance

2. Value of Embedding career guidance

Don't have clear career goals – and maybe not aware of how education can help them



Many people aren't aware of Recognition of Prior Learning or what it means



University intimidating places
Difficulty of navigating the choices of courses available



Combination of digital resources and supports with human interaction

- People are social learners, & benefit from accountability
- Access to 1-to-1 guidance sessions
- Online career development platform with eLearning and Career exploration resources
 - AI powered tools – CV review, Cover Letter writing tool, Interview preparation

CAREER AND LEARNING BOOTCAMP



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Pathway 3: Mastery Programme (Mid-career)



Who am I?:

Seeking promotion or career advancement, job changer, looking for a new challenge.

What I bring:

Substantial experience, knowledge and skills. Looking forward to a new challenge.

What I need:

Specialised training and development, support in gaining promotion or changing job, redefine career direction. Consolidate experience, knowledge and skills.

MyCareerPath.ie

Supports:

Personalised career advice. Self-exploration tools. Information and advice on courses, Recognition of Prior Learning (RPL), CVs, applications, work-based learning.



Career Assessments

Personality, motivation, strengths, learning styles, management skills, mindset, employability



Employee Mentoring

Qualified professional support and guidance



Learning Pathways

eLearning platform with suite of training videos, online courses, tips & articles and Employer Engagement

Our Assessments & AI Enabled Tools

CareerEdge+ – Employability Review

The Career Edge report measures employees performance on the 5 main areas of employability and provides feedback on areas for improvement.



Transversal Skills Identification & Development

Rate your level of professional competency in transversal skills and complete a personalised auto-generated action plan for development.

- Adaptability & Flexibility
- Commercial Awareness
- Communication & Interpersonal Skills
- Creativity & Innovation
- Critical Thinking & Problem Solving
- IT Skills & Digital Literacy
- Planning & Organising
- Self-management & Initiative
- Teamworking & Collaboration

Strengths Assessment

The Strengths and Motivation assessments help employees understand their key driving forces and how to leverage them to maximum effect.





3.

Prioritising User Experience

5 STEPS TO REDUCING YOUR STRESS LEVELS

This week during Stress Awareness Week, it's important to recognise that stress is one of the most important factors affecting career well-being. Working life can be stressful: in fact, a recent survey revealed that a staggering 44% of employees are...

LAUNCH

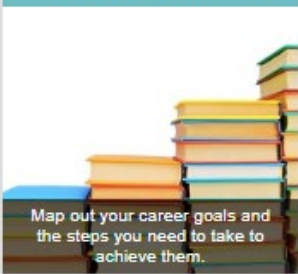


Welcome Bridie

Search e-learning topics: try networking, strengths, interview...

SEARCH

CAREER LEARNING PATHWAYS



Map out your career goals and the steps you need to take to achieve them.

YOUR SKILLS & PREFERENCES



Your strengths & preferences & the behaviours employers look for

CAREER POSSIBILITIES



Career options, self-employment & how to build experience

CHOOSING AN ATU COURSE



Courses available within the ATU that are right for you!

RECOGNITION OF PRIOR LEAR...



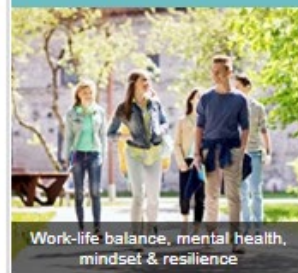
Recognition of Prior Learning (RPL)

PREPARING TO STUDY



Important steps to follow when returning to study

CAREER WELL-BEING



Work-life balance, mental health, mindset & resilience

WORKPLACE SKILLS



Core workplace skills & how to develop them

CVs & APPLICATIONS

INTERVIEWS & OFFERS

PREPARING FOR WORK

ABOUT US

June 2022 - October 2024



2,422 Users
600+ Industry



9 Organisations trained to deliver Online Strengths Path Programme

133 Companies engaged with mycareerpath.ie



24,435 Logins



105,759 Activities

mycareerpath.ie Dashboard Career Pathways Tools/Assessments RPL Advice ATU Courses Employers

LATEST GRAD & STUDENT OPPORTUNITIES – APPLY NO...
 If you're searching for a grad scheme with a multinational firm, then look no further. Tata Steel, DS Smith and PriceWaterhouseCoopers all have prestigious programmes on offer, which span a wide range of disciplines. Alternatively, check out Lidl's ... **LAUNCH**

Welcome Bridie

Search e-learning topics: try networking, strengths, interview... **SEARCH**

CAREER LEARNING PATHWAYS
Supported series of connected steps and programmes to enable further education

YOUR SKILLS & PREFERENCES
Your strengths & preferences & the behaviours employers look for

CAREER POSSIBILITIES
Career options, self-employment & how to build experience

CHOOSING AN ATU COURSE
Courses available within the ATU that are right for you!

Getting Started
 Welcome to your e-learning hub. Discover and develop new career and business skills with expert-advice videos, interactive e-learning courses, tips and articles. Use the navigation on the left to guide you through your career learning, search using the box above or browse the latest resources below.

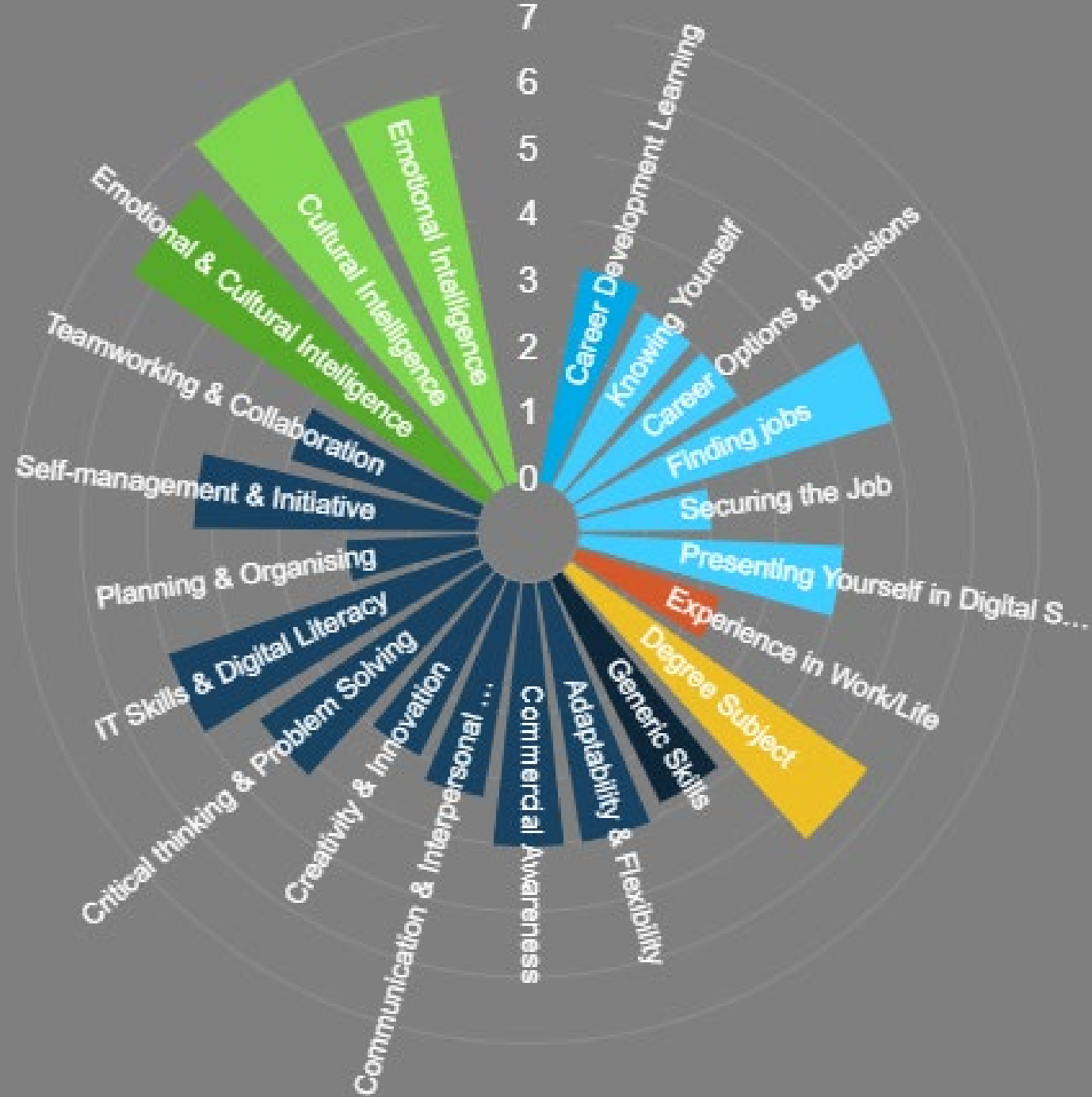
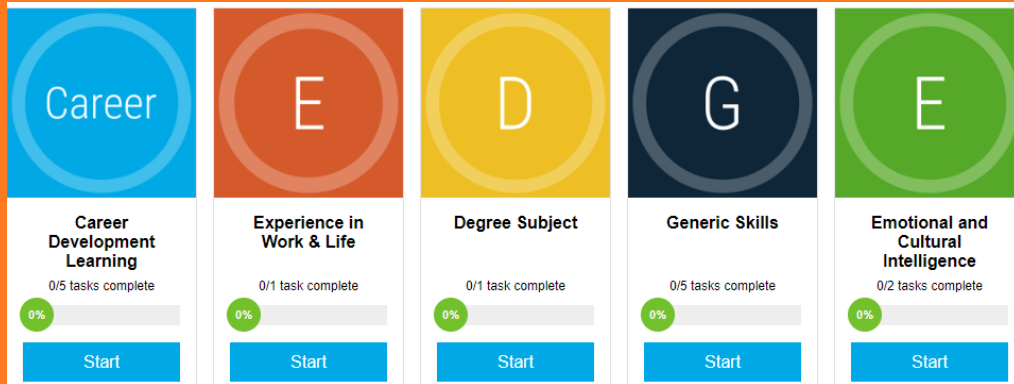
Creating a coaching climate
Leadership, Management, Culture, Coaching

Microaggressions at work
Culture & Diversity

Contributing to an equitable workplace
Attitude & Mindset, Transferable skills, Culture & Diversity

- Interactive Tools
- Career Assessments
- E-learning Courses
- RPL
- ATU Courses
- Mentoring

MEASURING EMPLOYABILITY USING AI



Skills Checker Pulse Assessment

Communications & Interpersonal Skills



I have good oral communication skills

I am completely confident in my presentation skills

I am good at making presentations

I am confident about my written communication skills for various audiences

I know how to network effectively

I am completely comfortable networking face-to-face

I know the basic principles of negotiation & how to negotiate effectively

I easily establish a good rapport irrespective of the situation

Generic Skills

I am good at making presentations

i Hint

Slightly agree

5

Last Taken: 25 Apr 2023 - View Report

Generic Skills

I am good at making presentations

Confidence in this means you know:

- how to determine the main objective for your presentation
- how to structure a presentation
- the appropriate visual aids to use
- how to balance text & images
- the value in rehearsing
- the impact of your voice & body language

Slightly agree

5

Last Taken: 25 Apr 2023 - View Report



4.

Integrating RPL



Recognition of Prior Learning (RPL)

priorlearning.ie



Recognise

Learning happens everywhere, in formal education but also through work, volunteering and life experience. At ATU we recognise all types of learning



Value

RPL Coordinators work with your individuals to identify the formal and informal learning that they have achieved throughout their careers, education and lives.



Apply

Learners can then use the RPL process to:

- Apply for a programme
- Apply for module exemptions
- Apply for advanced entry

Online RPL Preparation Pathway

This RPL Preparation Pathway supports you in preparing for your university programme application

Application submitted to ATU for consideration

You meet the entry requirements

You are offered a place subject to programme requirements & capacity

You don't meet the entry requirements but *are* recommended to pursue RPL route to entry

You work closely with the RPL Co-Ordinator on your RPL application

You don't meet the entry requirements and *are not* recommended to pursue RPL route to entry

Connect with your Career & Learning Pathway Advisor to discuss your options

Online RPL Preparation Pathway

- **Online 2-stage Pathway preparing learners for the RPL application process. Designed by CLPAs & RPL Co-ordinators**
- **RPL Portfolio of Evidence Toolkit, which includes, 1-to 1 mentoring with a Skills & competencies tracker**
- **2 stage pathway**
 - **Step 1: About RPL – ATU RPL Process, Terminology & Definitions Explained, NFQ Award Standards, ATU Courses, Springboard, QQI Learning Outcomes**
 - **Step 2: Programme Application Preparation – Competency & Skills Checker, CV Builder, AI Tool CV360, Personal Statement Development**

Quotes from our RPL Applicants

*"My experience with this service in an online setting was excellent. My mentors were not only highly knowledgeable but also incredibly practical. They helped speed up and streamline the RPL process by offering insights for **updating my CV**, providing constructive feedback for **creating a personal statement** and even helping me prepare for a **skills-based interview**."*

Emma Finnegan

*"I came across numerous courses but **found the concept of RPL quite perplexing**. Seeking guidance proved to be invaluable, as it **led me to a course that aligned perfectly with my career goals**, offering a solution that was well-suited for my professional growth. I want to express my heartfelt gratitude to the entire team at ATU whose support and guidance were instrumental in helping me secure the course I wanted"*

Kieran Hastings

*"This platform has opened a door for me to further my skills both personally and professionally and I would highly recommend Mycareerpath.ie to anybody who is considering returning to education. **Through the RPL resource I have now successfully applied for the part-time level 8 BA in Human Resource Management**. I have **gained advanced access into year 3** of this programme which will allow me to recommence my education while also continuing to work full time."*

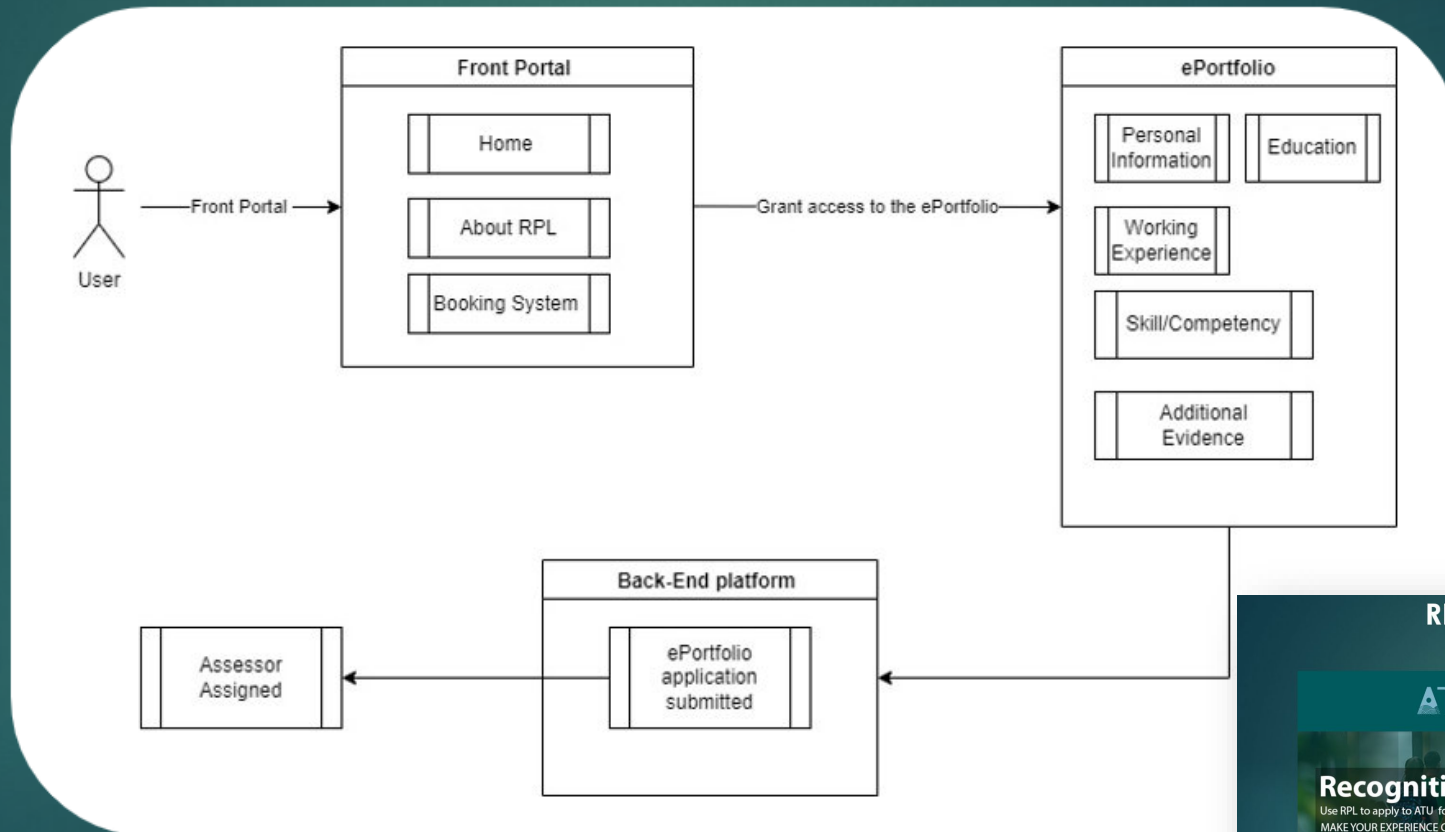
Jeremiah Tydings



Integrating RPL Systems

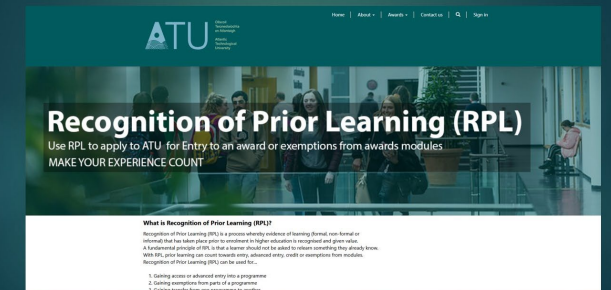
Development of a single, centralized, digital repository for RPL applications

RPL workflow

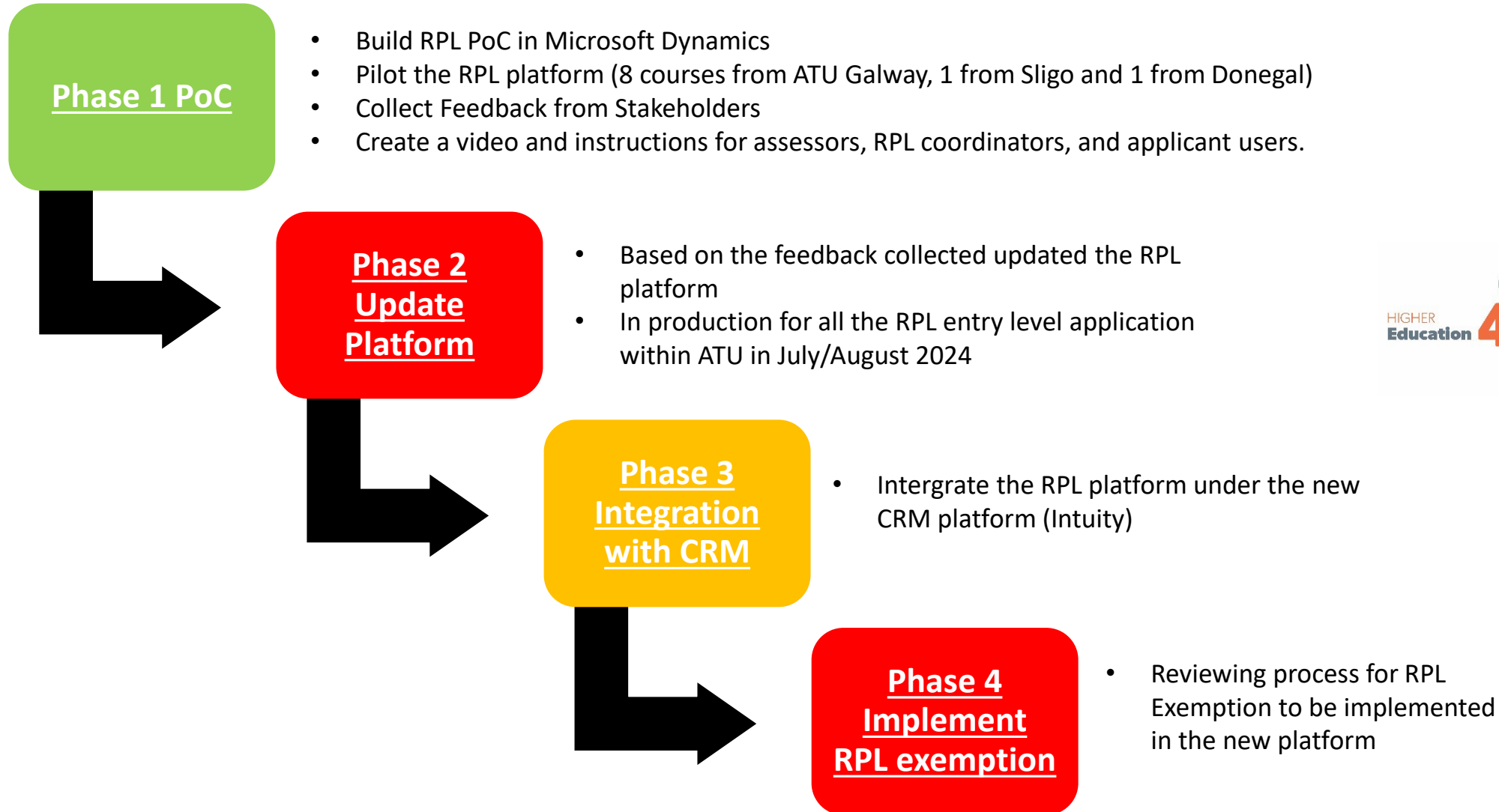


RPL Platform Front end

7

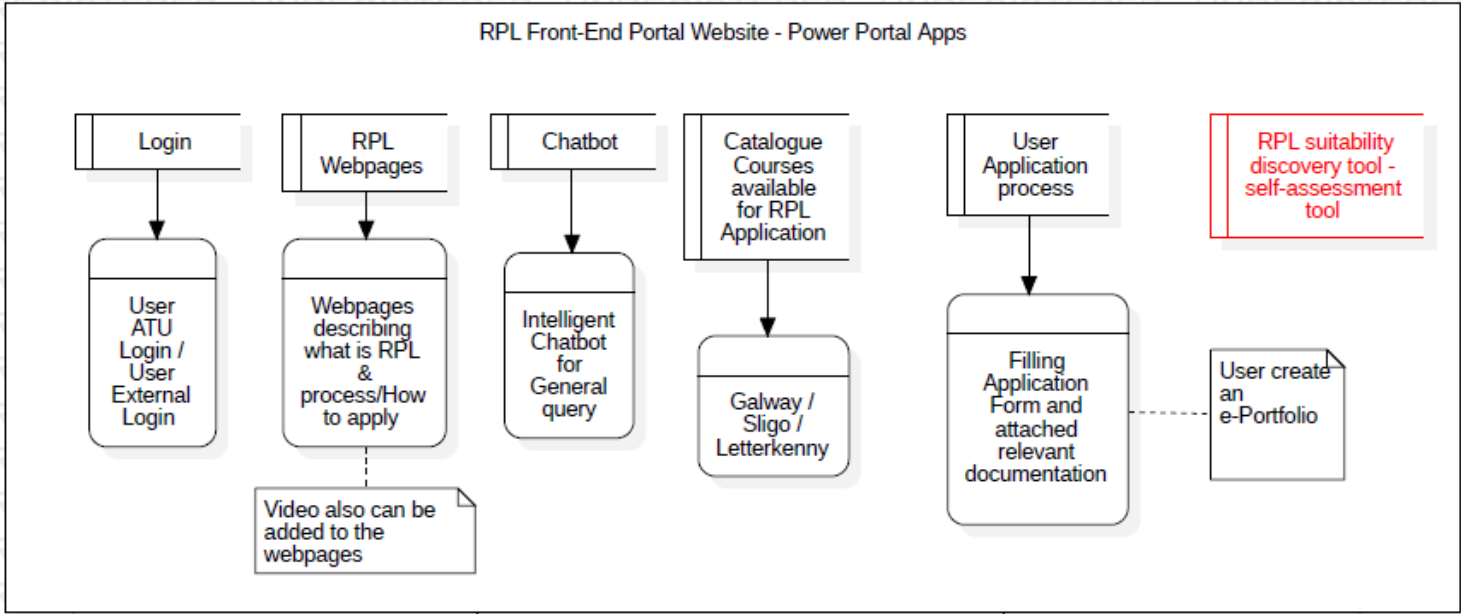


RPL Platform phases details



1. Front End RPL Platform

User Application process



IT Admin

Users Applying for RPL

Data Flow

RPL Coordinators



5.

Engaging with Local Partners

Who we work with

Medtronic

REGENERON

MERTMEDICAL

Rhatigan
J.J. Rhatigan & Company

MEISSNER

abbvie

Abbott

forward emphasis
international


coffey

DORNAN

SUNY The State University of New York

National Learning Network

msletb
Bord Oideachais agus Oiliúna Mhaigh Eo, Shligigh agus Liatroma
Mayo, Sligo and Leitrim
Education and Training Board

 **An Roinn Fiontar, Trádála agus Fostaíochta**
Department of Enterprise, Trade and Employment

Skillnet
IRELAND

SIRO

PORTWEST


Bus Éireann

SVMC

Ollscoil Teicneolaíochta an Atlantaigh
Atlantic Technological University

my careerpath

ATU
Atlantic Technological University

MCP and RPL Stories

Development of a suite of digital videos have been prepared that outlines the journey of ATU RPL applicants through both MyCareerPath.ie and the RPL process and onto a programme of study at ATU.

Have had a multiple RPL stories so far, including employees from, Merit Medical, Bus Eireann and ATU

<https://www.youtube.com/watch?v=Mv5MI3qPaGc>

