



Ollscoil  
Teicneolaíochta  
an Atlantaigh

Atlantic  
Technological  
University

# Supporting Online Learner Success with Pathways and Recognition of Prior Learning (RPL)

Online Student Support  
Online Admin/Leadership  
Online Instructional Designer -  
Online Faculty

Ollscoil  
Teicneolaíochta  
an Atlantaigh

Atlantic  
Technological  
University



## Bridie Killoran

Careers and Learning  
Pathways Manager

**ATU** Higher Education 4.0  
+ **Lead** Theme 1

@Bkilloran



## Dr Carina Ginty

Head of Teaching &  
Learning

+ **Lead** DigitalEd.ie  
+ Lead ATU NTUTORR  
+ **Co-Lead** 'Higher Education  
4.0' Career & Learning  
Pathways

@carinaginty



# Session Outline

Ollscoil  
Teicneolaíochta  
an Atlantaigh

Atlantic  
Technological  
University

1. Who we are
2. Drivers for Lifelong Learning, Recognition of Prior Learning (RPL)
3. ATU Response - Higher Education 4.0
4. [MyCareerPath.ie](#)
5. [MyExperience.ie](#)



Ollscoil  
Teicneolaíochta  
an Atlantaigh

Atlantic  
Technological  
University



# WHO WE ARE

New Technological University (April 2022)

Merger of three Institutes of Technology

Serving West/Northwest

Regionally dispersed and focussed

9 campuses (urban and rural)

20,000+ students

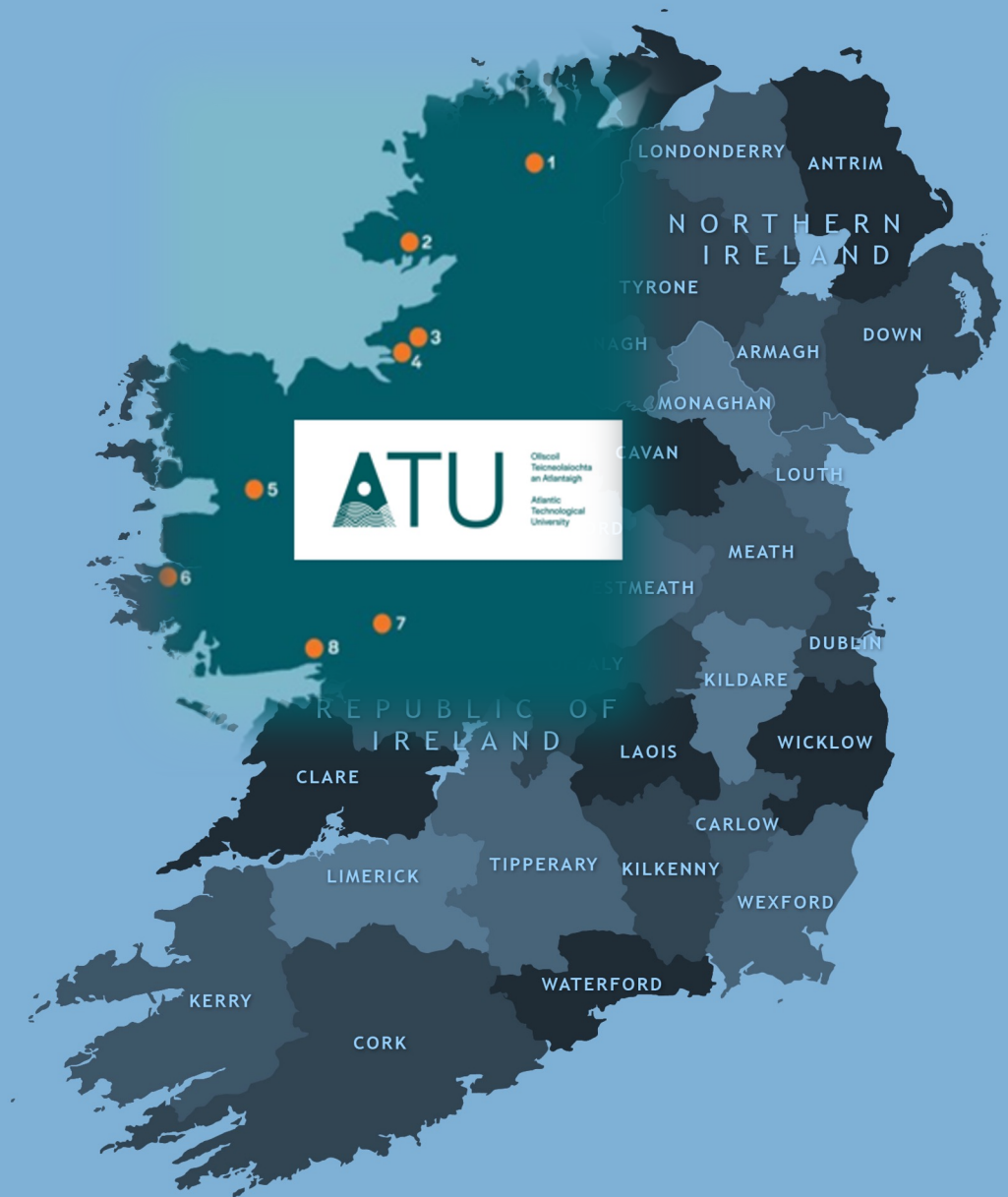
2,500 staff

4,950 graduates in 2022

9 Research Centres

2<sup>nd</sup> largest University in Ireland 2022

3<sup>rd</sup> largest intake of school leavers in Ireland 2022





SLIGO



DONEGAL



CONNEMARA



MAYO



GALWAY CITY



GALWAY CITY -Wellpark



MOUNTBELLEW



Ollscoil  
Teicneolaíochta  
an Atlantaigh

Atlantic  
Technological  
University

2

# DRIVERS

# POLICY DRIVERS

Focus on Employability

---

Technological Universities Act

---

Regional Mission

---

Programmes linked to Enterprise

---

Human Capital Initiative

---

....provide programmes of education and training that reflect the needs of individuals, business, enterprise, the professions, the community, local interests and other stakeholders in the region ..... and facilitate learning by flexible means





# POLICY DRIVERS

Lifelong Learning participation rate is at 7.3% in Ireland compared to 10.5% (EU average). Government Target is 15% by 2025

Lifelong Learning participation with the employed is just 6.2% compared to EU average at 11.2%.

Eurostat (2021) notes the participation rate of adults in LLL rose gradually until 2019, from 7.8% to 10.8%. However, in 2020, it dropped by 1.6% reaching 9.2%.

National and international policies/strategies are now driving HEI's to create and develop structures and new pathways to Higher Education

# ENTERPRISE PERSPECTIVE



## Upskilling the Workforce

LINKS TO  
HIGHER  
EDUCATION

Pathways to  
learning and  
qualifications

Support top-  
up learning

Digitalisation

Access to HE

Flexibility in  
time and  
provision

Quality  
Assurance

Right people  
in right jobs

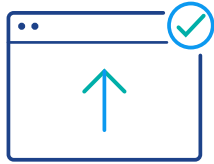
WORKPLACE  
AS A LEARNING  
ENVIRONMENT

# NATIONAL CONTEXT

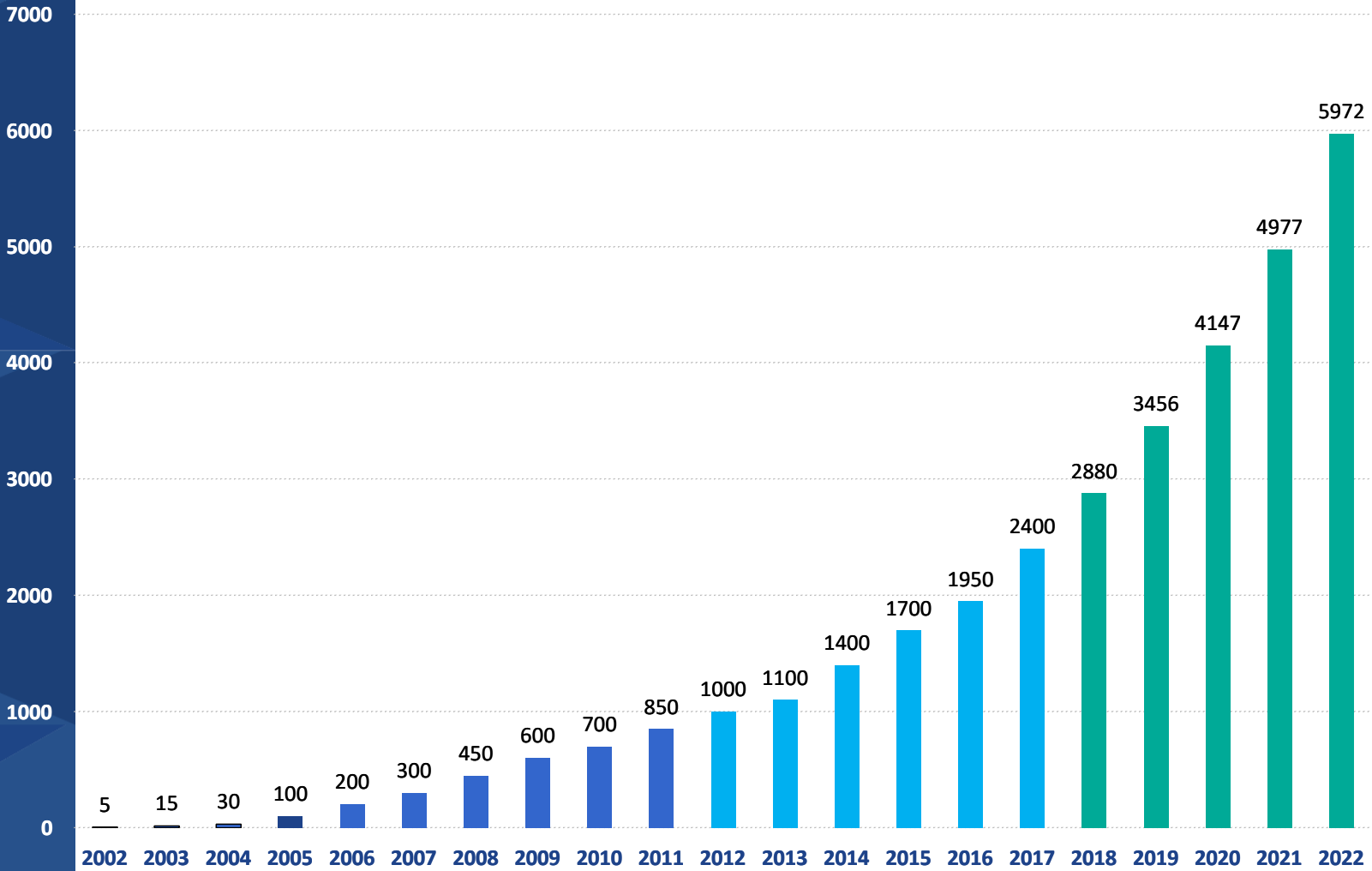


Government investment targeted towards increasing capacity in higher education in skills-focused programmes designed to meet priority skills needs.

# Growth of Online Student Numbers at ATU



STUDENTS



SEMI TARGETED GROWTH



COL TARGETED GROWTH



TARGETED GROWTH (as per KPI)



Meeting the KPIs for Online Development

YEARS

150+ online & Flexible Programmes



Ollscoil  
Teicneolaíochta  
an Atlantaigh

Atlantic  
Technological  
University

3

# ATU RESPONSE

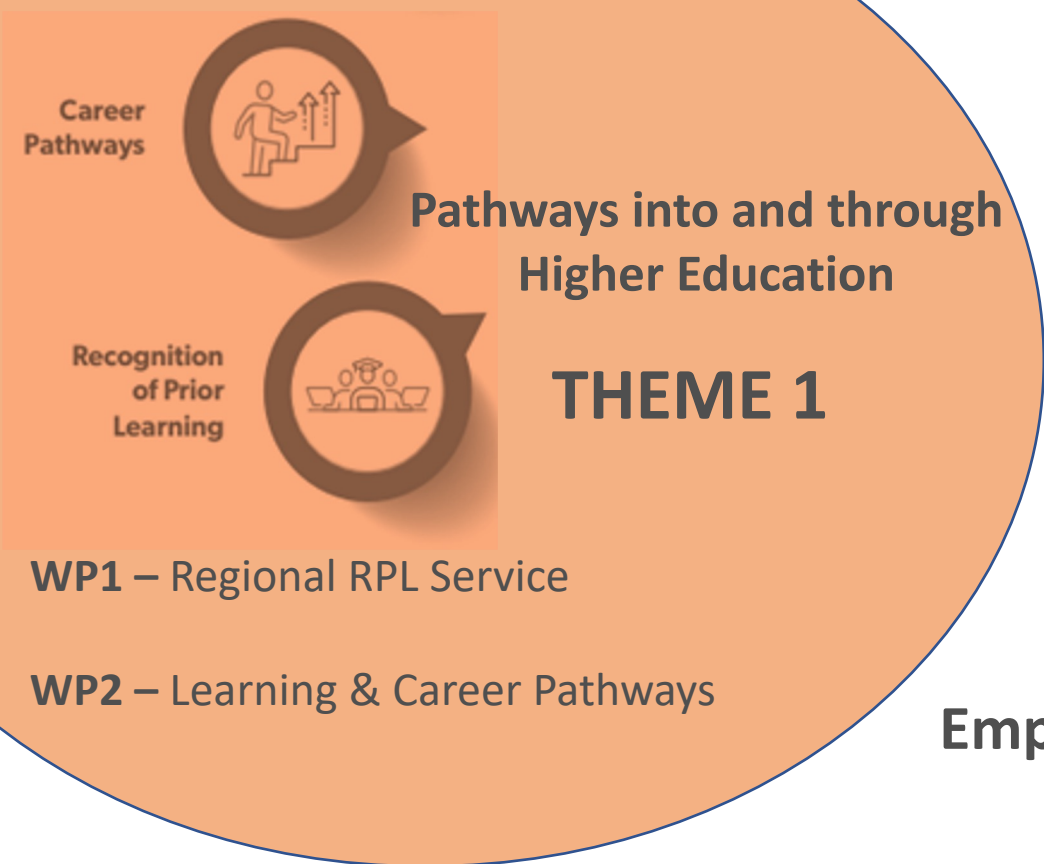
# ATU Response



Supporting  
agility,  
flexibility and  
sustainability

**€12.4M**





**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**

# ATU Toolkit:

[myexperience.ie](https://myexperience.ie)

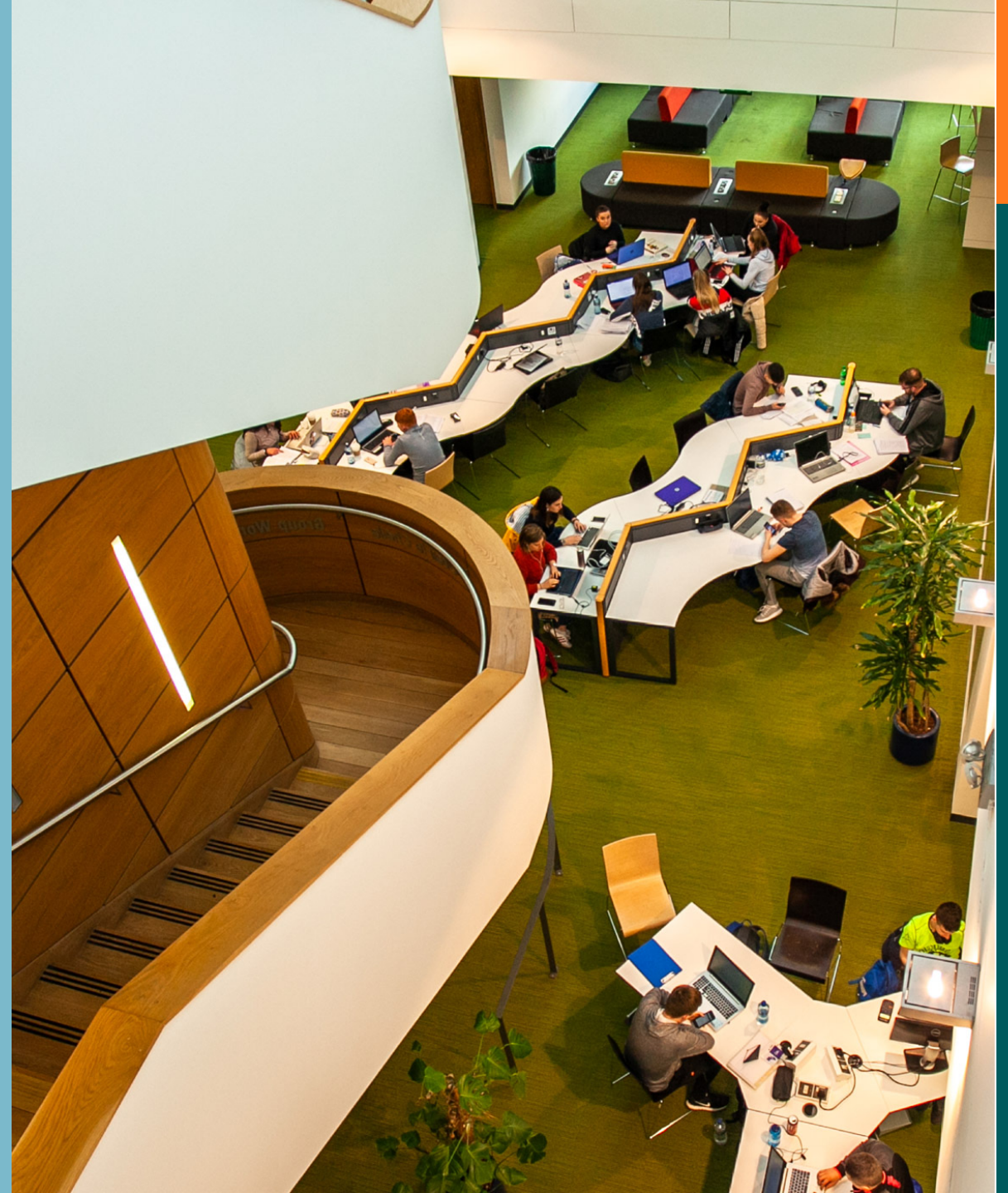
[rplportfolio.ie](https://rplportfolio.ie)

## MyCareerPath.ie

NEW ATU Career and Learning Pathway platform – career guidance, course selection and RPL advisory service

[CPDlearnonline.ie](https://cpdlearnonline.ie)

A T&L online learning platform - RPL Assessor Badge for HE assessors and mentors – *course re-design launching in the Autumn.*





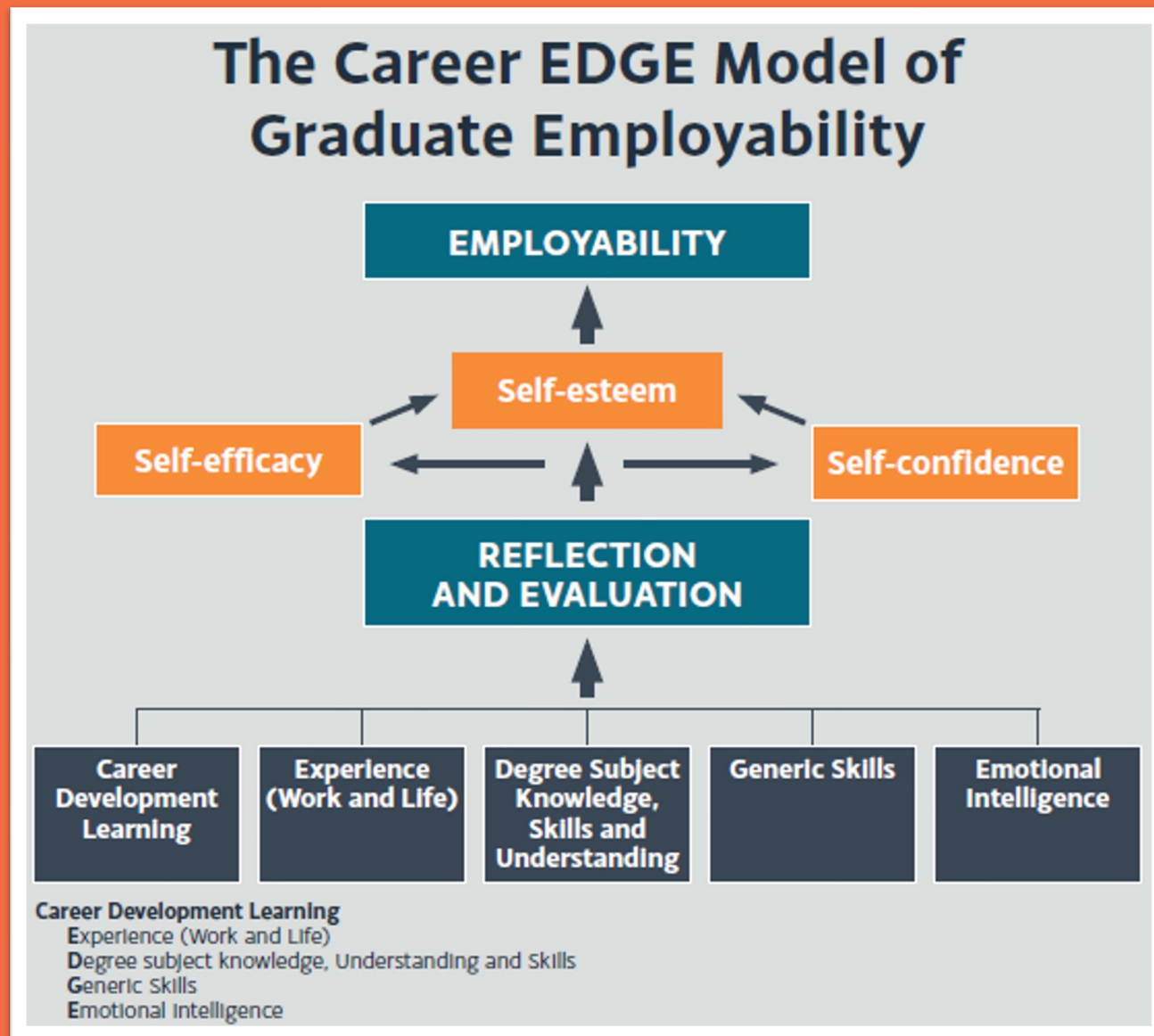
Ollscoil  
Teicneolaíochta  
an Atlantaigh

Atlantic  
Technological  
University

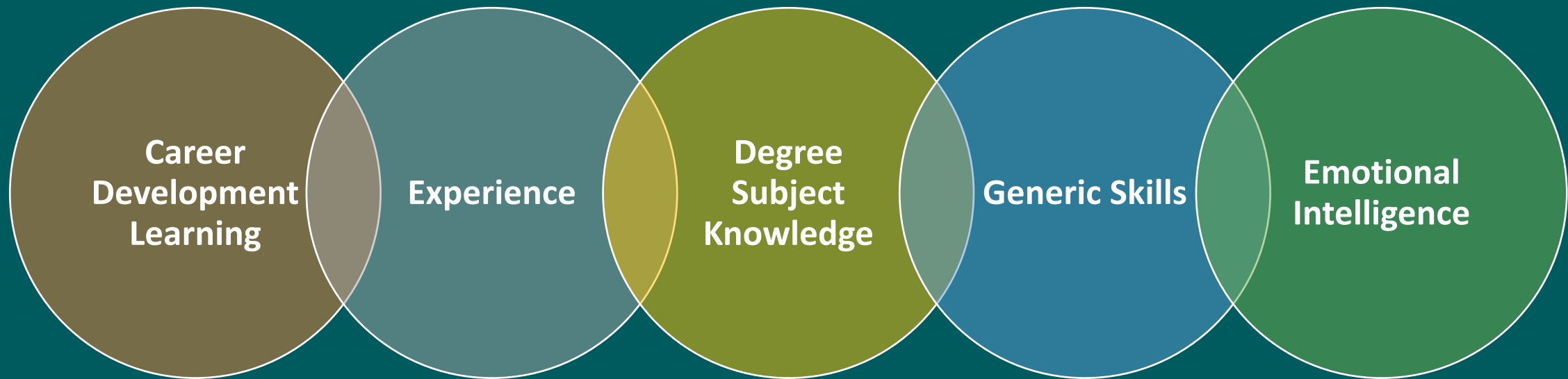
4

[mycareerpath.ie](https://mycareerpath.ie)

## Darce, Pool & Sewell, 2007



# FIVE DOMAINS IN DARCE-POOL





**my**  
**careerpath.ie provides**

Careers Services to  
EMPLOYEES

Or others with no access  
to Careers Guidance

Impartial one-to-one  
career guidance and  
mentoring

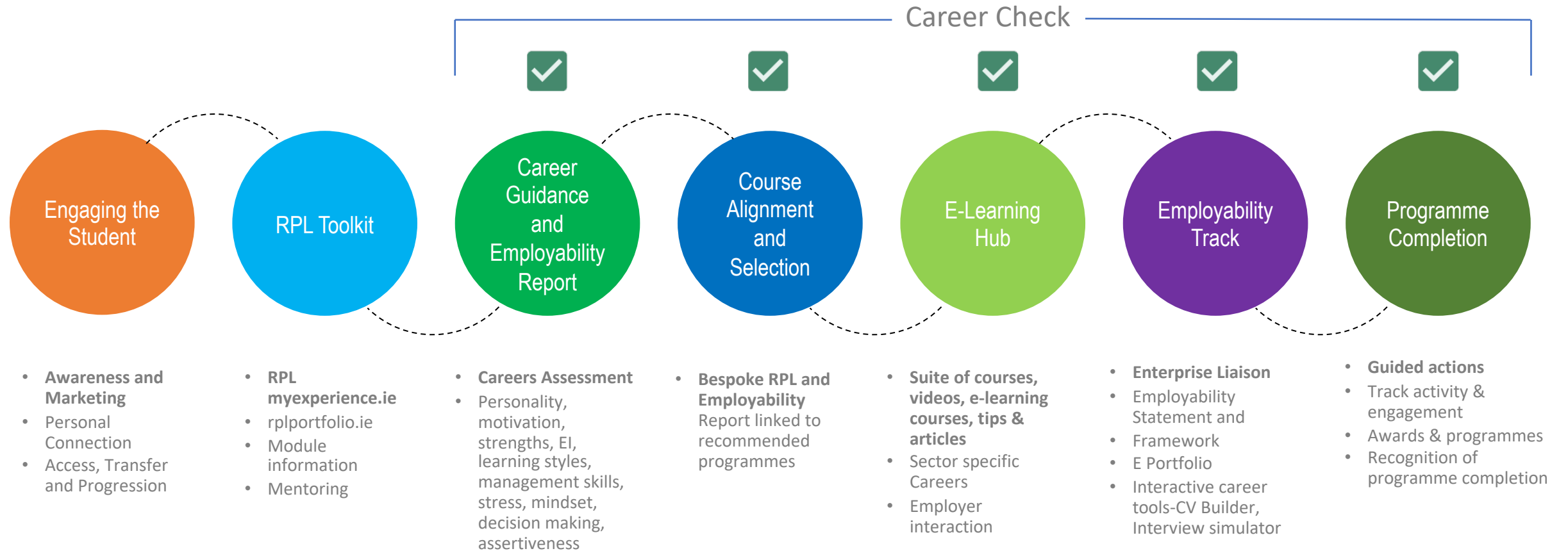
Personal pathways and  
lifelong learning  
opportunities which  
are agile, targeted and  
relevant to workplace

Innovative service for  
RPL, digital tools, ICT  
systems, RPL policy

Robust systems in place  
for employers for new  
course provision

Meet the future  
employment needs of  
the region

# STUDENT PATHWAYS



## Career Development and Learning Pathways Including Recognition of Prior Learning (RPL)

Supported by 1-to-1 Mentoring

MyCareerPath.ie is a service available to people in the workplace, returners to education, entrepreneurs seeking to upskill and people looking to accelerate their career and progress within their organisation.

### Employers

Do you want to further develop your team through upskilling and career development learning pathways?

[Visit the Employer's Area to find out how](#)

### Learners

Do you want to further develop your career and learn new skills?

[Visit the Learner's Area to find out how](#)

# CAREER PATHWAYS



# CAREER AND LEARNING BOOTCAMP



### 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



## Pathway 1: New beginnings (Youth)



### Who am I?

Beginner/career starter/first job/first course/returning to education/workplace.

### What I need:

Support in understanding myself and my career needs. Confidence and assurance in my career decisions.

### What I bring:

Excitement, enthusiasm, energy. Also, confusion and insecurity.

### MyCareerPath.ie

### Supports:

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

# Bootcamp

## Starting Blocks

### Reflective Space

- **Exploring:** Strengths, education, experience, achievements, possibilities.
- **Reflecting:** Career Edge+ report. Career assessments: strengths profile, learning styles.
- **Supporting:** Advice and direction. Reflect on what to bring forward into career. Identify or clarify gaps (skills, education, experience).

## Go

### Taking Action

- Submit Applications (courses, RPL, job).
- Commence e-learning, micro-credentials, professional badge.
- Move towards your goals.
- Celebrate your achievements.



## On Your Marks

### Research Space

- Research possibilities to help bridge gaps (skills, education, experience).
- E-learning courses (e.g. career planning, IT skills and digital literacy).
- ATU micro-credentials and professional badges.
- Other ATU courses.
- **Network:** talk to friends, family, employers, HR manager, colleagues.
- Personalised career support.

## Get Set

### Preparation Phase

- Supported Career and Learning Pathway Plan.
- ATU supports: academic, personal, financial.
- RPL (e-portfolio).
- CV and interview preparation.

## Pathway 2: Career Accelerator (Early Career)



### Who am I?:

Graduate (recent or completed degree some time ago), employee with significant experience (needs qualification to progress).

### What I bring:

Experience, knowledge and skills. Sense of fulfilment and achievement. Confident, energised and engaged in career activities.

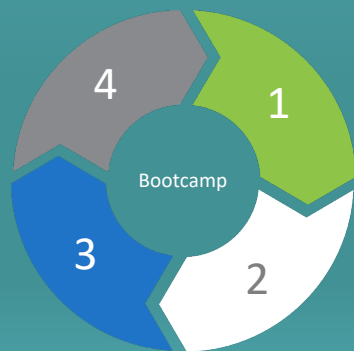
### What I need:

Support in gaining employment or promotion, exploring career directions, finding a postgraduate course.

### MyCareerPath.ie

### Supports:

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



## 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.



## Pathway 4: Dream Builder (Fulfilment)



### Who am I?:

Considerable achievements in my life and/or career. Now looking to pursue my passions.

### What I bring:

Significant experience, knowledge and skills. Self-understanding and self-efficacy, passion for subject knowledge.

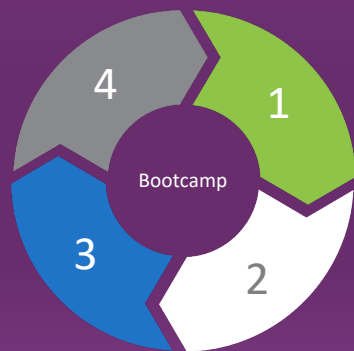
### What I need:

Acknowledge achievements, strengths and passions. Redefine personal and career needs. Change of scene. 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.



## Pathway 5: Entrepreneur (Innovator)



### Who am I?:

An ideas person, innovator, dynamic, creative, interested in business, problem-solver.

### What I bring:

Passionate, energetic, visionary, risk-taker, creative and innovative.

### What I need:

Understand self-employment and business needs. Access to information on training and development requirements, relevant networks and supports.

### MyCareerPath.ie

### Supports:

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



### 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

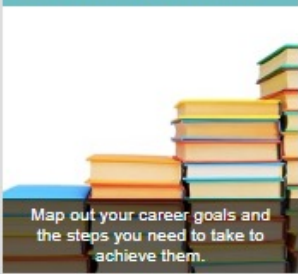


### Welcome Bridie

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

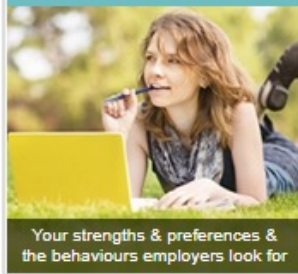
SEARCH

#### CAREER LEARNING PATHWAYS



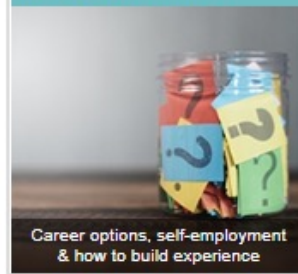
Map out your career goals and the steps you need to take to achieve them.

#### YOUR SKILLS & PREFERENCES



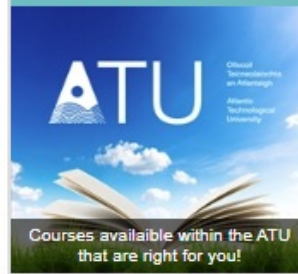
Your strengths & preferences & the behaviours employers look for

#### 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...



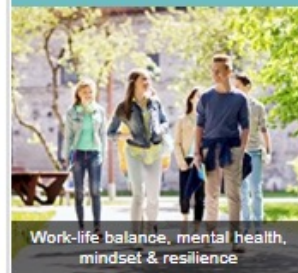
Recognition of Prior Learning (RPL)

#### 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 to February 2023



602

318 Workplace  
284 Undergraduates



7,823

Logins



38,119

Activities



72% apply for  
ATU courses

- Employability and Skills Development



**my careerpath.ie** Dashboard Career Pathways Tools RPL Advice Courses

## CAREEREDGE+ EMPLOYABILITY PROGRAMME

CareerEDGE+ is the latest version of a model used around the world to help students and graduates develop their employability.

This award is designed to support you in the areas you'd like to develop once you've taken the CareerEDGE+ profile self-assessment. It will help you to understand who you are right now, get clarity on who you want to become and provide the tools and knowledge to help you gain the skills and experience to be satisfied and successful in your chosen occupations and future life.

Watch the video to find out what CareerEDGE+ is all about and how it can help you and your employability.

Employability



**Your Status**  
You have completed 0 of 14 required tasks within this award.

0%

Award Completed

0

Programmes Completed

0

Tasks Completed

[Update](#)

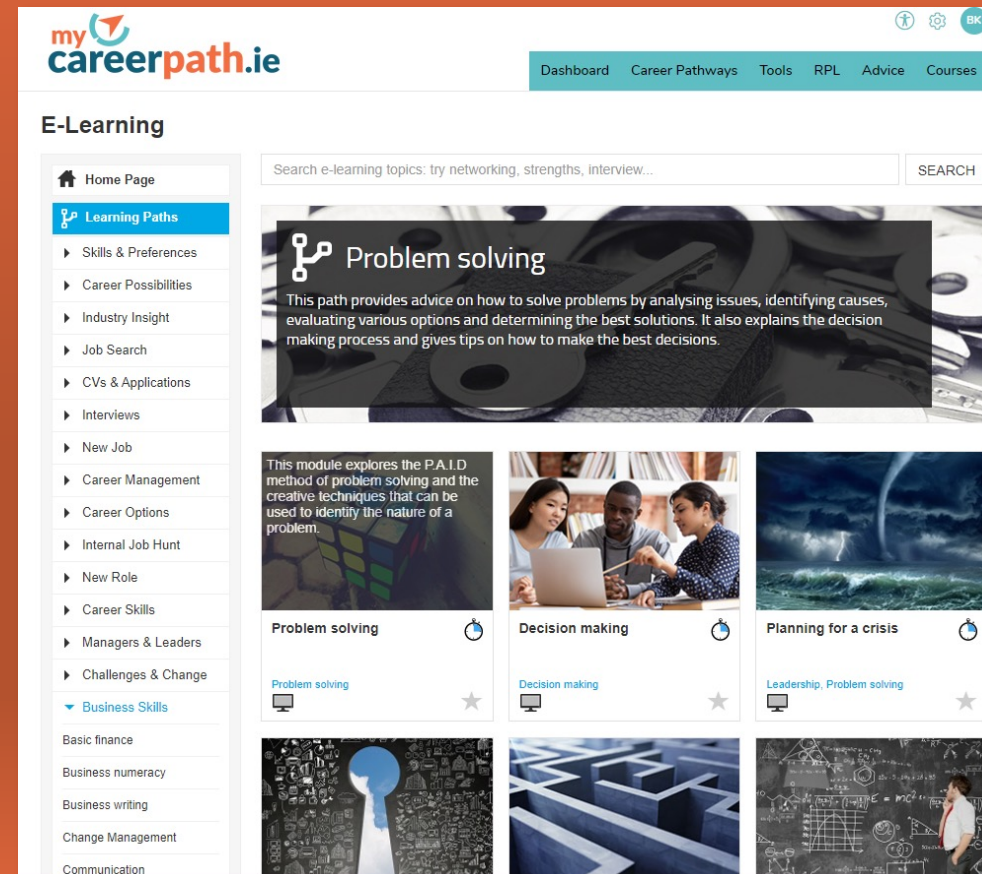
C

E

D

G

E



**my careerpath.ie** Dashboard Career Pathways Tools RPL Advice Courses

## E-Learning

Search e-learning topics: try networking, strengths, interview... [SEARCH](#)

- Home Page
- Learning Paths**
  - Skills & Preferences
  - Career Possibilities
  - Industry Insight
  - Job Search
  - CVs & Applications
  - Interviews
  - New Job
  - Career Management
  - Career Options
  - Internal Job Hunt
  - New Role
  - Career Skills
  - Managers & Leaders
  - Challenges & Change
- Business Skills
  - Basic finance
  - Business numeracy
  - Business writing
  - Change Management
  - Communication

### Problem solving

This path provides advice on how to solve problems by analysing issues, identifying causes, evaluating various options and determining the best solutions. It also explains the decision making process and gives tips on how to make the best decisions.

This module explores the P.A.I.D method of problem solving and the creative techniques that can be used to identify the nature of a problem.

**Problem solving**

**Decision making**

**Planning for a crisis**

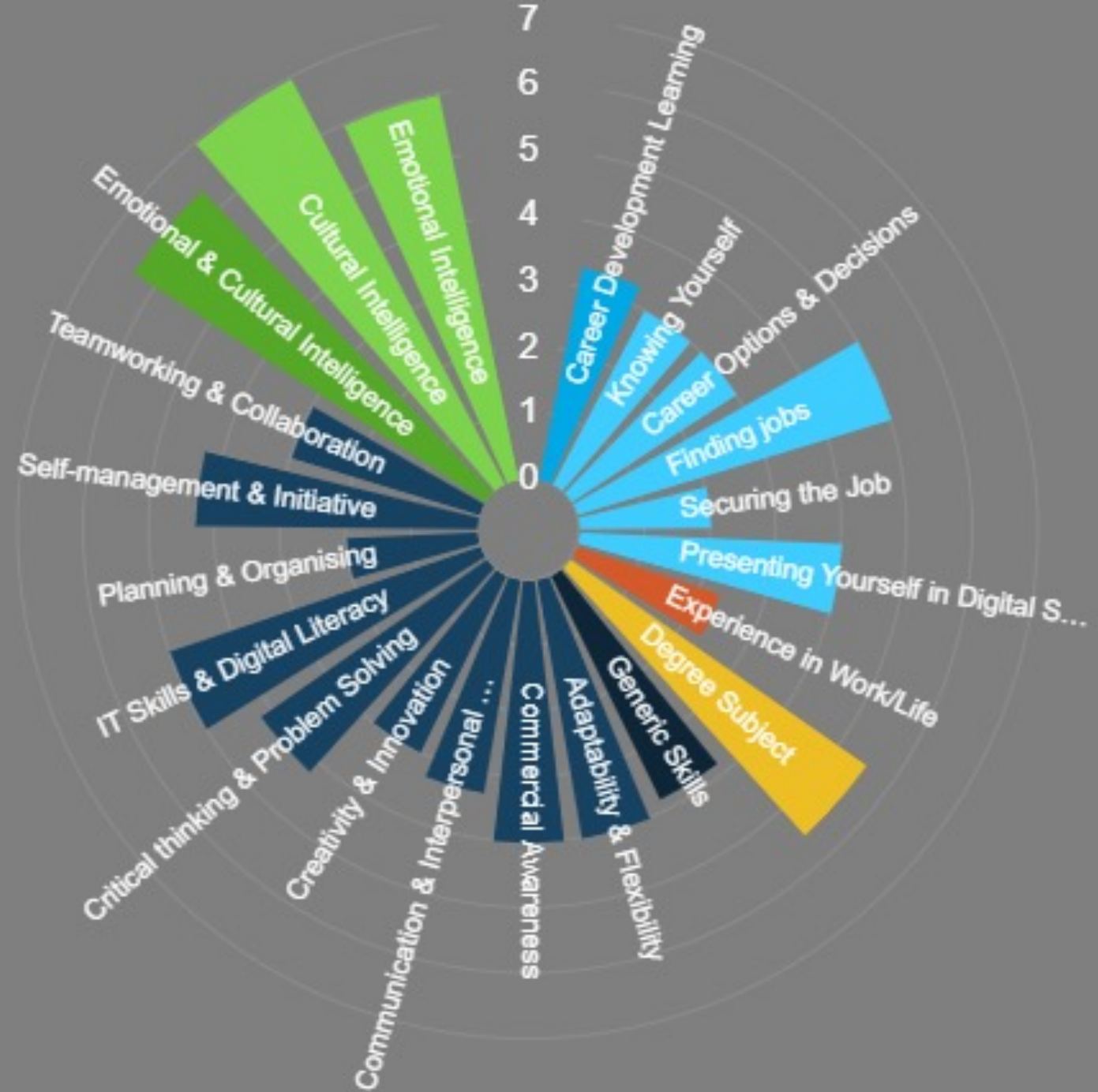
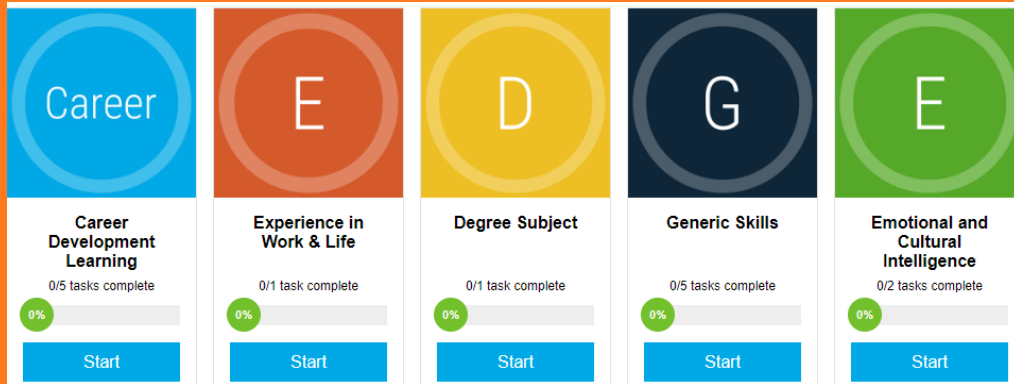
**Problem solving**

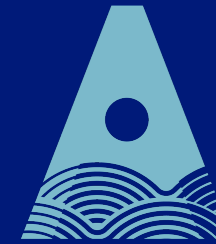
**Decision making**

**Leadership, Problem solving**



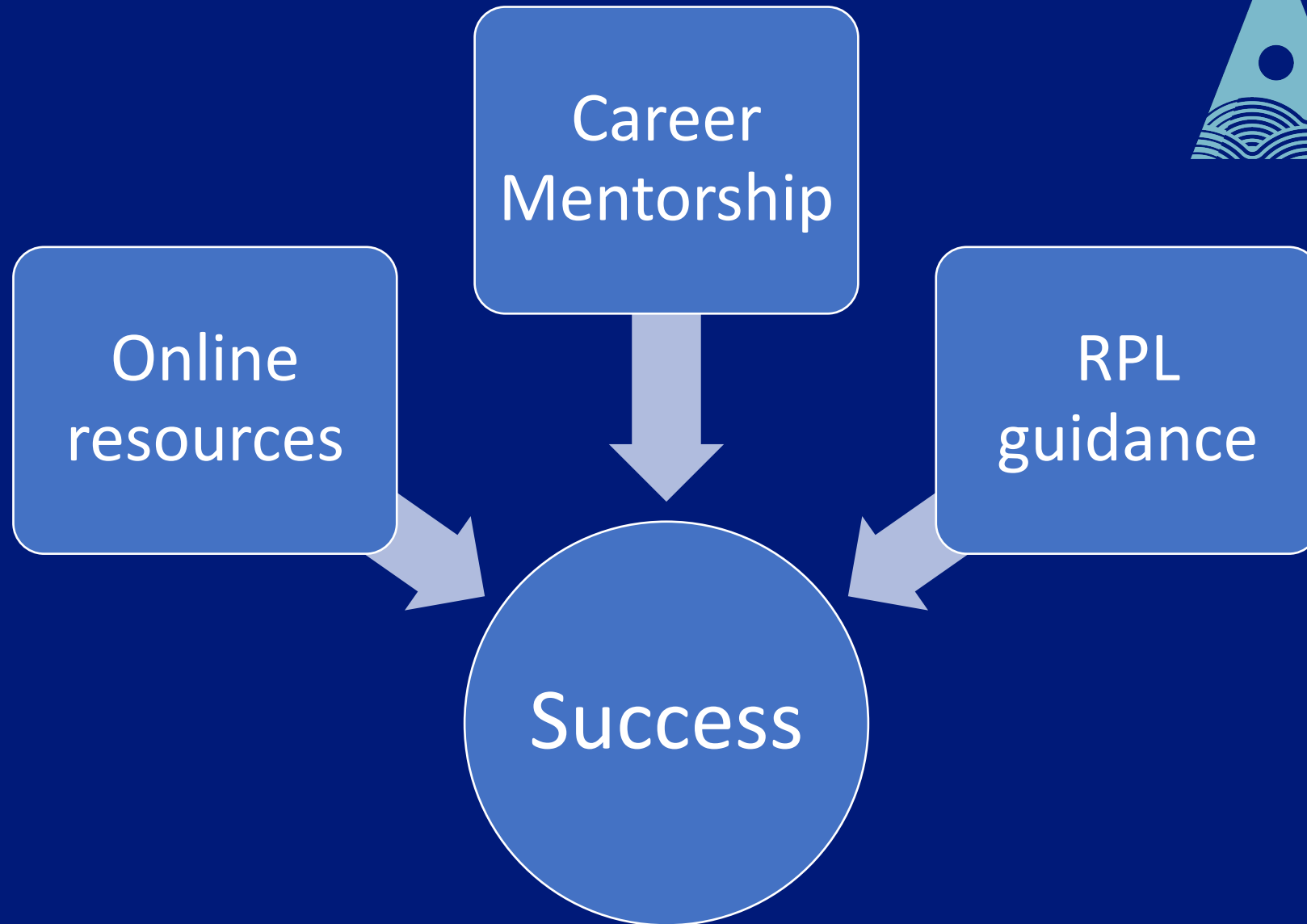
# MEASURING EMPLOYABILITY USING AI





Ollscoil  
Teicneolaíochta  
an Atlantaigh

Atlantic  
Technological  
University



Your Unique Quadrant Profile

Congratulations on starting your strengths journey.

By realising your strengths, you can understand your uniqueness, what motivates you and what you love to do. Use these insights to shape your personal and career success by being your authentic Best Self every day.

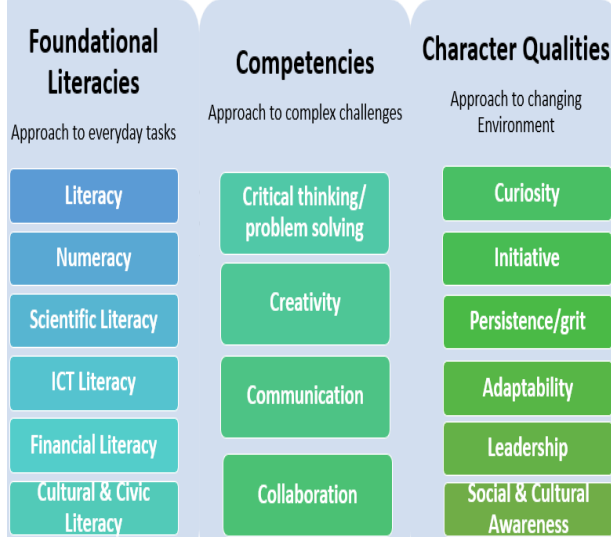
Strengths Profile assesses 60 strengths. Your most significant results are included within your unique Quadrant Profile below. This reveals, in ranked order, up to 7 realised strengths, up to 7 unrealised strengths, up to 4 learned behaviours and up to 3 weaknesses.

If you have less than these in any quadrant, it simply means that your responses were more aligned to the other quadrants.

Use your Quadrant Profile, and the advice that follows, to help you work on the right things now and in the future.

<p><b>REALISED STRENGTHS</b> Strengths you use and enjoy</p> <p>Perform well Energising Higher use</p> <p>Use wisely</p> <table border="0"> <tr> <td>1 Action</td> <td>5 Listener</td> </tr> <tr> <td>2 Spotlight</td> <td>6 Feedback</td> </tr> <tr> <td>3 Personal Responsibility</td> <td>7 Incubator</td> </tr> <tr> <td>4 Empathic</td> <td></td> </tr> </table>	1 Action	5 Listener	2 Spotlight	6 Feedback	3 Personal Responsibility	7 Incubator	4 Empathic		<p><b>UNREALISED STRENGTHS</b> Strengths you don't use as often</p> <p>Perform well Energising Lower use</p> <p>Use more</p> <table border="0"> <tr> <td>1 Legacy</td> <td>2 Competitive</td> </tr> <tr> <td>3 Strategic Awareness</td> <td>4 Self-belief</td> </tr> <tr> <td>5 Authenticity</td> <td>7 Moral Compass</td> </tr> <tr> <td>4 Relationship Deepener</td> <td></td> </tr> </table>	1 Legacy	2 Competitive	3 Strategic Awareness	4 Self-belief	5 Authenticity	7 Moral Compass	4 Relationship Deepener	
1 Action	5 Listener																
2 Spotlight	6 Feedback																
3 Personal Responsibility	7 Incubator																
4 Empathic																	
1 Legacy	2 Competitive																
3 Strategic Awareness	4 Self-belief																
5 Authenticity	7 Moral Compass																
4 Relationship Deepener																	
<p><b>LEARNED BEHAVIOURS</b> Things you've learned to do but may not enjoy</p> <p>Perform well De-energising Variable use</p> <p>Use when needed</p> <table border="0"> <tr> <td>1 Work Ethic</td> <td>3 Centred</td> </tr> <tr> <td>5 Courage</td> <td>4 Unconditionality</td> </tr> </table>	1 Work Ethic	3 Centred	5 Courage	4 Unconditionality	<p><b>WEAKNESSES</b> Things you find hard and don't enjoy</p> <p>Perform poorly De-energising Variable use</p> <p>Use less</p> <table border="0"> <tr> <td>1 Adaptable</td> <td>3 Growth</td> </tr> <tr> <td>2 Service</td> <td></td> </tr> </table>	1 Adaptable	3 Growth	2 Service									
1 Work Ethic	3 Centred																
5 Courage	4 Unconditionality																
1 Adaptable	3 Growth																
2 Service																	

Transversal Skills Development for Employees



Presentation Top Tips Checks: 6 Passed: 3 Dismissed: 0 Failed: 3

Top Tips

Presenting your CV to the machines

Search Transcript...

file. Because that's what an applicant tracking system will do before it tries to read your beautiful CV. How to not only much less beautiful but also vital pieces of information are missing or in the wrong place and it looks like a complete mess. At this point the machine is going to assess your CV and decide whether its worth passing on to the hiring manager or recruiter you've applied to. Scared? You should be!

So, here are six rules you should follow to ensure that the ATS doesn't relegate your CV to the no pile just because

**Number of pages** [Dismiss](#)

You have 7 pages in your CV.  
You have more than 2 pages, which is too long generally for a typical CV.  
[Something not right?](#)

Best practice is to keep your CV to a maximum of two A4 pages. However, some recruiters and employers now prefer a one-page CV and if you don't have much experience, that may be a more appropriate choice. Three pages is really only appropriate for academic or medical CVs and should generally be avoided.

**Word count** [Dismiss](#)

There are 2389 words in your CV. Here's a summary by page:  
Page 1: 327  
The wordcount of your CV is higher than the best practice maximum of 800 words.  
[Something not right?](#)

The word count of your CV will depend to some extent on your experience, but around 400 words per page is a good guide, with a minimum of 250 for one page to ensure you're providing enough information. Be aware of repetition and including things not relevant to the potential employer, and say what you need to say whilst keeping your phrasing concise.

**Font type & size**

Number of font sizes found throughout your CV: 1  
You haven't used more than 4 different font sizes. That's fine.

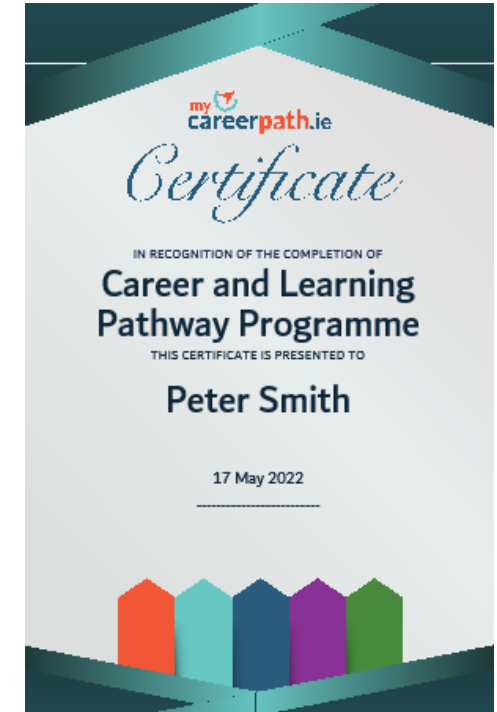
Lots of different font types and sizes can make your document look messy and unprofessional. Use one font type and only use a bigger font size for headings.

**Font colour**

Number of font colours found throughout your CV: 4  
You have used font colours correctly. That's good.

Too much variation in font colour on a CV can make it look messy and unprofessional and even difficult to read, depending on the colours chosen. Generally the advice is to keep font colour conservative and consistent.

**Whitespace**



- Approx 6-8 weeks with at least 3 hours per week to complete a pathway
- Individual Professional Careers Guidance Mentors
- Recognition of Prior Learning Co-Ordinators

## EMPLOYEES

Second chance and reskilling opportunities

Guided support throughout process

RPL information

Structured programme with careers advisor

Pathway to development within organisation

Access to resources to support learning goals

Personalised career development plan

## EMPLOYERS

Employee value proposition

Professional L&D service and career guidance for employees

More engaged employees

Talent development and retention

Structured approach to or the future business skills needs

Employees defined pathways and skills gaps analysis

Human capital management

## INDUSTRY PARTNERS

## FURTHER EDUCATION PARTNERS

## INTERNATIONAL PARTNERS

## ATU UNDERGRADUATE & ACCESS STUDENTS Galway-Mayo Campus Letterkenny Campus

## ACCESS/ STRENGTHS PATH PROGRAMME

Medtronic

MERITMEDICAL

REGENERON

SIRO



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

INSURANCE INFORMATION INSTITUTE

forward emphasis international

MEISSNER FILTRATION PRODUCTS

Abbott

coffey

abbvie



msletb

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



gretb

Bord Oideachais agus Oiliúna  
na Gaillimhe agus Ros Comáin  
Galway and Roscommon  
Education and Training Board

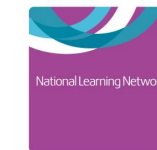


ATU  
Oificeil Teicneolaíochta  
na hÉireann  
Atlantic Technological  
University



msletb

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



my   
careerpath.ie

Who we work with





72% of learners apply for an HE courses once pathway completed



All rated highly online element, Personal Mentors, giving motivation and confidence on what courses to apply for



Top Career Tools used - Strengths and Personality Profile, Management Style and Employability Pulse



Top e-Learning Courses - Networking/ IT and Digital Literacy/Career Planning/Growth Mindset/Decision Making/Personality Agility

**Medtronic Multinational** organisation with **4,000 employees in Ireland** -  
MyCareerPath worked with employees of all levels

## Medtronic



### The Outcomes

Supported the Medtronic Mission



Validated message that the organisation supports skills learning



Allowed organisation to support employees



Employees at all levels to engage with life long learning

Meet Medtronic mindset to foster belonging and deliver results the right way

Clarity around their career paths and the motivation and confidence to pursue further education and training.



*“The career assessments highlighted my strengths which I had not considered previously. It helped me focus on what I am good at and following that path rather than pursuing what I thought I should be doing”*

**Testimonial from learner**

*“The combination of the e-learning tools and career assessments with the personalised advice provided by the Career and Learning Pathways advisors is second to none.*

*It has given our employees clarity around their career paths and the motivation and confidence to pursue further education and training.*

*We would have no hesitation in recommending mycareerpath.ie and we see it as a valuable resource that should be leveraged by other companies in the region.”*

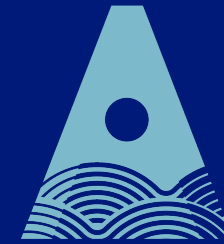
**Testimonial from L&D Director Mary Kearns**

*“Being responsible for a large diverse Value Stream, Coronary and Renal Denervation (CRDN) Operations with over 1000 direct labour and 36 managers and supervisors in my reporting line it is critical for me as a People Leader to inspire and help all of my team to reach their full potential.*

*The pilot gave me with the confidence to take that step and provided me with the tools that helped me identify the course to best suit my needs to continue to be that Leader who drives business objectives and is people focused to support them to meet those objectives that is set by the organization”*

**Testimonial from Laura O’Donoghue – Manufacturing Director and learner**

# Share experiences



Ollscoil  
Teicneolaíochta  
an Atlantaigh

Atlantic  
Technological  
University

:Padlet



Carina Ginty • 2m

## ATU at SUNY SUMMIT 2023

Share ideas and experiences of RPL assessment - what works well, what is not working well, how can we make HE more accessible to RPL candidates

What works well? ⋮

♡ 0

💬 0

What is not working  
so well? ⋮

♡ 0

💬 0

How can we make  
HE more accessible  
to RPL candidates? ⋮

♡ 0

💬 0

<https://atu.padlet.org/carinaginty2/ATUSUNYSummit>

Ollscoil  
Teicneolaíochta  
an Atlantaigh

Atlantic  
Technological  
University

5

[myexperience.ie](https://myexperience.ie)

# Building Lifelong Learning Participation with the HigherEd 4.0 Project at the Atlantic Technological University

Collaboration + RPL + e-portfolios & Digital Tools + Skills & Competencies + Learning Pathways



Ollscoil  
Teicneolaíochta  
an Atlantaigh  
  
Atlantic  
Technological  
University

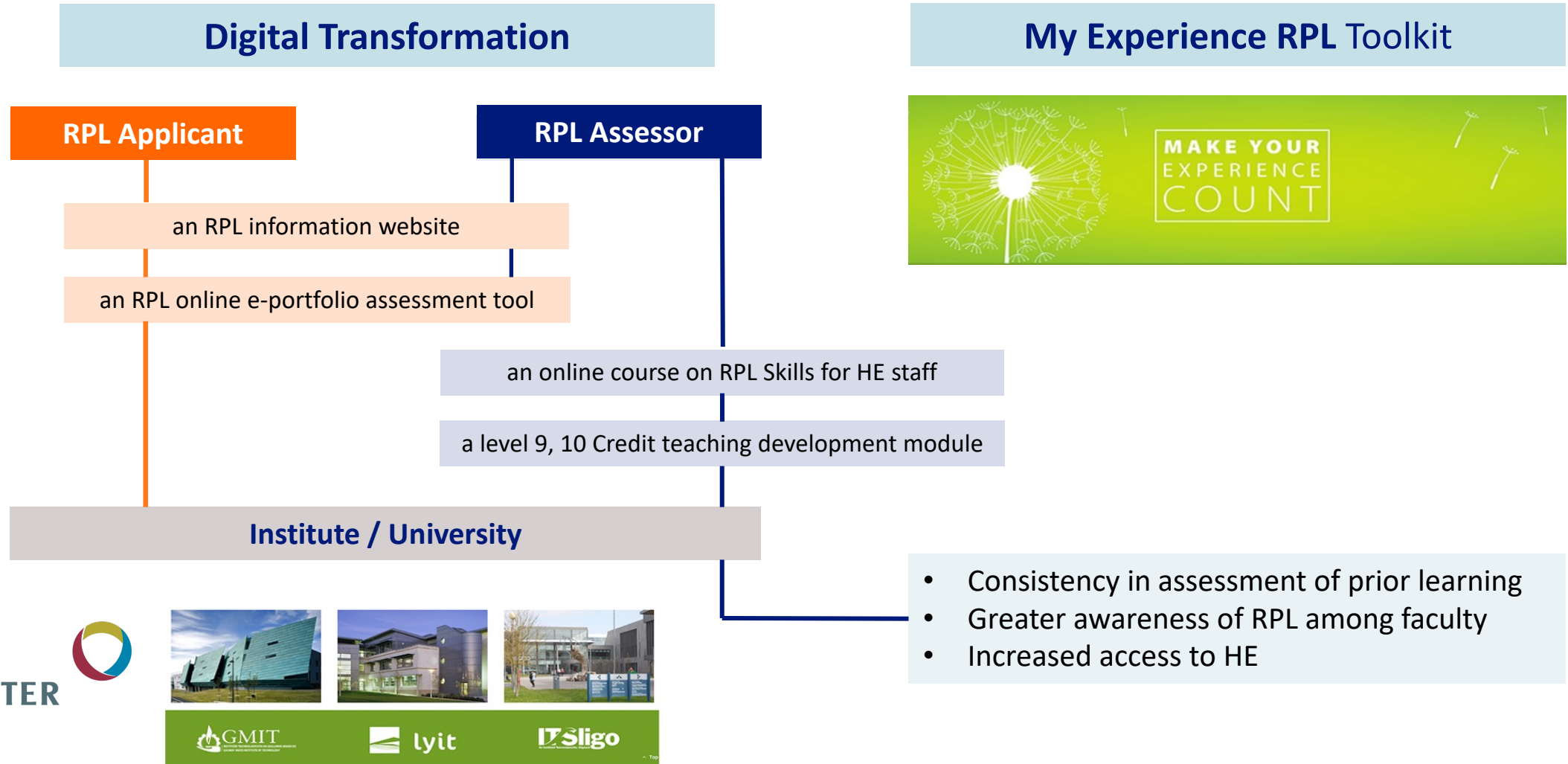
atu.ie



Exploring RPL assessment competency-based rubric and framework in consultation with SETU, SUNY US, Thomson Rivers University Canada and THEA/IUA national project

# Building Lifelong Learning Participation with the HigherEd 4.0 Project at the Atlantic Technological University

Collaboration + RPL + e-portfolios & Digital Tools + Skills & Competencies + Learning Pathways



# Make Your Experience Count

## Recognition of Prior Learning

### What is Recognition of Prior Learning (RPL)?

Recognition of Prior Learning (RPL) is a process whereby evidence of learning (formal, non-formal or informal) that has taken place prior to enrolment in higher education is recognised and given value. A fundamental principle of RPL is that a learner should not be asked to relearn something they already know. With RPL, prior learning can count towards entry, advanced entry, credit or exemptions from modules.

Recognition of Prior Learning (RPL) can be used for...

1. Gaining access or advanced entry into a programme
2. Gaining exemptions from parts of a programme
3. Gaining transfer from one programme to another
4. Gaining entry to post-graduate programmes where the applicant may not have the standard honours primary degree

### Welcome

Welcome to the Atlantic Technological University (ATU) Recognition of Prior Learning (RPL) information site. Here you will find all you need to know about the RPL process and how you can access a programme of study in the ATU, with RPL evidence.

[How to Apply for RPL](#)

# Recognition of Prior Learning

*Learning happens everywhere*

To find out more on the RPL process at ATU, contact our RPL Coordinators at [RPL@atu.ie](mailto:RPL@atu.ie)



Christine McCabe



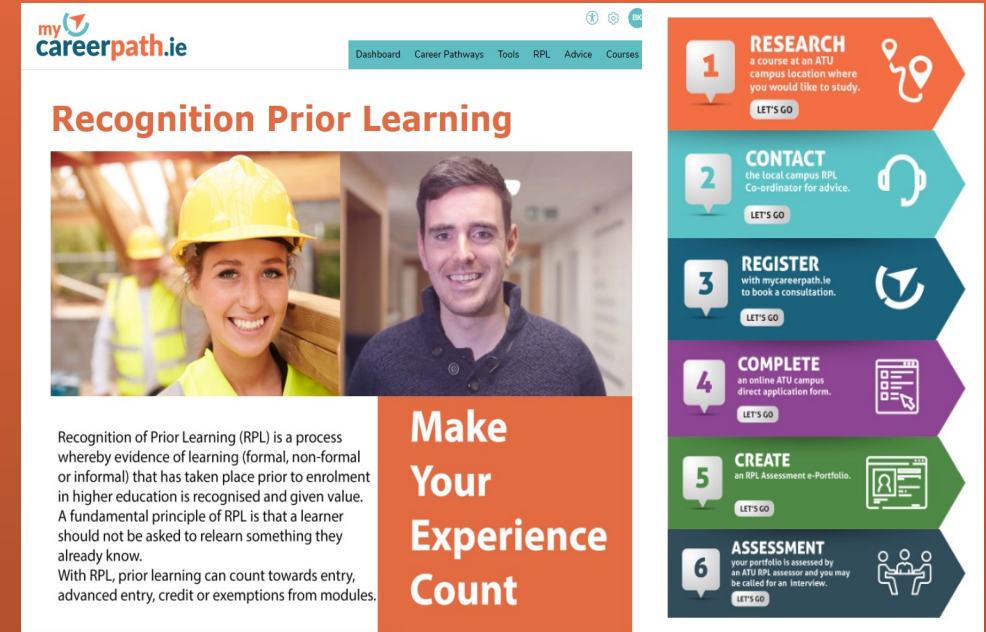
Olive Kelly



Sarah Johnston

## Recognition of Prior Learning can be used to:

- Apply for a programme of study
- Apply for advanced entry to a programme
- Apply for module exemptions



**Recognition Prior Learning**

Recognition of Prior Learning (RPL) is a process whereby evidence of learning (formal, non-formal or informal) that has taken place prior to enrolment in higher education is recognised and given value. A fundamental principle of RPL is that a learner should not be asked to relearn something they already know. With RPL, prior learning can count towards entry, advanced entry, credit or exemptions from modules.

**Make Your Experience Count**

- 1 RESEARCH**  
a course at an ATU campus location where you would like to study.  
LET'S GO
- 2 CONTACT**  
the local campus RPL Co-ordinator for advice.  
LET'S GO
- 3 REGISTER**  
with mycareerpath.ie to book a consultation.  
LET'S GO
- 4 COMPLETE**  
an online ATU campus direct application form.  
LET'S GO
- 5 CREATE**  
an RPL Assessment e-Portfolio.  
LET'S GO
- 6 ASSESSMENT**  
your portfolio is assessed by an ATU RPL assessor and you may be called for an interview.  
LET'S GO

Make Your Experience Count  
[www.myexperience.ie](http://www.myexperience.ie)

**• Collaboration**

- ATU RPL Action Plan 2 + Higher Ed 4.0
- Communications Plan
- Enterprise Engagement
- Digital Tools
- RPL Learner Supports

**A pathway to be developed by CPLA's and RPL Co-Ordinators using AI online tools for RPL**

*RPL Portfolio of Evidence Tools*

- Mentoring
- Skills & competencies Experiential & Certified Learning
- Skills Extractor Feature matching skills from workplace to curriculum

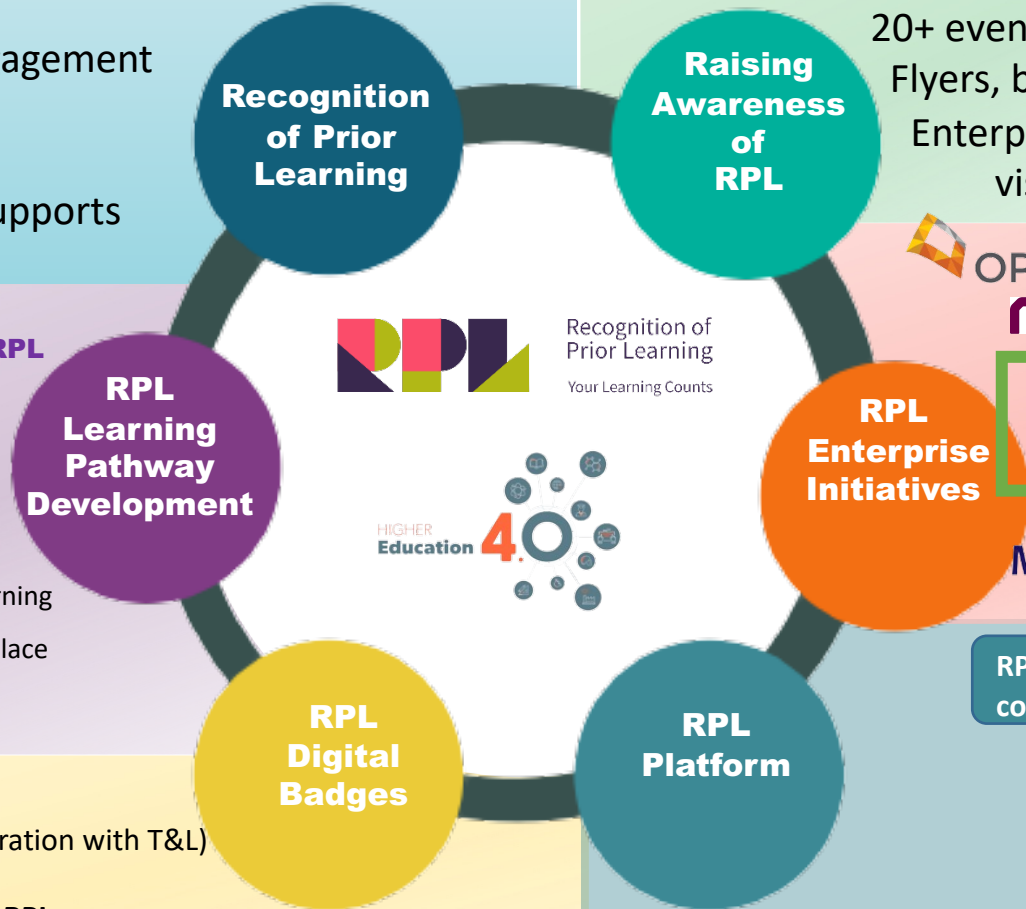
Targeted to staff (in collaboration with T&L)

**Understanding RPL**

What is RPL, drivers, types of prior learning, supporting candidates, opportunities

**Assessing RPL**

To be designed in line with developing/emerging ATU RPL Policy



ATU Internal Informational Webinars March 2023

ATU Website/ RPL Webpage/ Myexperience.ie

20+ events  
 Flyers, banners  
 Enterprise on-site visits

To find out more on the RPL process at ATU, contact our RPL Coordinators at **RPL@atu.ie**



Christine McCabe



Olive Kelly



Sarah Johnston



**THEA NATIONAL PROJECT**

Enterprise Think-in  
 March 2023



**Project B - 2023**

Quality Assurance for MedTech (MedQA)



**Project C**

Operations Management for Advanced Manufacturing (OMAM)

RPL PROCESS-WORKFLOW MAPPING complete

Ergo consultants

Proof of Concept- Front End MS Dynamics  
 Back End Portal – Review RPL applications

RPL Collaborating Working Group (SETU, SUNY, TRU, THEA/IUA)

**PILOTS- April 2023- Sligo, Galway, Donegal**



## How we have responded:

Designing an ePortfolio Assessment Tool - building in a Competency Assessment Guide aligned to the National Framework of Qualifications (NFQ.ie) – to assist assessors in the RPL assessment process and guide applicants in building a portfolio of evidence.

RPL Competency Assessment Rubric, aligned to NFQ award standards							
RPL Candidate Name:		RPL Applicant Contact Email/Application ID:		Assessor Name(s):			
Programme:		NFQ Level for RPL Assessment:					
Relevance to Programme / Module	Competency	Competency Description	Relevance to NFQ Award Standard	Lower Level Skills (LL) Criteria Guide (NFQ L5-6) (Recall & Reproduction, Skills & Concepts)	Higher Level Skills (HL) Criteria Guide (NFQ L7-8) (Strategic and Extended Thinking)	Portfolio Evidence Scoring 1-10 (from weak evidence to strong evidence)	Final Score
				<ul style="list-style-type: none"> <li>•Writes a basic or intermediate undergraduate university level.</li> <li>•Expresses ideas clearly in a spoken form.</li> <li>•Uses effective interpersonal communication skills.</li> <li>•Possesses effective listening skills including ability to understand, paraphrase, and clarify</li> </ul>	<ul style="list-style-type: none"> <li>•Writes and/or speaks at an advanced undergraduate university level.</li> <li>•Conveys complex information or results of analysis in a clear and convincing manner; written or oral.</li> <li>•Uses verbal skills to influence people or organizations in creating change.</li> <li>•Superior command of the English language e.g., ability to make a persuasive argument.</li> <li>•Models' superior interpersonal communication</li> </ul>		

# BENEFITS

## Enterprise

Recognition of Employees  
Experiential Learning,  
Training, Skills

Fast Tracking Employees  
Career Plans

Better Return on Investment-  
Better Course Choices

Improved Engagement ,  
Open Mindset to Learning

Value of RPL in the  
Workplace

## Employees

Access to Online Resources  
24/7

One-to-one Mentoring from  
CLPA & RPL co-ordinators

Increased Self Awareness &  
Motivation

Skills and Competencies  
Identification

Ease of Application Process

Appreciate value of RPL

## ATU

Route to engage enterprise in  
HE

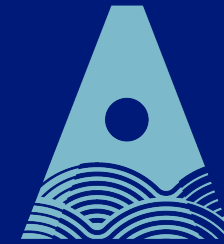
Develop User Friendly RPL  
process

Increased numbers enrolling

Enterprise Partnerships

Greater Awareness of RPL

# Share experiences



Ollscoil  
Teicneolaíochta  
an Atlantaigh

Atlantic  
Technological  
University

:Padlet



Carina Ginty • 2m

## ATU at SUNY SUMMIT 2023

Share ideas and experiences of RPL assessment - what works well, what is not working well, how can we make HE more accessible to RPL candidates

What works well? ⋮

♡ 0

💬 0

What is not working  
so well? ⋮

♡ 0

💬 0

How can we make  
HE more accessible  
to RPL candidates? ⋮

♡ 0

💬 0

<https://atu.padlet.org/carinaginty2/ATUSUNYSummit>

# References

Cedefop (2015). European guidelines for validating non-formal and informal learning. Access at <http://www.cedefop.europa.eu/en/publications-and-resources/publications/3073>

Dacre-Pool, L. and Sewell, P. (2007) *The key to employability: developing a practical model of graduate employability*. Education and Training, volume 49, Number 4, pp 277-289

Dept. Education and Skills (2011). National Strategy for Higher Education 2030. Available to access at <https://hea.ie/assets/uploads/2017/06/National-Strategy-for-Higher-Education-2030.pdf>

European Commission; Cedefop; ICF International (2014). European inventory on validation of non-formal and informal learning 2014. Final synthesis report available at <http://libserver.cedefop.europa.eu/vetelib/2014/87244.pdf>

Hooley, T. and Dodd, V. (2015) *The Economic Benefits of Career Guidance*. Careers England. Sourced at [www.careersengland.org.uk](http://www.careersengland.org.uk)

National Forum (2015). A Current Overview of Recognition of Prior Learning (RPL) in Irish Higher Education. Full report available at [A Current Overview of Recognition of Prior Learning \(RPL\) in Irish Higher Education – National Resource Hub \(teachingandlearning.ie\)](http://www.teachingandlearning.ie/A-Current-Overview-of-Recognition-of-Prior-Learning-(RPL)-in-Irish-Higher-Education-National-Resource-Hub)

The Action Plan for Education 2018. Department for Education and Skills, Ireland. Sourced at: <https://www.education.ie/en/Publications/Corporate-Reports/Strategy-Statement/action-plan-for-education-2018.pdf>

The National Skills Strategy 2025. Department for Education and Skills, Ireland. Sourced at: <https://www.education.ie/en/Publications/Policy-Reports/pub-national-skills-strategy-2025.pdf>

The National Strategy for Higher Education to 2030. Department for Education and Skills, Ireland. Sourced at: <http://hea.ie/assets/uploads/2017/06/National-Strategy-for-Higher-Education-2030.pdf>

World Economic Forum (2016) *Future of Jobs*. Sourced at: <https://reports.weforum.org/future-of-jobs-2016/>

# Useful Links

<https://www.myexperience.ie/>

<https://MyCareerPath.ie>

[Glossary:Lifelong learning \(LLL\) - Statistics Explained \(europa.eu\)](#) and [https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Glossary:Lifelong\\_learning\\_\(LLL\)](https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Glossary:Lifelong_learning_(LLL))

<https://www.tru.ca/distance/plar-ol/plar-sample/plar-sample-1.html>

<https://www.cael.org/what-we-do/credit-predictor-pro>

