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The Impact of PLAR/RPL on Career Development, a Canadian Perspective

We are living in, what many assert, is the most unpredictable and fastest evolving times the human race has ever experienced, including profound structural changes in the labour market that have been exasperated by the COVID 19 global pandemic. This, combined with the increase in protracted and non-linear careers, means there is a growing need to validate prior learning as a strategy for individuals to have more opportunities in their career development.

But how exactly does participating in PLAR/RPL impact career development?

This session will share findings from the presenter's PhD research, exploring how PLAR/RPL impacted the career development of alumni graduating from Thompson Rivers University (TRU), a small university in Canada. This session will focus on the following seven clusters of variables, sharing which variables were impacted the most in relation to career development.

1. **Personal attribute factors** such as self-efficacy, career decision making, career resiliency, and career maturity
2. **Social environment factors** such as structure and agency
3. **Developmental factors** including program of study, education attainment, qualifications, and experience
4. **Career knowledge factors**, such as their job search skills, and career development understanding
5. **The labour market** they graduated into
6. **Kairos** – the role of luck, happenstance, and chaos
7. **Personal background factors**, including socio-economic, ethnicity, and geographic origins.