



Bord Oideachais & Ollscoil
LUIMNIGH & AN CHLÁIR
LIMERICK & CLARE
Education & Training Board

**COLLEGE OF FURTHER
EDUCATION & TRAINING**

Recognition of Prior Learning in Irish FET/VET

Academic Information Centre, Latvia

Presented by Patsy Hogan, Quality Assurance Officer
Policies, Procedures, Supports, and Stakeholder Engagement
Limerick and Clare Education and Training Board

11th February 2026



Co-funded by
the European Union

Hello and Welcome

- Dia duit agus fáilte
- Sveiki un laipni lūgti

Dzień dobry
SZIA
HEJ
GUTEN TAG
BONJOUR
SZERVUSZ
BONGHJORNU
DIA DUIT
MERHABA
SALVE
HALLO
Hylô
VERWELKOMMING
NOROC
SANN
PRONTO
Ola'
Allô

Bună ziua
SELAM
HEJSAN
CIAO
DAR FIA
DAR
Allô

SVEIKI
SERVUS
Cześć
HELO
HALOO
TIENS
ALOHA
HEI
ZDRAVO
SALUT

Overview of the Session



 FET in Ireland

 RPL in FET

 Policy to Practice

 Who is involved?

 The Four Stages of RPL

 Limerick and Clare ETB RPL Projects

 In-house RPL PL&D

 Recommended Reading and References

 Q&A

What is FET?

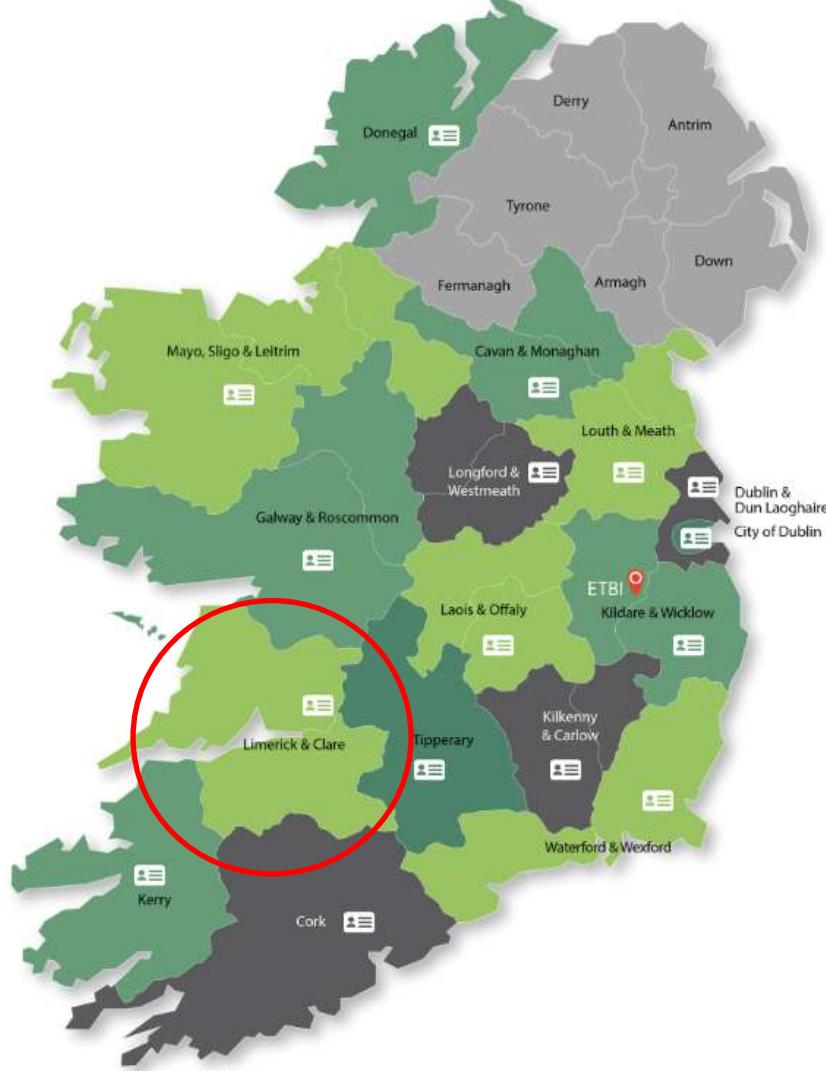
- Further Education and Training (FET) offers a wide variety of life-long education options from Levels one to six on the National Framework of Qualifications ([NFQ](#)).
- FET includes [apprenticeships](#), traineeships, [Post Leaving Cert](#) (PLC) courses, [community education](#) and adult education as well as adult [literacy and numeracy services](#).
- FET courses and programmes are provided through the [Education and Training Board](#) network across the country as well as through other local providers.

16 Education and Training Boards in the Republic of Ireland



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RPL in FET

- Each ETB is a legal authority with its own budget, Board of Management, policies and procedures, etc.
- This means that even though we must all abide by Irish law and QQI policies, we also have the authority to develop our own internal policies such as for RPL.

Useful links to find out more about Further Education and Training (FET/VET) in Ireland

- [FET | Further Education and Training](#)
- [ETBI – Representing ETBs](#)
- [Solas | Learning Works](#)
- [Quality and Qualifications Ireland](#)
- [Department of Further and Higher Education, Research, Innovation and Science](#)
- [Home | Limerick and Clare Education and Training Board](#)

Limerick and Clare ETB

- Recognition of Prior Learning (RPL) | College of FET
- Quality Assurance | College of FET



Skills. Pathways. Inclusion.

The National Framework of Qualifications (NFQ)

[National Framework of Qualifications | Quality and Qualifications Ireland \(qqi.ie\)](http://www.qqi.ie)



The NFQ describes what learners need to know, understand and be able to do to get a qualification. It also lays out these qualifications from one NFQ level to the next.

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Policy to Practice

European, National and ETB Policy Related to RPL



Individuals have a legal entitlement to avail of RPL

How does policy development at a European, national and ETB-level influence on-the-ground RPL practice?

Setting the Context

- 2012 Council Recommendation and European Guidelines
- Ireland: Skills agendas, QQI policies, SOLAS FET Strategy 2020 – 2024, etc.
- Limerick and Clare Education and Training Board's response to national policy development:
 - College of FET Strategic Framework 2022 - 2025
 - RPL Assessment Procedure and College of FET policies
 - RPL Projects
 - Embedding RPL into Provision and Practice.

European Guidelines for Validating Non-formal and Informal Learning

In May 2023 Cedefop (the European Centre for the Development of Vocational Training) published the third edition of their **European Guidelines for Validating Non-formal and Informal Learning**.



- The purpose of the guidelines is to share experiences and to support mutual learning between those involved in the development and implementation of validation arrangements in Europe.
- The guidelines **put the individual at the centre** and provide insights into provision and methodologies and how the process can be coordinated and carried out.

Cedefop (2023). European guidelines for validating non-formal and informal learning. Luxembourg: Publications Office. Cedefop reference series; No 124. <http://dx.doi.org/10.2801/389827>
[European guidelines for validating non-formal and informal learning \(europa.eu\)](http://europa.eu)

Definition of RPL

‘RPL incorporates prior formal, informal and non-formal learning and that which is validated within the context of a specified destination award from level one to ten on the National Framework of Qualifications.’

European Commission, CEDEFOP, ICF International; 2014 p.3

Cedefop (2025). *Cedefop information hub on validation of non-formal and informal learning*. <https://www.cedefop.europa.eu/en/tools/validation-non-formal-informal-learning>.



Cedefop information hub on validation of non-formal and informal learning



Home



EU Guidelines



Overview



Countries



Comparison



Publications



Events

Welcome

The importance to Europe of skilled and knowledgeable citizens extends beyond formal education to learning occurring in other contexts, in non-formal or informal settings (at work, at home, volunteering, etc.). Citizens need to be able to demonstrate what they have learned and to use this learning in their careers and for further education and training.

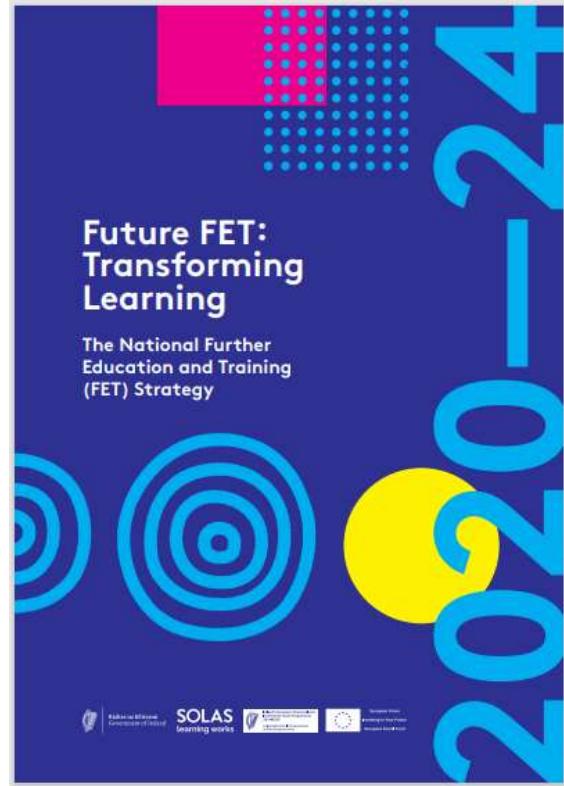
Validation of non-formal and informal learning is defined as a process of confirmation by an authorised body that an individual has acquired knowledge, know-how, information, values, skills and competences measured against a predefined standard. It consists of four distinct phases: identification, documentation, assessment and certification (see [Council Recommendation](#)).

The information hub on validation of non-formal and informal learning aims at supporting countries in their efforts to develop, establish and improve arrangements for the validation of non-formal and informal learning and promote peer learning between countries. It is also a tool for anyone interested in validation to better understand how validation is carried in the countries reviewed.

The hub links the European guidelines for validation of non-formal and learning (3rd edition, 2023) with the information gathered in the European inventory on validation. The European guidelines set out the main principles and pose questions to stakeholders on the main themes to consider when establishing, developing, improving and monitoring of validation of non-formal and informal learning. The European inventory explores the ways in which countries are implementing validation and explore each of those main themes. It provides the "answers" to the questions posted in the guidelines.

SOLAS FET Strategy 2020 – 2024

- 6.3 Targeting Priority Cohorts
 -ensuring that recognition of prior learning plays a more prominent role.
- 7.2 Pathways within FET
 - This should encompass strong support for recognition of prior learning....
- 7.4 Facilitating Lifelong Pathways
 -models that have been piloted should now be mainstreamed...



College of FET Strategic Framework 2022 – 2025

Priority 1: Learner-Centred Approach

1.7: Continue to develop mechanisms to recognise prior learning and certify experiential learning.

Priority 2: Staffing

2.7: Explore the area of Recognition of Prior Learning (RPL) to identify and certify the range of staff skills and competencies.



[Framework | College of FET](#)

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Access, Transfer & Progression Policy

Policy Area	College of FET
Version	1.2
Date	Created: Dec 2019 Approved: Dec 2019 Implemented: Dec 2019 Revised: Aug 2022
Review Details	2023/24 CDP for access & progression included Course Brief 2022/23 Access and Inclusivity Level 3 for Prior Learning included
Maintained	Ongoing
Responsibility	Director of FET
Approved	Quality Council

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Teaching, Learning & Assessment Policy

Policy Area	College of FET
Version	1.8
Date	Created: September 2019 Approved: October 2022 Implemented: October 2022 Revised:
Review Details	Ongoing
Maintained	Ongoing
Responsibility	Director of FET
Approved	Quality Council

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RECOGNITION OF PRIOR LEARNING (RPL)
PROCEDURE
(ALL PROVISION)

Policy Area	Quality Assessment Assured Policy
Version	2.2
Date	(2023)
Review Details	<ul style="list-style-type: none"> 1. Removal of requirement for L2BN5A and for authentication in Irish and Gaeilge only 2. Revision of work experience duration requirements. 3. Inclusion of English language proficiency at per KFP Policy. (2023) Inclusion of recommended hours allocations in Provision for NPL Mentors and Assessors.
Skills	Created: April 2022 Approved: June 2022 Implemented: September 2023 Revised: July 2023
Maintained	Annually
Responsibility	Quality Council
Review Date	July 2028

This procedure document is an uncontrolled copy. Each staff member should consult the CONNECT for the latest version of this document.
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Internal Policies and
Procedures Related to RPL

Who is Involved?

- **RPL Applicant**
 - Anyone who applies to an education provider for RPL
 - It is the applicant's responsibility to gather and present the evidence required for assessment according to the instructions given by the RPL Mentor
- **RPL Mentor**
 - Guide and support the applicant through the RPL process and assist the applicant with the gathering of evidence that is consistent with the award standard
- **RPL Assessor**
 - Grade submitted assessment evidence in accordance with Quality Assurance procedures and the award standard
- **Quality Assurance**
 - Develop and maintain RPL procedures and processes in line **with existing ETB quality assured procedures**
 - Ensure that all RPL portfolios submitted for certification go through the **same authentication process** as all other portfolios submitted by classroom-based learners.

The Four Stages of RPL



1. Identification

What does the Applicant know?

This phase is also sometimes connected to profiling or screening in a career guidance process (Cedefop, 2020).



2. Documentation

What they know aligned to LOs and built into a portfolio of evidence



3. Assessment

Grading by the RPL Assessor; submission for IV, EA, RAP



4. Certification

Education provider submits results for certification by the awarding body, QQI

Building an RPL Portfolio

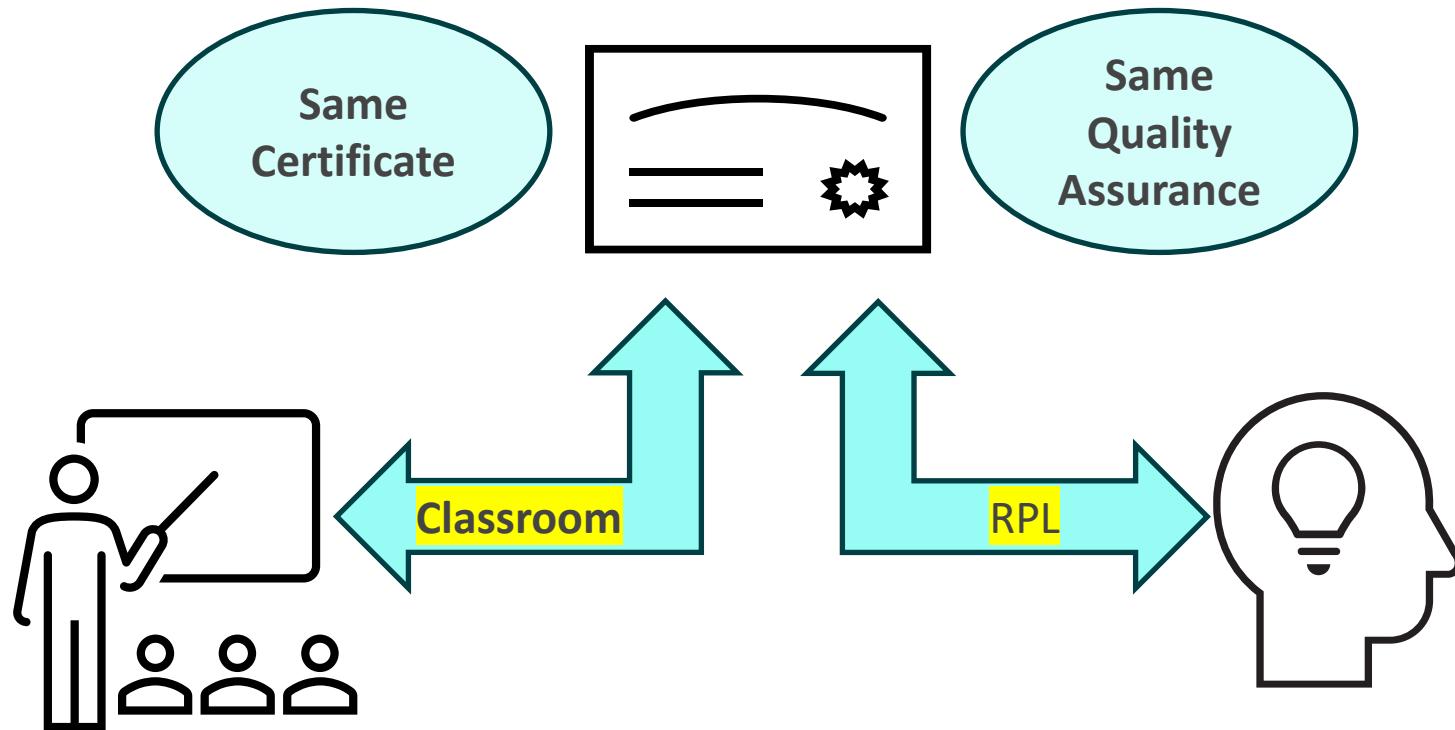
- Applicants will be given an assignment brief(s) based on the learning outcomes of a module(s)
- They will reflect on their current and past life, work, volunteering, sporting experiences, etc.
- They will provide verified evidence of this supported by their RPL Mentor (next slide)
- This evidence will form an RPL portfolio that will be graded by an RPL Assessor
- The portfolio will be internally and externally examined
- Results will be approved by the ETB's Results Approval Panel
- Results will then be submitted to QQI for certification
- All under the same robust Quality Assurance system that all learner portfolios go through.

RPL Portfolio of Evidence



Examples of NFIL evidence that can be used:

- Evidence can come from the workplace or any community/voluntary work, social clubs, hobbies, family life
 - Job description
 - Write-up of experiences
 - Record of tasks undertaken
 - Photographs
 - Samples of documents
 - CV
 - Professional development records
 - Letter/report from employer/manager/etc.
 - References
 - Audio/video interviews/conversations
 - Response to a brief
 - Record of previous certification



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Limerick and Clare Education and Training Board RPL Projects

- Staff RPL
- SEED (Defence Forces)
- National Hairdressing Apprenticeship
- County Clare Volunteers
- Marketing and Promotion Campaign (raising public awareness)
- Locally devised in-house PL&D

Staff RPL

- NFQ Level 6 (EQF Level 5) Advanced Certificate in Hairdressing – 7 Limerick and Clare ETB hairdressing instructors
- Their RPL Mentor was a former applicant for this award who is now teaching in our ETB
(read her story and watch the short video here: [Recognition of Prior Learning \(RPL\) | College of FET](#))



Staff RPL

- Level 6 Special Purpose Award in Tour Guiding – 3 staff members (2020)
- Current project, admin staff
 - Briefing sessions online
 - 21 expressions of interest via a MS Form
 - Currently in progress with 12 staff
- RPL is available to all FET staff who wish to avail of it.

Scan the QR code to register your interest (if you haven't done this already):

<https://forms.office.com/e/WNBz2PSmtj>

Expression of Interest in RPL for College of FET Administration Staff



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Project with the Defence Forces



Óglaigh
na hÉireann
IRISH DEFENCE FORCES



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S.E.E.D THE SHARED EDUCATIONAL EMPOWERMENT DRIVE

RECOGNITION OF PRIOR LEARNING



SOWING THE SEED OF LIFELONG LEARNING IN THE 12 INF BN



www.military.ie

STRENGTHEN
THE NATION

SEED

- TOBAR was focussed on members about to retire. SEED is open to all members who have achieved skills through membership of the Defence Forces and professional development
- Link with Commanding Officer is crucial
- First cohort finished in late 2024
 - Work Experience level 5 – three achieved certification
 - Work Experience level 6 – six achieved certification
- Members being overseas can be an issue.



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RPL and the National Hairdressing Apprenticeship

- The National Hairdressing Apprenticeship programme was validated by QQI in September 2019
 - www.hairdressingapprenticeship.ie
- NFQ Level 6 (EQF Level 5) Advanced Certificate in Hairdressing
- RPL of this award is a good practice example of how NFIL can be recognised in a workplace setting
- This process can potentially be replicated in other VET national consortium-led apprenticeships using the quality-assured processes developed for this apprenticeship.



RPL and the National Hairdressing Apprenticeship

- 1) Non-standard entry into Stage 1 (where the minimum entry requirements as specified in the validated programme aren't met by the applicant)
- 2) Advanced entry into Stage 2 of the programme
- 3) Certification of the Major Award.
 - i. Mobility of qualifications
 - ii. **100% experiential learning (NFIL)**
 - iii. 6-9 months timeframe
 - iv. Set entry requirements
 - v. Full RPL toolkit available for all providers



 RPLPractitionersIreland liked
Andrina Wafer @andrinaeuropa · 1h
Mary Ryan, Graduating with the
#AdvancedCertificate in #Hairdressing !
‘Age is no barrier’. @rpl_network
@QQI_connect @SOLASFET “I know I’m
worth it. I’m doing a great job now and I
know it”



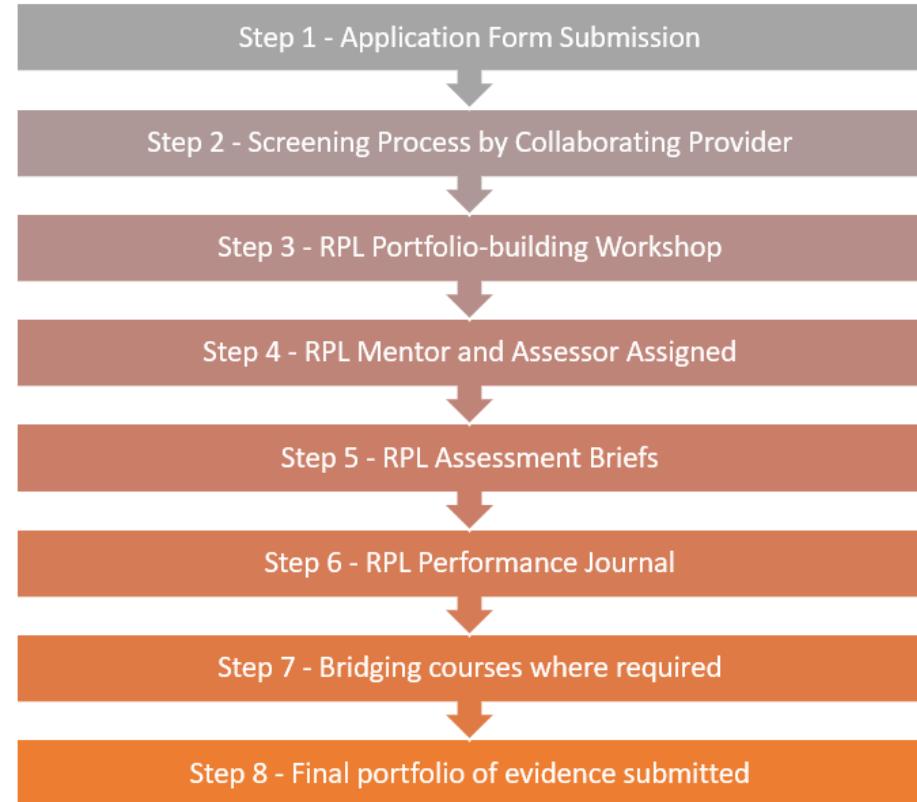
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MIMLOs Vs MIPLOs

- Over the three Stages there are 18 assessed modules with 69 Minimum Intended Module Learning Outcomes (MIMLOs)
 - How could these be individually evidenced?
- The programme itself has 11 Minimum Intended Programme Learning Outcomes (MIPLOs)
 - Could we evidence these instead?

RPL of the Programme Learning Outcomes

- There are 11 Minimum Intended Programme Learning Outcomes (MIPLOs) in the apprenticeship programme.
- The MIPLOs were developed to align with the Occupational Profile of the Hairdressing Apprenticeship.
- The RPL applicants for the Major Award are expected to evidence achievement of the 11 MIPLOs through an RPL Portfolio of Evidence to achieve certification for the qualification.



RPL of the MIPLOs

- If a gap occurs in a portfolio where one full MIPLO or a minor part(s) of a MIPLO(s) cannot be met, then an RPL Mentor (in consultation with the RPL Assessor as a subject matter expert where appropriate) may decide that an additional piece of work or assessment can be completed to bridge the gap.
- Additional work may include a workshop, a seminar or the submission of a piece of work following attendance at a class/part of a course that will address the shortfall.
- All decisions on what constitutes a gap in learning evidence will be discussed with the applicant and outcomes/actions agreed in consultation with the RPL Mentor and/or Assessor as appropriate.

RPL Handbook for Providers

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National Hairdressing Apprenticeship



Board of Vocational Education & Training
LIMERICK & CLARE
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RPL for Co Clare Volunteers

- Validate competencies acquired in the community volunteering setting
- New module: NFQ Level 5 (EQF Level 4) Volunteering for Community Engagement 5S22394
- Project began in October 2025 with 3 applicants
- [Volunteer Ireland: National Volunteer Organisation](#)
- Initial meeting with manager to scope out the project
- Information session for volunteers to let them know how the process will work
- RPL Mentor and Assessor assigned
- Induction workshop incl. registrations and learner supports
- Portfolio building and authentication
- Evaluation and review
- Share tools with other ETBs.



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Raising Public Awareness

- Our Marketing and Communications Team devised a strategy to raise the profile of RPL in our region.
- Public awareness campaign **“Recognise Your Past, Empower Your Future.”**
- The campaign features our RPL Heroes Nataliia, Michelle, Matoko, Thomas and Cristina, who share their inspiring stories of completing RPL and transforming their lives highlighting the impact that RPL can have on someone's life.



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Our RPL Heroes





RPL has completely transformed my life and that of my family. I am now employed in a job that I never thought possible when I first arrived in Ireland...

— Cristina



What impact has RPL had on your life?

Having recently completed the RPL process, I can already feel the impact in my current role at work. It has made my job easier because I have gained excellent skills that have allowed me to adapt to an ever-changing workplace. My employer was impressed with the skills I had learned, particularly my IT skills, stating that I stood out in my ability to complete the reports on the computer as they are in the process of digitalisation. This gave me a massive boost in confidence as it felt good to have my skills recognised.



What impact has RPL had on your life?

Completing RPL and achieving the QQI Level 5 Certificate in Early Childhood Care and Education has allowed me to progress from assistant to preschool teacher in the centre where I work. It has also put me in a better position to further my studies in Ireland. Now, my goal is to finish my English language course and begin a degree studying Childcare, which will further improve my job prospects.

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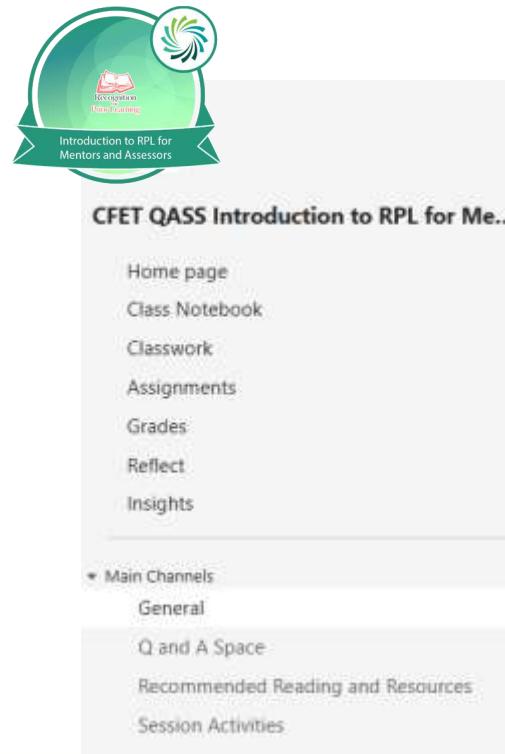
RPL Course Digital Badge

- Awarded on completion of the course
- Plus, completion of assessment activity



Introduction to RPL for Mentors and Assessors

- The purpose of this programme is to provide education and training for FET staff who want to be involved in supporting applicants through the RPL process as either a mentor or an assessor using Limerick and Clare ETB quality assured processes and procedures.
- 6 x 2½ hour sessions
 - 4 online and 2 face-to-face
 - Learner effort estimated at an additional 6 hours
 - Incorporates activities, assessment and reading time



The image shows a screenshot of a Learning Management System (LMS) homepage. At the top, there is a circular logo for 'Recognition Pathways' with a green and white design. Below the logo, the text 'Introduction to RPL for Mentors and Assessors' is displayed. The main content area has a light grey background and a dark grey sidebar on the left. The sidebar contains the following navigation links:

- Home page
- Class Notebook
- Classwork
- Assignments
- Grades
- Reflect
- Insights

Below the sidebar, there is a section titled 'Main Channels' with links to 'General', 'Q and A Space', 'Recommended Reading and Resources', and 'Session Activities'.

Aims and Objectives

1

Promote understanding of RPL in the context of international and national policy

2

Promote awareness and understanding of RPL principles and practice

3

Build staff capacity of potential RPL mentors and assessors

4

Build knowledge and practical skills amongst staff

Become Part of a Community



RPL Practitioners Network Ireland (rpl-ireland.ie)

- Follow [RPL Practitioner Network Ireland: Overview | LinkedIn](#)
- Use this link to join: [RPL Practitioner Network Ireland | Groups | LinkedIn](#)

The network aims to:



Provide a coherent practitioner voice to shape and inform policy development



Support the development of a community of practice, providing opportunities to share learning, face to face, online and through practical sharing of toolkits and resources



Promote good practice, informed by national and international practitioner and policy perspectives

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RPL Community of Practice

General Posts Files Reflect Staff Notebook

Easy Major: You've been invited.

You are invited to complete First Meeting of RPL Community of Practice.

General

First Meeting of RPL Community of Practice

Hi all. Would you please take a minute to complete this form so we can get our RPL Community of Practice up and running? From the previous poll I did it looks like 9:30am on a Monday or Tuesday are the most popular choices so I've based the form on this. Meetings will be held in the new CoP channel in our RPL Team, similar to the Show and TEL meetings. Thanks everyone.

[Start now](#)

Microsoft Forms | Terms and conditions | Privacy policy

3

Reply

 Patsy Hogan · 06/02/10/18 · Edited

2024 Introduction to Recognition of Prior Learning for Mentors and Assessors Feb 21-Mar 27

Good morning CFET QASS RPL Network. The next iteration of the **Introduction to RPL for Mentors and Assessors** will take place on Wednesday afternoons from 2pm to 4:30pm over February and March. It will be delivered by the Quality Assurance Support Service.

Please complete this form <https://forms.office.com/e/ZY1cCQBYfR> if you wish to participate and remember **you must get approval from your line manager before you fill in the form**.

Course Details

The purpose of this programme is to provide education and training for FET staff who may be involved in supporting applicants through the DPL process as either a mentor or an assessor in areas of FET Quality Standard modules and programmes.



Thank You
Any Questions?



[Recognition of Prior Learning \(RPL\) | College of FET](#)

Recommended Reading

- CEDEFOP European Guidelines for Validating Non-formal and Informal Learning: [European guidelines for validating non-formal and informal learning \(euroopa.eu\)](https://www.euroopa.eu/guidelines/validating-non-formal-and-informal-learning)
- CEDEFOP Country Report: Ireland (2023): [European inventory on validation of non-formal and informal learning 2023 update: Ireland | CEDEFOP \(euroopa.eu\)](https://www.euroopa.eu/inventory/validation/non-formal-and-informal-learning/ireland-2023)
- Recognition of Prior Learning in Irish Further Education and Training (Deirdre Goggin, CIT, 2017): [Prior Learning Report.pdf \(qqi.ie\)](https://www.qqi.ie/assets/Prior%20Learning%20Report.pdf)
- [Recognition of Prior Learning for the Level 6 Advanced Certificate in Hairdressing | Hogan PLA Inside Out: An International Journal on Theory, Research and Practice in Prior Learning Assessment \(plaio.org\)](https://www.plaio.org/journal/level-6-advanced-certificate-hairdressing-hogan-pla-inside-out-international-journal-theory-research-practice-prior-learning-assessment)
- [Recognition of Prior Learning in Further Education and Training \(FET\) in Ireland | Magee PLA Inside Out: An International Journal on Theory, Research and Practice in Prior Learning Assessment \(plaio.org\)](https://www.plaio.org/journal/recognition-prior-learning-further-education-training-fet-ireland-magee-pla-inside-out-international-journal-theory-research-practice-prior-learning-assessment-plaio.org)

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Limerick and Clare Education and Training Board (2017). Available from <https://collegeofFET.ie/our-courses/quality-assurance/> [accessed 14 Jan 2026]

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Policies, Procedures, Supports and Stakeholder
Engagement

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