

# How to recognise hidden learning acquired at working life

	<b>Barriers:</b>	<b>How to remove the barriers:</b>
<b>Employee, student</b>	<ul style="list-style-type: none"> <li>- Learners might not value their learning</li> <li>- Learners do not know the RPL process in time</li> <li>- Methods of assessing, e.g. not all learners have good writing skills</li> <li>- Lack of guidance</li> <li>- Lack of common assessment and other criteria</li> </ul>	<ul style="list-style-type: none"> <li>- Although the education institute might fail to offer a learner the needed tools of RPL, the learner's skills can still be used in the working life</li> <li>- By creating and applying common standards</li> <li>- By giving sample portfolios or samples of some other methods</li> <li>- By creating an RPL road map</li> </ul>
<b>Assessor, teacher, education institute</b>	<ul style="list-style-type: none"> <li>- Lack of time resource</li> <li>- Lack of money resources</li> <li>- Fear of lowering the quality, attitudes</li> <li>- If some specific skill/competence is not included in the learning outcomes it may not be considered valuable or worth of assessing</li> </ul>	<ul style="list-style-type: none"> <li>- By educating teachers and giving them confidence</li> <li>- By giving sample portfolios or samples of some other methods</li> <li>- By creating an RPL road map</li> </ul>
<b>Employer</b>	<ul style="list-style-type: none"> <li>- Fear of costs</li> <li>- Business secrets</li> </ul>	<ul style="list-style-type: none"> <li>- By cooperating with companies</li> <li>- By creating an RPL road map</li> <li>- By revealing the "hiljainen tieto", tacit knowledge inside the companies</li> <li>-</li> </ul>

Source:

Workshop at the seminar Recognition of Prior Learning – Cooperation between Higher Education and Companies

University of Turku, 24 May 2012