



HRVATSKA
UDRUGA
POSLODAVACA

National qualifications framework and recognition of prior learning

employers' perspective

Workshop on RPL

06.12.2012.

mr.sc. Mislav Balković

President of Croatian Employers Association in education

Has knowledge changed its position in economic and social development ?

„Job for life“ vs.
„Knowledge for job“

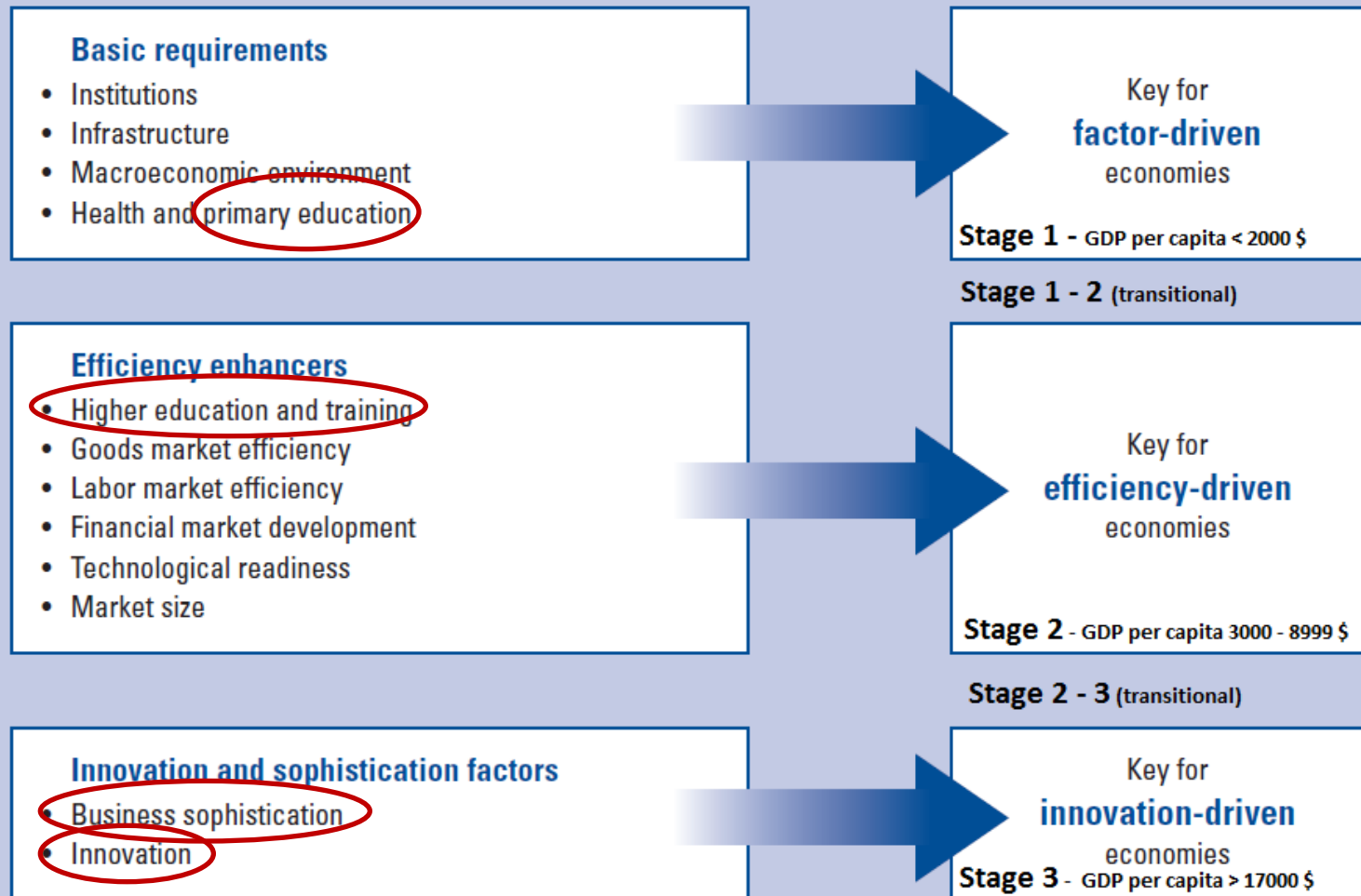
Impact of technology
and globalization.

Mobility on the labor
market.

Knowledge is generator
of competitiveness.

WEF – education and competitiveness

The 12 pillars of competitiveness



Competiveness indicators

76

40

47

Trends in competitiveness in Croatia?



	Position	Basic factors	Efficiency factors	Innovation factors
2007-2008	57	53	61	53
2008-2009	61	49	62	62
2009-2010	73	52	67	72
2010-2011	77	50	76	85
2011-2012	76	52	72	82

Source: The Global Competitiveness Report 2010-2011 © 2010 World Economic Forum

Challenges?

Negative birthrate

EU accession and
competitvness

Ineffective educational
system

Value system and
educational culture

Opportunities ?

Qualifications framework as
Policy infrastructure for
change

Validation and certification
of existent knowledge in
society- RPL

Educational responsibility

Models and sources of
funding

Role of qualifications framework?

Better description of qualifications through LO's

Better alignment of education and labor market

Accumulation and transfer of credits

Validation of informal and non-formal learning

Quality assurance

Workforce mobility

Preconditions to implement RPL ?

NQF is set and units of learning outcomes are defined.

Validation mechanism available for each Unit of LO's.

Criteria are set up for RPL accreditors.

Defined system of quality assurance of RPL.

Possible roles of RPL ?

Access to further education vs.
Achieving qualifications

Accreditation of existent competences
vs. Credits transfer

Educational portfolio and self
assessment vs. Objective validation
and assessment

Achieving qualifications vs. Assessment
certification of Units of LO's.

RPL standards set by institution /
region vs. National RPL standards.

Benefits for participants ?

Career development based
of existent knowledge

Faster access to target
qualification

Supports self-esteem

Plan career development
and educational path

Benefits for employers?

Helps detect existing competences

Helps identify skill gaps within the organization

Helps select needed education

Shortens time needed for training

Increases motivation of employees

Key concepts of RPL

Information and counseling for participants

Assessment and validation of knowledge irrespective of the context in which knowledge was build

Assessment in respect to documented program

RPL should not be used for all knowledge / qualifications

Quality assurance

Affordable price and duration