

## APL & RPL in the Netherlands

### Famcompass

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## Implementation in the Netherlands

- 1990 – APL/RPL started without national regulations: 1000 flowers were blooming**
- 2000 – Dutch Knowledge Centre on APL
- 2004 – a first model for quality assurance
- 2005 – Dutch Cabinet & Social Partners decided on a covenant for quality assurance**
- 2006 – All national stakeholders sign the covenant**  
 'A quality code for APL'
- 2007 – Project Directory Learning & Working**
- 2008 - Government subsidises APL initiatives & Regional centres on Working & Learning**
- 2009 – APL & RPL in measures for unemployment**
- 2010 – RPL & APL over to sustainable organisation**

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## Research programme in 2002: What do stakeholders mean by quality?

### National vocational standards

Focus on validation  
 Systems & procedures must be perfect  
 No customised programmes

Focus on contribution to development of careers / organisations  
 Validation is not a goal in itself.  
 Strong demand for customised programmes

Quality of Validation

Contribution to development

Focus on all individual abilities and opportunities  
 Quality of supervisors & assessors  
 Personal approach needed

Focus on personal development in context of work and society  
 Holistic approach on personal development

### Individual standards

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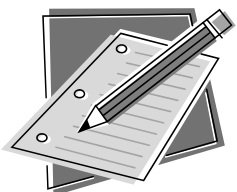
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**APL– the basis**

Competences of the individual  
 (knowledge, skills, attitude)  
 Career objectives



Competences or  
 skills related to  
 VET qualification,  
 HE or sector  
 qualification




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**The Covenant: 5 Principles**

The Quality Code on APL says that:

1. Any procedure starts with career counselling
2. Individual rights must be approved
3. Instruments and procedures must be appropriate
4. Counsellors and assessors must be professionals
5. Evaluation leads to permanent improvement

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**A quality code for APL**

**Parties involved in the covenant**

- > State Secretary of Education, Culture and Science
- > Labour Foundation
- > CWI, Public Employment Service
- > Netherlands Association of Universities of Applied Sciences
- > Dutch Association of VET Centres
- > Council for Agricultural Education Centres
- > The Open University
- > Colo
- > PAEPON

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**APL code: Register of providers**



- > VET colleges, HE schools and 1 university, but also HRD providers in assessment and training
- > 80 providers in a national register on [www.kenniscentrumevc.nl](http://www.kenniscentrumevc.nl) with more than 3000 APL procedures
- > APL is transparent, results are national recognised and there is civil effect

7

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**Perseverance at Philips**



- > 2000: APL a disappointing experience
  - 2004: start project 'Certificating Craftsmanship' APL + workplace based learning
  - 2007: 2000 people involved; 800 APL!
- Lessons learned: Don't just buy APL at any provider. Build up your own capacity and manage your APL provider as any other HRD supplier.
- Future: effective structures for informal learning

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**APL in temporary work wins APL prize 2007**



- > APL makes temporary work attractive
- > People develop themselves in temporary work and APL makes it visible
- > Offices for temporary work make good business with APL, especially in sectors with labour shortages
- > 1000 APL next year
- > Good practice: Randstad HR graduated 105 former unemployed in cooperation with city council The Hague

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**APL step by step: Certificate of Experience**



- 1. Career counselling, personal aim, choice of standard
- 1. Collect work experience and other informal learning in a portfolio, prove it!
- 1. Assessment, compare to standard
- 1. Advise on personal development

10

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**Certificate of Experience (APL Report) standardised**



- Individual career objectives
- Skills and/or competences of candidate compared with standard
- Personal development plan
- Can be used as an independent proof of competency as well in the labour market as at the start of formal education (exemptions of curriculum)

11

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**Crisis measures: Invention of RPL: Profile of Experience**



- 1. Collect work experience and other informal learning in a portfolio, prove it!
- 1. Career counselling, personal aim, choice of standard
- 1. Advise on personal development

12

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**Where to find your APL/RPL?**



- > APL Register on the wwww
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- > Regional offices for working&learning
- > State employment service offices
- > Sector organisations for professional education
- > Employers

13

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**Who pays for your APL?**



- > Your employer invests in your personal development
- > You invest in your own career
- > Fiscal measures for both employer and employee co-fund costs
- > Sector funds for professional education
- > Government and other funds for unemployed people

14

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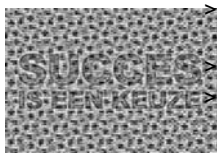
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**ROI on APL for enterprises**



- > Flexibility of the workforce, easier for the planning department
- > Mobility to other jobs
- > Professional identity and self-esteem for autonomic working people
- > More loyalty towards the organisation
- > Renewed learning readiness
- > Increasing productivity

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**RPL/APL in overview**

**Good practices in a variety of contexts:**

- > Regional networks
- > Multi-national companies
- > Outplacement
- > Sector initiatives
- > Educational institutes
- > Instrument for asylum seekers
- > Sectoral arrangements (with employers and employees) in building and construction
- > Multi sectoral use of APL/RPL in the Royal Army
- > Voluntary work
- > Reintegration of job seekers

16

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**Responsibilities public/private**

(market failure & information asymmetry)

**Private**

- > Register of APL providers
- > Fees for APL
- > Costs & system of accreditation
- > Further development of infrastructure, APL Code etc
- > Equal access to APL

**Public**

- > stimulate the market
- > Start up of national & sustainable infrastructure (incl quality code, access to the market etc)
- > Regulate the adaptation of the CoE in formal education
- > Fees for unemployed
- > Fiscal measures

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**Zij deden het!**



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