

Applying RPL to Workforce Development

The following table was taken from *Workplace Prior Learning Assessment and Recognition – The Manitoba Report 2002*.

Organizational Need	Suggested RPL Applications
Succession and Career Planning	<ul style="list-style-type: none"> • Identify the skills required for success in a given position to design a systematic plan to train for vacant positions. • Fair and accurate assessment of potential candidates, including existing employees • Communicate the skill requirements of progressive positions as a basis for individual employee planning and learning • Employee demonstration of their readiness for advancement.
Compensation	<ul style="list-style-type: none"> • Basis for identifying performance benchmarks for salaries, bonuses and incentives.
Regulatory Compliance	<ul style="list-style-type: none"> • Verification/evidence of skills and capacities to individual, occupation and occupational grouping.
Performance Management	<ul style="list-style-type: none"> • Linking performance goals and measurement to relevant assessment criteria. • Clearly defining job requirements and expectations for individual employees. • Articulating expectations and assessment as part of formal performance appraisals. • Basis for ongoing feedback on employee performance.
Staffing	<ul style="list-style-type: none"> • Clear and flexible assessment for employee recruitment and selection. • Clear identification and documentation of required skills/learning can provide a framework for job design and employee orientation.
Organizational Planning	<ul style="list-style-type: none"> • Documenting and tracking required skills and current skills for forecasting staffing and training needs.
Employee/Labour Relations	<ul style="list-style-type: none"> • Facilitate joint understanding among employees, labour and management of skill and performance requirements. • Assessing knowledge and compliance with healthy and safety regulations and practices. • Support transparency and equity.
Training and Development	<ul style="list-style-type: none"> • Assessing needs for training. • Evaluate effectiveness of training. • Reduce unnecessary and/or duplication of technical training by specifying actual skills/learning gaps. • Assist teams in understanding the strengths and roles of all individuals within a team.