

Recognition of Prior Learning (RPL)

Recognition of Prior Learning (RPL) Strategic and Operational Plan

2012 - 2017

June 2012



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Recognition of Prior Learning

RPL Strategic and Operational Plan

2012-2017

Introduction

Red River College (RRC) has a long history of implementing Recognition of Prior Learning (RPL) practices, beginning in the early 1980s when it was implemented in Nursing, Early Childhood Education and Dental Assisting programs. As one of the first colleges in Canada to implement these practices, RRC has continued to build a quality system, with the establishment of the RPL office in 1995 and the implementation of two RPL Strategic and Operational Plans (1999-2004 and 2005-2010).

RRC is committed to the implementation of quality RPL practices, processes and systems. The College's PLAR Strategic and Operational Plan (2005-2010) helped to ensure the continued development of an accessible, credible and effective RPL system. The centrally coordinated RPL Services department, RPL Advising services (as part of the Registrar's Office and in specific programs), RPL assessments conducted by program faculty, assistance and support from the college-wide RPL Committee, and commitment from College staff, faculty and administration all help to ensure a quality system. RRC has clearly articulated RPL policies, procedures and practices that are reviewed on an ongoing basis. Quality RPL tools and resources for learners, faculty and staff continue to be developed each year.

Since 2005, there has been a steady increase in the number of learners accessing RPL (i.e. increase of 58% between 2005 and 2010) and a 61% increase in the number of RPL assessments. From 2005-2010, 2582 learners completed over 4200 RPL course assessments, not including transfer of credit. Between 60 - 70 College programs record RPL course assessments statistics each year. The success rate in RPL for course credit recognition ranged from 91-95% between 2005 and 2010. Detailed information and statistics are available in the RPL Annual Reports on the Anytime Anywhere Instructor Resource (AIR) site (<http://air.rrc.ca/RPL>).

To prepare the **RPL Strategic and Operational Plan 2012-2017**, a number of internal and external initiatives took place between December 2010 and December 2011. These included the RRC RPL Committee's review of the progress of the PLAR Strategic Plan 2005-2010, the completion of a report, "RPL-Taking Stock and Moving Forward: Progress in Achieving the PLAR/RPL Strategic Plan (2005-10)", an external scan of 15 Canadian College and University websites regarding RPL strategic planning initiatives, a review of recent research related to critical factors in quality RPL practice, and three facilitated discussion groups with the college-wide RPL Committee, Deans and Chairs/Managers, and Program RPL designates/leads. The new RPL Strategic and Operational Plan 2012-2017 was developed using the above information along with the facilitated discussion group reports that identified continuing and new actions and outcomes related to the six RPL strategic goals. Additional reports and research on RPL, the RRC Value Statements and the RRC Strategic Plan 2012-15, released in December 2011, were also used in the development of this plan.

With institutional commitment, support and additional resources, the new **RPL Strategic and Operational Plan (2012-2017)** will further the development, implementation, expansion and full integration of quality RPL systems and practices across the College. It is critical that the RPL system be incorporated as an integral part of College services and academic programs, including design, delivery and curriculum renewal, to promote and increase learner access to RPL and success.

Vision

RPL is an integral part of RRC services and programs for learners, College faculty and staff and the external community. The College is recognized in Manitoba and beyond as a leader in quality and excellence in RPL practice.

Goals

- 1. Communication:** The College will clearly and consistently communicate about RPL to ensure access to RPL practices, policies and processes for all stakeholders.
- 2. Quality in RPL:** The College will ensure that programs include RPL as an integral part of curriculum development, assessment and delivery and apply best practice guidelines to ensure quality RPL standards, processes and practices.
- 3. Staff Development:** The College will ensure that staff will be knowledgeable and skilled in RPL standards, processes and practices through access to training and resources to ensure quality practice.
- 4. Systems Coordination:** The College will ensure system coordination for RPL standards, processes and practices across programs and services using the College information systems to record, track, access and disseminate internal and external RPL information and transactions.
- 5. Resources and Cost to Access RPL:** The College will dedicate resources to ensure RPL is an integral part of the way we “do business” for the benefit of all stakeholders, in order to implement RPL standards, processes and practices that are cost effective and efficient.
- 6. Partnerships:** The College will conduct research, pursue partnerships and collaborate with regulatory and accrediting bodies, other educational institutions, business, industries and RPL organizations at the local, provincial, national and international level to advance quality RPL practice. The College will advance its leadership role in RPL practice.

Scope

The RPL Strategic Plan describes outcomes for key stakeholders:

- Learners
- Internal – College staff, faculty and administration
- External – business, industry, community

The plan details the actions, timelines, and leadership responsibilities for all outcomes for the six RPL goals. The outcomes and actions are linked to the Red River College Strategic Plan 2012-2015 themes, strategic initiatives and actions.

NOTE: Legend for RPL Strategic and Operational Plan

Leadership:

RPL-S	RPL Services department	PCD	Program & Curriculum Development department
RPL-A	RPL Advising	RP	Research & Planning department
RPL-C	RPL Committee	MPR	Marketing & Public Relations department
VP AR	Vice President Academic and Research	HRS	Human Resource Services
VP BD	Vice President Business Development	ITS	Information Technology Solutions
D&C/M	Deans, Chairs/Managers	DI/IE	Diversity & Immigrant Support / International Education
SS/R	Student Services, Office of the Registrar	CTS	Corporate Training Solutions
S-CDE	School of Continuing & Distance Education		
S-IE	School of Indigenous Education		
S-LI	School of Learning Innovation		

Timeline:

→ 2012 →	= already occurring and continuing beyond said year
2012 →	= will begin in said year and continue beyond
*	= important focus

RPL Strategic and Operational Plan

Outcomes / Strategies to promote success	Actions	Leadership	Timeline
Goal 1 - Communication: The College will clearly and consistently communicate about RPL to ensure access to RPL practices, policies and processes for all stakeholders.			
<p>1.1 Continue to expand and improve internal and external communication about RPL to ensure barrier free access and full integration into College system and programs.</p> <div style="border: 1px solid black; padding: 5px; margin: 10px 0;"> <p>Note: This outcome and its actions link closely to the following Themes, Strategic Initiatives and Actions from the <i>RRC Strategic Plan 2012-15</i>:</p> <p>Theme A (#1 a, e, f) Theme B (#2 a, #3 a, c) Theme C (#6 a, b, c) Theme D (#7 f)</p> </div>	<ul style="list-style-type: none"> Review and revise communication and awareness practices to ensure the RPL message is clear, simple, and consistent and is fully integrated into presentations, print and electronic/social media (i.e. course and program outlines, program calendars, newsletters, brochures, and student recruitment information). 	RPL-S SS\R MPR	→ 2012 →
	<ul style="list-style-type: none"> Maintain and update the RPL website and print information on a continuous basis to include overview, policies, processes, FAQ's, fees, contact information, learner testimonials and web glossary. 	RPL-S RPL-A	→ 2012 →
	<ul style="list-style-type: none"> Ensure RPL information on the College website and on all program web pages is clearly visible, provides a clear, consistent message, identifies RPL available courses (i.e. RPL flag), and links to the RPL web page. 	RPL-S SS\R	→ 2012 →
	<ul style="list-style-type: none"> Clarify roles and responsibilities and disseminate information for RPL to all staff and faculty through a planned communication strategy that includes information sessions, training, publications, website and online resources. 	RPL-S RPL-C	→ 2012 → *
	<ul style="list-style-type: none"> Communicate RPL practices and activities internally and to other educational institutions, business, industry, community organizations, regulatory bodies, program Advisory Committees, Students' Association and College Alumni via print and electronic/social media and information sessions. 	RPL-S RPL-A D&C/M	→ 2012 →

Outcomes / Strategies to promote success	Actions	Leadership	Timeline
	<ul style="list-style-type: none"> Showcase RPL learner success stories and testimonials using print and electronic media, videos, electronic signboards and marketing campaigns. 	RPL-S MPR	2012 → *
	<ul style="list-style-type: none"> Promote and use provincial and national RPL websites and information to support learners, staff and external community. 	RPL-S RPL-A	→ 2012 →
	<ul style="list-style-type: none"> Provide RPL information to learners prior to program entry through access to pre-enrolment advising at all program information sessions and in program acceptance information. 	RPL-A SS/R D&C/M	→ 2012 → *
	<ul style="list-style-type: none"> Mandate the program RPL designate in each academic program to communicate RPL information to learners and program staff. 	RPL-S D&C/M	2012 → *
<p>1.2 Implement a fully integrated RPL advising service (i.e. from pre-enrolment to post assessment advising) for learners, staff/faculty and external organizations to increase access for all stakeholders.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Note: This outcome and its actions link closely to the following Themes, Strategic Initiatives and Actions from the <i>RRC Strategic Plan 2012-15</i>: Theme A (#1 a, c, d, f) Theme B (#2 a, #3 a, b) Theme C (#6 a, b, c)</p> </div>	<ul style="list-style-type: none"> Provide first point of contact for RPL advising through the RPL Advisor in Student Services and program RPL designates to help learners make appropriate decisions about RPL. 	RPL-A D&C/M	→ 2012 →
	<ul style="list-style-type: none"> Provide efficient and effective one-on-one advising services in person, by phone and online. 	RPL-A D&C/M	→ 2012 →
	<ul style="list-style-type: none"> Utilize the Socrates online self-assessment tool in programs to provide more efficient and effective RPL advising. 	RPL-S RPLS-A D&C/M	→ 2012 → *
	<ul style="list-style-type: none"> Ensure RPL program designates in academic departments provide accurate, timely and consistent information on RPL. 	RPL-S D&C/M	→ 2012 →
	<ul style="list-style-type: none"> Research and provide links to external RPL websites for stakeholders to access further information and guidance on RPL. 	RPL-S RPL-A RPL-C	→ 2012 →
	<ul style="list-style-type: none"> Deliver RPL orientations internally in a variety of ways and on a regular basis to all campuses and externally to other organizations. 	RPL-A D+C/M	→ 2012 → *

Outcomes / Strategies to promote success	Actions	Leadership	Timeline
	<ul style="list-style-type: none"> Provide guidance and appropriate referral for internationally educated learners to access credential evaluation services and RPL processes. 	RPL-A D&C/M SS/R DI/IE	→ 2012 →
	<ul style="list-style-type: none"> Provide post-assessment guidance to learners. 	D&C/M RPL-A	→ 2012 →
	<ul style="list-style-type: none"> Evaluate the RPL advising services (in programs and Student Services) to determine level of service and any recommendations for improvements, renewal and expansion. 	RPL-S SS/R RPL-A	2013 → *
	<ul style="list-style-type: none"> Assess the capacity to deliver RPL advising services in Student Services, Diversity and Immigrant Student Support, International Education, School of Indigenous Education, and at other College campuses. 	RPL-S D&C/M DI/IE	2013 → *
<p>1.3 Continue to implement a targeted marketing strategy for RPL.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Note: This outcome and its actions link closely to the following Themes, Strategic Initiatives and Actions from the <i>RRC Strategic Plan 2012-15</i>: Theme A (#1 a, e, f) Theme B (#2 a) Theme C (#4 c, d)</p> </div>	<ul style="list-style-type: none"> Communicate the RRC RPL Strategic and Operational Plan 2012-2017 to key stakeholders. 	RPL-S RPL-C	2012 → *
<ul style="list-style-type: none"> Continue to develop communication and marketing strategies to increase awareness and implementation of RPL in College programs for all stakeholders. 	RPL-S MPR D&C/M	→ 2012 →	
<ul style="list-style-type: none"> Implement recruitment and marketing strategies via print and media in College programs that demonstrate learner access and success in RPL. 	RPL-S MPR SS/R	2013 →	
<ul style="list-style-type: none"> Publicize widely the learner success stories in RPL. 	MPR RPL-S	2013 → *	

Outcomes / Strategies to promote success	Actions	Leadership	Timeline
<p><u>Goal 2 - Quality in RPL:</u> The College will ensure that programs include RPL as an integral part of curriculum development, assessment and delivery and apply best practice guidelines to ensure quality RPL standards, processes and practices.</p>			
<p>2.1 Continue to develop RPL practices and resources in all existing College programs including new programs and at program renewal.</p> <div data-bbox="186 781 617 1156" style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Note: This outcome and its actions link closely to the following Themes, Strategic Initiatives and Actions from the <i>RRC Strategic Plan 2012-15</i>: Theme A (#1 a, f) Theme B (#2 a, #3 a, b, c, d) Theme C (#4 a, b, c, d, #6 a)</p> </div>	<ul style="list-style-type: none"> • Continue to enhance and follow a quality standard for RPL practice. • Develop and implement a quality standard checklist for RPL to be used in College programs for resource development and practices. • Work with all College programs to establish Development Plans to determine when programs will be “RPL ready”, utilizing curriculum management and RPL and program area resources. • Develop quality RPL resources for assessment and processes to enable learners to prove learning at the course, course cluster, and program levels. • Continue to develop efficient and effective RPL processes and resources for programs with a high need and demand for RPL, including courses common to many programs (i.e. Business Computing, Communication). • Ensure development of RPL resources and practices are part of the curriculum development process for new programs and those under review and renewal. 	<p>RPL-S RPL-C S-LI</p> <p>RPL-S RPL-C RPL-A PCD</p> <p>RPL-S D&C/M PCD S-CDE</p> <p>RPL-S D&C/M</p> <p>RPL-S D&C/M</p> <p>PCD S-CDE RPL-S D&C/M S-LI</p>	<p>→ 2012 → *</p> <p>2012 → *</p> <p>2013 → *</p> <p>→ 2012 →</p> <p>→ 2012 → *</p> <p>2013 →</p>

Outcomes / Strategies to promote success	Actions	Leadership	Timeline
<p>2.2 Deliver high quality and accessible RPL processes and practices that focus on the individual and are designed to achieve maximum demonstration and recognition of relevant prior learning.</p> <div style="border: 1px solid black; padding: 5px;"> <p>Note: This outcome and its actions link closely to the following Themes, Strategic Initiatives and Actions from the <i>RRC Strategic Plan 2012-15</i>: Theme A (#1 a) Theme B (#2 a, #3 c, d) Theme C (#4 a, b, c, d) Theme D (#7 e)</p> </div>	<ul style="list-style-type: none"> Implement quality RPL processes and practices in all programs that are reflective of the diverse and evolving needs of College learners and that follow RPL principles and standards on quality assessment. 	D&C/M RPL-S	→ 2012 →
	<ul style="list-style-type: none"> Deliver quality RPL practices using a variety of approaches and models (i.e. course or course cluster or program based, workplace, etc.). 	D&C/M RPL-S	→ 2012 →
	<ul style="list-style-type: none"> Implement quality RPL processes for courses common to many programs (i.e. Business Computing, Communication) and in programs with a high need and demand for RPL. 	D&C/M RPL-S	→ 2012 → *
	<ul style="list-style-type: none"> Increase the number of programs that assist learners to articulate and verify their skills and abilities through development of professional portfolios prior to graduation. 	D&C/M RPL-S RPL-A	2013 →
<p>2.3 Provide the opportunity for individuals with international credentials and other prior learning to be assessed in College programs in a timely and efficient fashion.</p> <div style="border: 1px solid black; padding: 5px;"> <p>Note: This outcome and its actions link closely to the following Themes, Strategic Initiatives and Actions from the <i>RRC Strategic Plan 2012-15</i>: Theme A (#1 a, d, f) Theme C (#4 a, c, d, # 6 a, b)</p> </div>	<ul style="list-style-type: none"> Review the processes currently used in College programs to assess international credentials and recognize equivalent learning from work and life. 	SS/R D&C/M RPL-S DI/IE	2013
	<ul style="list-style-type: none"> Build a referral system for credential assessment including other RPL services as appropriate. 	SS/R RPL-S DI/IE	2013 or 2014 →
	<ul style="list-style-type: none"> Establish strategies and support for learners and faculty/staff to ensure assessments are standardized, fair, efficient and effective to assess applicable formal and informal learning. 	SS/R D&C/M DI/IE RPL-S RPL-A	2013 →
	<ul style="list-style-type: none"> Develop RPL resources and practices to ensure access to services that meet needs of internationally educated individuals in College programs. 	SS/R DI/IE RPL-S	→ 2012 →

Outcomes / Strategies to promote success	Actions	Leadership	Timeline
	<ul style="list-style-type: none"> Advise and assess using academic credential assessment services and College RPL processes. 	D&C/M RPL-A SS/R DI/IE	→ 2012 →
2.4 Develop and implement quality RPL practices to meet the needs of Aboriginal learners. <div style="border: 1px solid black; padding: 5px; margin: 10px 0;"> <p>Note: This outcome and its actions link closely to the following Themes, Strategic Initiatives and Actions from the <i>RRC Strategic Plan 2012-15</i>: Theme A (#1 a, f) Theme B (#2 a, #3 b, c, d) Theme C (#4 a, c, d)</p> </div>	<ul style="list-style-type: none"> Ensure RPL Services staff, and other program related RPL faculty and staff, participate in the college-wide Strategic Plan initiatives to transform the culture and environment to respect the Aboriginal worldview and enhance Aboriginal student participation and success. 	RPL-S RPL-C D&C/M S-IE	2012 → *
	<ul style="list-style-type: none"> Participate in the development initiatives of the college-wide Strategic Plan to promote greater understanding and integration of the Aboriginal worldview. 	RPL-S RPL-C RPL-A	2012 → *
	<ul style="list-style-type: none"> Research RPL practices in Canada and internationally that support Aboriginal learners and indigenous methodologies for proving prior learning. 	RPL-S D&C/M RPL-C	2013 →
	<ul style="list-style-type: none"> Develop and implement quality RPL practices and resources for college programs that address the needs of Aboriginal learners including those in the School of Indigenous Education and at Regional Campuses. 	D&C/M S-IE RPL-S	2013 →
	<ul style="list-style-type: none"> Implement quality RPL services in Student Services and program areas that meet the needs of Aboriginal learners. 	RPL-A D&C/M S-IE RPL-S SS/R	2013 →
	<ul style="list-style-type: none"> Work with faculty and staff to build RPL expertise through provision of RPL resources and training that respects the Aboriginal worldview. 	RPL-S S-IE D&C/M	2013 →

Outcomes / Strategies to promote success	Actions	Leadership	Timeline
<p>2.5 Provide a variety of delivery options to ensure that learners have appropriate access to the training they need to fill the gaps and complete their program.</p> <div data-bbox="176 451 632 743" style="border: 1px solid black; padding: 5px;"> <p>Note: This outcome and its actions link closely to the following Themes, Strategic Initiatives and Actions from the <i>RRC Strategic Plan 2012-15</i>: Theme A (#1 a, f) Theme B (#3 c)</p> </div>	<ul style="list-style-type: none"> Communicate the options available for learners to “fill the gap” and complete their programs. 	D&C/M RPL-S SS/R	→ 2012 →
	<ul style="list-style-type: none"> Conduct a needs analysis to determine the need and type of gap training requirements in College programs. 	D&C/M RPL-S RP	2013 or 2014 →
	<ul style="list-style-type: none"> Develop new options for learners to complete programs in efficient, effective and convenient ways through part-time studies, modularization, learning plans, and bridging programs. 	D&C/M SS/R RPL-S	2013 or 2014 →
<p>2.6 Adopt and integrate philosophy, concepts and principles of continuous quality improvement and evaluation into RPL standards, processes and practices.</p> <div data-bbox="176 1003 632 1334" style="border: 1px solid black; padding: 5px;"> <p>Note: This outcome and its actions link closely to the following Themes, Strategic Initiatives and Actions from the <i>RRC Strategic Plan 2012-15</i>: Theme A (#1 a) Theme B (#2 a) Theme C (#4 a, #6 a, b)</p> </div>	<ul style="list-style-type: none"> Create and utilize data collection systems and reporting processes to ensure timely distribution of RPL data and information. 	RPL-S ITS SS/R	→ 2012 →
	<ul style="list-style-type: none"> Develop a continuous improvement process for RPL with direct input via feedback, surveys, focus groups etc. to measure stakeholder satisfaction with the RPL system. 	D&C/M PCD S-CDE RPL-S RP	2013 →
	<ul style="list-style-type: none"> As part of the College’s curriculum validation process, request that each program evaluate its RPL practices and identify ways to improve quality. 	PCD S-CDE RPL-S D&C/M	2013 →
	<ul style="list-style-type: none"> Develop a system-wide inventory for programs which includes data on development, implementation, evaluation and revision of RPL practices, resources and systems that can be shared with College stakeholders. 	RPL-S D&C/M ITS	2014 →

Outcomes / Strategies to promote success	Actions	Leadership	Timeline
	<ul style="list-style-type: none"> Evaluate the RPL system to ensure it meets quality standards for RPL services and practices for all stakeholders (i.e. learners, faculty, staff). 	RPL-S D&C/M SS/R VP AR RP	2013 or 2014 →
	<ul style="list-style-type: none"> Revise RPL standards, processes and practices on a regular basis using a system evaluation to ensure quality in RPL. 	RPL-S D&C/M	2014 →
	<ul style="list-style-type: none"> Assist with the continued development of quality Canadian standards to benchmark and monitor the College's RPL process, services, progress and achievement. 	RPL-S RPL-A	→ 2012 →
<p><u>Goal 3 - Staff Development:</u> The College will ensure that faculty and staff will be knowledgeable and skilled in RPL standards, processes and practices through access to training and resources to ensure quality practice.</p>			
<p>3.1 Provide leadership and support, through the RPL Services department for implementation of a quality RPL system that demonstrates excellence in RPL practice.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Note: This outcome and its actions link closely to the following Themes, Strategic Initiatives and Actions from the <i>RRC Strategic Plan 2012-15</i>: Theme A (#1 a) Theme B (#2 a, #3 a, b) Theme C (#4 a, b, c, #6 a, b)</p> </div>	<ul style="list-style-type: none"> Establish strategies and systems to standardize support provided to faculty and staff in RPL development and implementation. 	RPL-S	→ 2012 →
	<ul style="list-style-type: none"> Continue to build on the supportive culture for quality RPL practices, with College administration (i.e. VPs, Deans, Chairs, Program Managers, and Directors). 	RPL-S VP AR D&C/M S-LI	→ 2012 →
	<ul style="list-style-type: none"> Establish strategies to standardize expectations for RRC RPL practice, and communicate the expectations to stakeholders. 	RPL-S RPL-C	2013 →
	<ul style="list-style-type: none"> Monitor and evaluate RPL implementation, training and professional development to ensure best practice in RPL. 	RPL-S	2013 →
	<ul style="list-style-type: none"> Develop a RPL mentoring network for faculty and staff. 	RPL-S RPL-C RPL-A	2013 → *

Outcomes / Strategies to promote success	Actions	Leadership	Timeline
	<ul style="list-style-type: none"> Provide mentor role support through the RPL Services department for designated faculty/staff. 	RPL-S RPL-A RPL-C	2013 → *
3.2 Continue to deliver quality RPL training and professional development responding to the diverse needs of all stakeholders to ensure quality RPL practice. <div data-bbox="203 662 655 1016" style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Note: This outcome and its actions link closely to the following Themes, Strategic Initiatives and Actions from the <i>RRC Strategic Plan 2012-15</i>: Theme A (#1 a) Theme B (#2 a, #3 c) Theme C (#4 a, b, c, d, #5 a, b)</p> </div>	<ul style="list-style-type: none"> Conduct a needs analysis to determine resources and staff training requirements for RPL at the College. 	RPL-S D&C/M	2012 *
	<ul style="list-style-type: none"> Increase RPL training opportunities (i.e. workshops, seminars, RPL Practitioner Certificate courses), the variety of flexible delivery options, and market those to meet the needs of all stakeholders. 	RPL-S S-CDE CTS	2013 →
	<ul style="list-style-type: none"> Deliver collaborative RPL Practitioner Certificate courses/programs for/with other post secondary institutions and organizations locally, provincially, nationally and internationally. 	RPL-S S-CDE CTS DI/IE	→ 2012 →
	<ul style="list-style-type: none"> Ensure RRC's RPL Practitioner Certificate courses comply with future external voluntary RPL Practitioner certification and accreditation. 	RPL-S S-CDE	2014 or 2015 →
	<ul style="list-style-type: none"> Integrate outcomes related to pan Canadian RPL Advisor and Assessor functions into the CAE curriculum to help ensure faculty are competent in RPL practices. 	RPL-S D&C/M S-LI	2013
	<ul style="list-style-type: none"> Promote credit recognition for RPL Practitioner Certificate courses in appropriate certificates, diplomas, post-diplomas and degrees, including the Certificate in Adult Education. 	RPL-S S-CDE D&C/M	→ 2012 →
	<ul style="list-style-type: none"> Track faculty & staff participation in all RPL practitioner training workshops & courses. 	RPL-S S-CDE HRS	→ 2012 →

Outcomes / Strategies to promote success	Actions	Leadership	Timeline
3.3 Increase human and material support for programs, faculty and staff through development of RPL resources. <div style="border: 1px solid black; padding: 5px;"> <p>Note: This outcome and its actions link closely to the following Themes, Strategic Initiatives and Actions from the <i>RRC Strategic Plan 2012-15</i>: Theme C (#4 a, b, c) Theme D (#7 b, d, e)</p> </div>	<ul style="list-style-type: none"> Revise, update and develop new RPL resources utilizing electronic and print modes to maximize staff /faculty access. 	RPL-S RPL-A D&C/M	→ 2012 →
	<ul style="list-style-type: none"> Facilitate increased access to RPL information and resources through staff and faculty orientations, communication, networks, organizations and access to RPL resources on the website, Portal and AIR. 	RPL-S RPL-A	2013 →
	<ul style="list-style-type: none"> Work with Teacher Education to review and improve RPL opportunities, processes and resources in the CAE program. 	RPL-S S-LI D&C/M	→ 2012 →
	<ul style="list-style-type: none"> Market availability of RPL resources and training internally and externally. 	RPL-S S-CDE MPR	→ 2012 →
3.4 Strengthen and reward the capabilities and contributions of staff/faculty through the recognition of prior learning. <div style="border: 1px solid black; padding: 5px;"> <p>Note: This outcome and its actions link closely to the following Themes, Strategic Initiatives and Actions from the <i>RRC Strategic Plan 2012-15</i>: Theme B (#2 a) Theme C (#4 c) Theme D (#7 b, d, e, f)</p> </div>	<ul style="list-style-type: none"> Incorporate RPL processes into the RRC People Plan to encourage staff to use RPL to further their education and/or career. 	RPL-S HRS	2013 →
	<ul style="list-style-type: none"> Continue to build and use RPL practices and principles to assist with recruitment, employee development and training, performance management and succession planning. 	HRS RPL-S	2013 →
	<ul style="list-style-type: none"> Build on and use RPL principles to develop effective performance and career management practices. 	HRS RPL-S	2013 →
	<ul style="list-style-type: none"> Provide College staff with access to RPL advising and practices to assist with meeting educational and career goals. 	RPL-A RPL-S	→ 2012 →
	<ul style="list-style-type: none"> Increase and improve access to RPL processes, including online self-assessment (Socrates), for faculty and staff who wish to complete College programs. 	RPL-S RPL-A ITS	→ 2012 →

Outcomes / Strategies to promote success	Actions	Leadership	Timeline
	<ul style="list-style-type: none"> Implement a variety of approaches – including portfolio (electronic and print) to assist faculty/staff to document learning for education and career goals. 	RPL-S RPL-A HRS	2013 →
	<ul style="list-style-type: none"> Investigate and, if feasible, customize and utilize the Socrates tool for faculty & staff access for career planning. 	RPL-S HRS ITS	2013 →
	<ul style="list-style-type: none"> Continue to train the College faculty/staff as RPL portfolio facilitators through the Train the Trainer Portfolio course. 	RPL-S S-CDE RPL-A	→ 2012 →
	<ul style="list-style-type: none"> Research and confirm the need for RPL training as part of the HR function/roles. 	HRS RPL-S	2013 →
<p><u>Goal 4 - Systems Coordination:</u> The College will ensure system coordination for RPL standards, processes and practices across programs and services using the College information systems to record, track, access, and disseminate internal and external RPL information and transactions.</p>			
<p>4.1 Coordinate planning and support for RPL through the RPL Services department to ensure continuity and best practice.</p>	<ul style="list-style-type: none"> Articulate the roles and functions of the RPL Services area. 	RPL-S RPL-C	→ 2012 →
	<ul style="list-style-type: none"> Assess the capacity of the RPL Services department to provide system development, facilitation and coordination to meet the RPL needs of the College, in the context of the RPL Strategic Plan. 	VP-AR RPL-S D&C/M	2013 → *
	<ul style="list-style-type: none"> Collaborate with program RPL designates and key College support areas to develop an enhanced leadership capacity for delivery of quality RPL services in programs. 	RPL-S SS/R D&C/M	2013 → *

Outcomes / Strategies to promote success	Actions	Leadership	Timeline
<div style="border: 1px solid black; padding: 5px;"> <p>Note: This outcome and its actions link closely to the following Themes, Strategic Initiatives and Actions from the <i>RRC Strategic Plan 2012-15</i>: Theme A (#1 a) Theme B (#3 b) Theme C (#6 a, b, c) Theme D (#7 f, g)</p> </div>	<ul style="list-style-type: none"> Set up a schedule of “RPL ready” courses for all programs and identify “RPL ready” courses that need to be developed. 	RPL-S D&C/M ITS	→ 2013 →
	<ul style="list-style-type: none"> Establish timelines for development and implementation of high priority RPL areas in College programs (see 2.1). 	RPL-S D&C/M	→ 2013 →
	<ul style="list-style-type: none"> Continue to create standardized RPL templates and tools to ensure quality in RPL practice. 	RPL-S D&C/M	→ 2012 →
	<ul style="list-style-type: none"> Promote access and sharing of resources by continuing the development of a central inventory on Portal for RPL Resource Guides and other tools for College courses. 	RPL-S D&C/M	→ 2012 → *
	<ul style="list-style-type: none"> Ensure easy access to online and printed RPL resources/materials for support, development, delivery and promotion of RPL. 	RPL-S ITS	→ 2012 →
	<ul style="list-style-type: none"> Investigate the use of an RPL workflow management tool to coordinate RPL systems and track RPL activity across the College. 	RPL-S ITS D&C/M	2013 or 2014
	<ul style="list-style-type: none"> Develop and implement a formal reporting structure for RPL across all programs and services to measure the achievement of the RPL Strategic Plan outcomes. 	RPL-S D&C/M	2013
	<ul style="list-style-type: none"> Integrate RPL systems with all College programs and key student service areas. 	SS/R D&C/M RPL-S	2013
	<ul style="list-style-type: none"> Utilize the system and tools developed in the Registrar’s Office for transfer of credit and international credential assessment. 	D&C/M SS/R RPL-S ITS	2012 → *
	<ul style="list-style-type: none"> Further develop a system for recording the assessment of non post-secondary courses for College credit (Policy A17). 	D&C/M SS/R RPL-S ITS	2013 →

Outcomes / Strategies to promote success	Actions	Leadership	Timeline
	<ul style="list-style-type: none"> Establish and maintain an online discussion forum for College RPL practitioners which facilitates expertise and information sharing, dialogue and access to other resources at the provincial, national and international level. 	RPL-S RPL-C ITS	2013 →
	<ul style="list-style-type: none"> Continue to utilize the RPL Committee with college-wide representation in a program advisory capacity. 	RPL-S	→ 2012 →
<p>4.2 Provide system coordination for all aspects of RPL development, implementation and evaluation.</p> <div data-bbox="203 743 632 1146" style="border: 1px solid black; padding: 5px; margin: 10px 0;"> <p>Note: This outcome and its actions link closely to the following Themes, Strategic Initiatives and Actions from the <i>RRC Strategic Plan 2012-15</i>: Theme B (#3 a, b) Theme C (#6 a, b) Theme D (#7 f, g)</p> </div>	<ul style="list-style-type: none"> Provide learners with online access to course outlines and self-assessment processes (on tools such as Socrates) to assist with advising and determining eligibility for RPL. 	RPL-S SS/R S-LI PCD	→ 2012 →
	<ul style="list-style-type: none"> Use Colleague to record and track RPL, to assess fees and to create reports so that information can be shared with all stakeholders. 	SS/R RPL-S ITS	→ 2012 →
	<ul style="list-style-type: none"> Work with academic areas to promote equivalency, harmonization and transparency of courses across all programs such that common RPL resources and processes can be developed, shared on Portal, and utilized for courses in all areas of College. 	RPL-S D&C/M	→ 2012 → *
	<ul style="list-style-type: none"> Continue to track all RPL activity statistics on Colleague and extrapolate Program and School-specific data for annual reports. 	RPL-S SS/R ITS	→ 2012 →
	<ul style="list-style-type: none"> Continue to plan and coordinate RPL services (advising and assessing) to be easily accessible to all College departments and campuses. 	RPL-S RPL-A	→ 2012 →
	<ul style="list-style-type: none"> Integrate the philosophy, concepts and principles of quality to maintain system coordination. 	SS/R ITS RPL-S	2012 →

Outcomes / Strategies to promote success	Actions	Leadership	Timeline
	<ul style="list-style-type: none"> Use RPL flag/icon to designate RPL available courses for all programs on all print and online materials. 	RPL-S D&C/M	→ 2012 → *
	<ul style="list-style-type: none"> Use Socrates, part of a quality RPL system to increase student access to advising and RPL practices. 	RPL-S D&C/M ITS	→ 2012 → *
	<ul style="list-style-type: none"> Determine a way to track time and expense for RPL in programs. 	RPL-S D&C/M	2013 →
	<ul style="list-style-type: none"> Provide training for all Student Services staff re: RPL data entry and communication of RPL information. 	RPL-S SS/R	2012 → *
<p>Goal 5 - Resources and Cost to Access RPL: The College will dedicate resources to ensure RPL is an integral part of the way we “do business” for the benefit of all stakeholders, in order to implement RPL standards, processes and services that are cost effective and efficient.</p>			
<p>5.1 Reduce financial barriers for RPL to increase access for learners.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Note: This outcome and its actions link closely to the following Themes, Strategic Initiatives and Actions from the <i>RRC Strategic Plan 2012-15</i>: Theme A (#1 f) Theme D (#9 b)</p> </div>	<ul style="list-style-type: none"> Review and revise RPL Fee Range Guidelines on a regular basis to ensure stakeholder needs are met. 	RPL-S RPL-C D&C/M	2013 →
	<ul style="list-style-type: none"> Determine course based, course cluster based, and program based RPL fees that are fair, reasonable and cost effective for learners and the College (i.e. fee assessments that fit with tuition structure and an effective and efficient system). 	RPL-S D&C/M SS/R	→ 2012 →
	<ul style="list-style-type: none"> Investigate the issue of access to student loans and bursaries for learners doing RPL. 	RPL-S SS/R	2013 →

Outcomes / Strategies to promote success	Actions	Leadership	Timeline
	<ul style="list-style-type: none"> Outline RPL fees for College programs in all online and print resources. 	RPL-S SS/R D&C/M	→ 2012 →
	<ul style="list-style-type: none"> Work towards an articulated system with RPL fees determined on a course based tuition system. 	SS/R RPL-S	2014 →
<p>5.2 Secure resources (human and financial) for development, implementation and evaluation of RPL in existing and new programs/services.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Note: This outcome and its actions link closely to the following Themes, Strategic Initiatives and Actions from the <i>RRC Strategic Plan 2012-15</i>:</p> <p>Theme A (#1 d, f) Theme B (#2 a, 3 a) Theme C (#6 c) Theme D (#9 a, b)</p> </div>	<ul style="list-style-type: none"> Allocate increased development funding to program areas based on a demonstrated need and demand for RPL practices. 	RPL-S VP AR D&C/M	→ 2012 →
	<ul style="list-style-type: none"> Establish RPL as a component in the budget of every program - specifically for the development and implementation of RPL. 	VP AR D&C/M RPL-S	2014 →
	<ul style="list-style-type: none"> Continue to collaborate with program areas to identify specific resources to be included in the budget process for development and implementation of RPL. 	RPL-S D&C/M	→ 2012 →
	<ul style="list-style-type: none"> Continue to investigate areas/programs for RPL development and implementation in support of initiatives in the RRC Strategic Plan. 	RPL-S D&C/M VP AR VP BD	→ 2012 →
	<ul style="list-style-type: none"> Continue to provide resource support for RPL development and implementation to programs and faculty, via RPL Services department and in partnership with other key student service areas. 	RPL-S D&C/M RPL-A SS/R	→ 2012 →
	<ul style="list-style-type: none"> Research and identify additional resources to meet the growing demand for RPL services. 	RPL-S RPL-C	2013 →
	<ul style="list-style-type: none"> Explore other opportunities and secure funding for new projects and initiatives through a variety of funders and partners. 	RPL-S D&C/M VP BD	2013 →

Outcomes / Strategies to promote success	Actions	Leadership	Timeline
	<ul style="list-style-type: none"> • Liaise with government and advocate for a funding system that makes RPL financially viable for institutions and affordable for learners. 	VP AR D&C/M RPL-S	→ 2012 →
	<ul style="list-style-type: none"> • Review approaches and develop strategies for faculty remuneration and appropriate workload considerations to support RPL implementation and development. 	RPL-S D&C/M	2013 →
	<ul style="list-style-type: none"> • Research innovative means to build on the participation of Regional Campuses to increase access to RPL services in communities across Manitoba. 	VP BD D&C/M RPL-S	2013 →
<p>Goal 6 - Partnerships: The College will conduct research, pursue partnerships and collaborate with regulatory and accrediting bodies, other educational institutions, business, industry and RPL organizations at the local, provincial, national and international level to advance quality RPL practice. The College will advance its leadership role in RPL practice.</p>			
<p>6.1 Ensure RPL practice meets pan-Canadian standards, accreditation standards for RPL practice and certification requirements for practitioners.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Note: This outcome and its actions link closely to the following Themes, Strategic Initiatives and Actions from the <i>RRC Strategic Plan 2012-15</i>: Theme A (#1 e) Theme B (#2 a) Theme C (#6c)</p> </div>	<ul style="list-style-type: none"> • Continue to work with pan-Canadian and provincial organizations in the development and implementation of RPL standards to support the portability and transferability of skills for all stakeholders. 	RPL-S RPL-A	→ 2012 →
	<ul style="list-style-type: none"> • Collaborate with pan-Canadian and provincial RPL organizations to work towards an accreditation system to endorse post secondary institutions for quality RPL practice. 	RPL-S D&C/M	2015 →
	<ul style="list-style-type: none"> • Continue to work with pan-Canadian and provincial organizations, such as CAPLA and MPLAN, to explore and implement voluntary certification processes for RPL practitioners. 	RPL-S RPL-A S-CDE	→ 2012 →

Outcomes / Strategies to promote success	Actions	Leadership	Timeline
	<ul style="list-style-type: none"> Evaluate and revise RPL practices to ensure compliance with pan-Canadian standards, future accreditation system and certification for practitioners. 	RPL-S VP AR D&C/M	2015 →
<p>6.2 Conduct research, build and maintain project partnerships and share initiatives on best practices in RPL.</p> <div data-bbox="176 586 640 924" style="border: 1px solid black; padding: 5px;"> <p>Note: This outcome and its actions link closely to the following Themes, Strategic Initiatives and Actions from the <i>RRC Strategic Plan 2012-15</i>: Theme A (#1 b) Theme B (#3 d) Theme C (#6 a, b)</p> </div>	<ul style="list-style-type: none"> Conduct, participate in and use results of research related to RPL. Advance partnerships with organizations on provincial, pan-Canadian, and international projects and initiatives. Promote best practice and share RRC RPL work internally and externally. Research best practice in RPL in other jurisdictions. Support ongoing opportunities for RPL practitioners to share expertise and research to improve RPL practices. 	RPL-S VP AR RP RPL-S DI/IE D&C/M VP AR VP BD RPL-S D&C/M RPL-A RPL-C RPL-S D&C/M S-IE S-LI RPL-S RPL-C	2013 → → 2012 → → 2012 → → 2012 → → 2012 →
<p>6.3 Expand RPL services and delivery of the RPL Practitioner Certificate and training to/with other post secondary institutions, business, industry and other organizations.</p>	<ul style="list-style-type: none"> Deliver RPL services as part of joint venture initiatives and custom designed training in selected Canadian and international markets. 	RPL-S S-CDE CTS DI/IE VP BD	→ 2012 →

Outcomes / Strategies to promote success	Actions	Leadership	Timeline
<div style="border: 1px solid black; padding: 5px;"> <p>Note: This outcome and its actions link closely to the following Themes, Strategic Initiatives and Actions from the <i>RRC Strategic Plan 2012-15</i>: Theme A (#1 e) Theme C (#4 a, #5 a, #6 c)</p> </div>	<ul style="list-style-type: none"> Continue to develop RRC's RPL Practitioner Certificate courses and training delivery capacity for internal and external (provincial, national, and international) markets. 	S-CDE RPL-S D&C/M	→ 2012 →
	<ul style="list-style-type: none"> Collaborate and partner with other post secondary institutions to include RPL practices in articulation agreements and other joint agreements. 	VP AR VP BD D&C/M RPL-S	→ 2012 →
	<ul style="list-style-type: none"> Continue to build RPL practices and processes into post-diploma, certificate and degree programs. 	D&C/M RPL-S S-LI	2013 →
	<ul style="list-style-type: none"> Share resources and work cooperatively with other post secondary institutions to recognize RPL credit assessments to enhance transferability and mobility of learning. 	RPL-S SS/R D&C/M	→ 2012 →
<p>6.4 Promote partnerships among the College and business and industry, external accreditation and regulatory bodies, and provincial and federal governments related to RPL services and practitioner training.</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Note: This outcome and its actions link closely to the following Themes, Strategic Initiatives and Actions from the <i>RRC Strategic Plan 2012-15</i>: Theme A (#1 a, e, f) Theme C (#6 c) Theme D (#7 b)</p> </div>	<ul style="list-style-type: none"> Continue to share RPL best practices and initiatives with all College Program Advisory Committees. 	RPL-S D&C/M	→ 2012 → *
	<ul style="list-style-type: none"> Develop initiatives and programs with workplaces to establish RPL practices, practitioner training and bridging programs as part of RRC services. 	VP BD S-CDE RPL-S	→ 2012 →
	<ul style="list-style-type: none"> Provide support and RPL practitioner training to accreditation boards and regulatory bodies to ensure understanding of RPL and the quality practice and implementation in College programs. 	RPL-S CTS S-CDE	→ 2012 →
	<ul style="list-style-type: none"> Explore opportunities and partner on projects with Workplace Education Manitoba, Apprenticeship Manitoba, Workplace PLAR and other provincial government departments. 	VP AR VP BD D&C/M RPL-S	2012 →
	<ul style="list-style-type: none"> Work in partnership to provide RPL assessment services for regulatory/ professional bodies under a fee for service arrangement. 	D&C/M RPL-S	2013 →

Outcomes / Strategies to promote success	Actions	Leadership	Timeline
	<ul style="list-style-type: none"> Develop and implement gap training alternatives including bridging programs to assist regulatory bodies and other organizations with RPL services. 	D&C/M RPL-S	2013 →
	<ul style="list-style-type: none"> Work with the provincial and federal government on RPL projects and initiatives to meet the needs of internationally educated individuals. 	RPL-S D&C/M	2013 →
<p>6.5 Continue to provide credit recognition in College courses/programs for workplace training.</p> <div data-bbox="178 737 640 1042" style="border: 1px solid black; padding: 5px;"> <p>Note: This outcome and its actions link closely to the following Themes, Strategic Initiatives and Actions from the <i>RRC Strategic Plan 2012-15</i>: Theme A (#1 c, d)</p> </div>	<ul style="list-style-type: none"> Continue to conduct assessments of workplace training (i.e. College Policy A17) to increase RPL credit recognition in College programs. 	D&C/M RPL-S	→ 2012 →
	<ul style="list-style-type: none"> Grant credit for equivalent College courses/programs for workplace training assessments conducted by national organizations and other post secondary institutions. 	D&C/M RPL-S	→ 2012 →
	<ul style="list-style-type: none"> Assist with development of an online inventory of all workplace training approved for College course/program credit recognition. 	SS/R RPL-S D&C/M ITS	2013 →
	<ul style="list-style-type: none"> Assist with development of an online inventory for equivalency of learning/course credit recognition of military training. 	SS/R RPL-S D&C/M ITS	2013 →
	<ul style="list-style-type: none"> Work with College programs to develop short gap training courses to fill learning gaps for previously acquired workplace training courses. 	D&C/M RPL-S	2013 →
	<ul style="list-style-type: none"> Continue to work with the Office of the Registrar on best practice systems for the recognition of formal learning. 	RPL-S SS/R	→ 2012 →