



Ministerie van Onderwijs, Cultuur en  
Wetenschap

## Benefits of VPL

3rd VPL Biennale  
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Berlin

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## VPL in The Netherlands

- Aimed at both educational qualification standards (VET/HE) and national qualification standards in branches of industry.
- VPL = career development instrument:
  - Degree/diploma => career development
  - Direct use in labour market (job search, promotion etc.)
- 2005-2010: Project Directorate Learning & Working
  - => building VPL infrastructure (provision, quality code)
  - => promotion of VPL, national campaign (TV, radio, internet, regional & local learning & working offices)



## Research on VPL

### Why?

- 90 million euros invested in VPL and work based learning
- Huge increase in number of VPL-participants (from 9.000 in 2007 to 23.000 in 2010)
- Huge increase in number of VPL-providers (> 100)
- Only qualitative information on effects of VPL: case studies
- Need for more 'hard evidence' and quantitative data on effects

⇒ "Promises, Facts and Unprecedented Opportunities –  
Investigating the effects of RPL"  
Diederick Stoel & Eveline Wentzel  
ProfitWise Research and Development (2011)







## RPL – inventory organizational effects

Better qualification and/or higher educational level of employees	7	5	25	74	<b>52</b>	<b>31,9%</b>
Better career perspectives for our employees	7	8	23	75	<b>50</b>	<b>30,7%</b>
Higher professional competence	6	12	32	68	<b>45</b>	<b>27,6%</b>
Higher commitment of employees	6	9	40	72	<b>36</b>	<b>22,1%</b>
More flexibility and/or better employability of employees	8	9	40	65	<b>41</b>	<b>25,2%</b>
Better internal and external mobility of employees	10	10	38	67	<b>38</b>	<b>23,3%</b>
Higher willingness to learn	8	10	39	73	<b>33</b>	<b>20,2%</b>
Stronger learning culture in general	9	15	39	68	<b>32</b>	<b>19,6%</b>
More loyalty	6	11	53	64	<b>29</b>	<b>17,8%</b>
More initiative and sense of responsibility	7	8	58	64	<b>26</b>	<b>16,0%</b>



## RPL – inventory organizational effects

Better working atmosphere and communication between employees	7	17	65	55	<b>19</b>	<b>11,7%</b>
Better quality of production- and working processes	15	26	52	57	<b>13</b>	<b>8,0%</b>
More efficiency in working processes	11	31	54	54	<b>13</b>	<b>8,0%</b>
Better quality of our services or products	15	27	57	51	<b>13</b>	<b>8,0%</b>
Better use of resources	17	23	61	49	<b>13</b>	<b>8,0%</b>
Less waste, errors of rework	13	36	52	55	<b>7</b>	<b>4,3%</b>
Lower costs for education and training	17	42	45	39	<b>20</b>	<b>12,3%</b>
Higher productivity	10	37	68	39	<b>9</b>	<b>5,5%</b>
Stronger image or brand value	23	30	60	41	<b>9</b>	<b>5,5%</b>
Higher customer satisfaction	19	38	62	34	<b>10</b>	<b>6,1%</b>



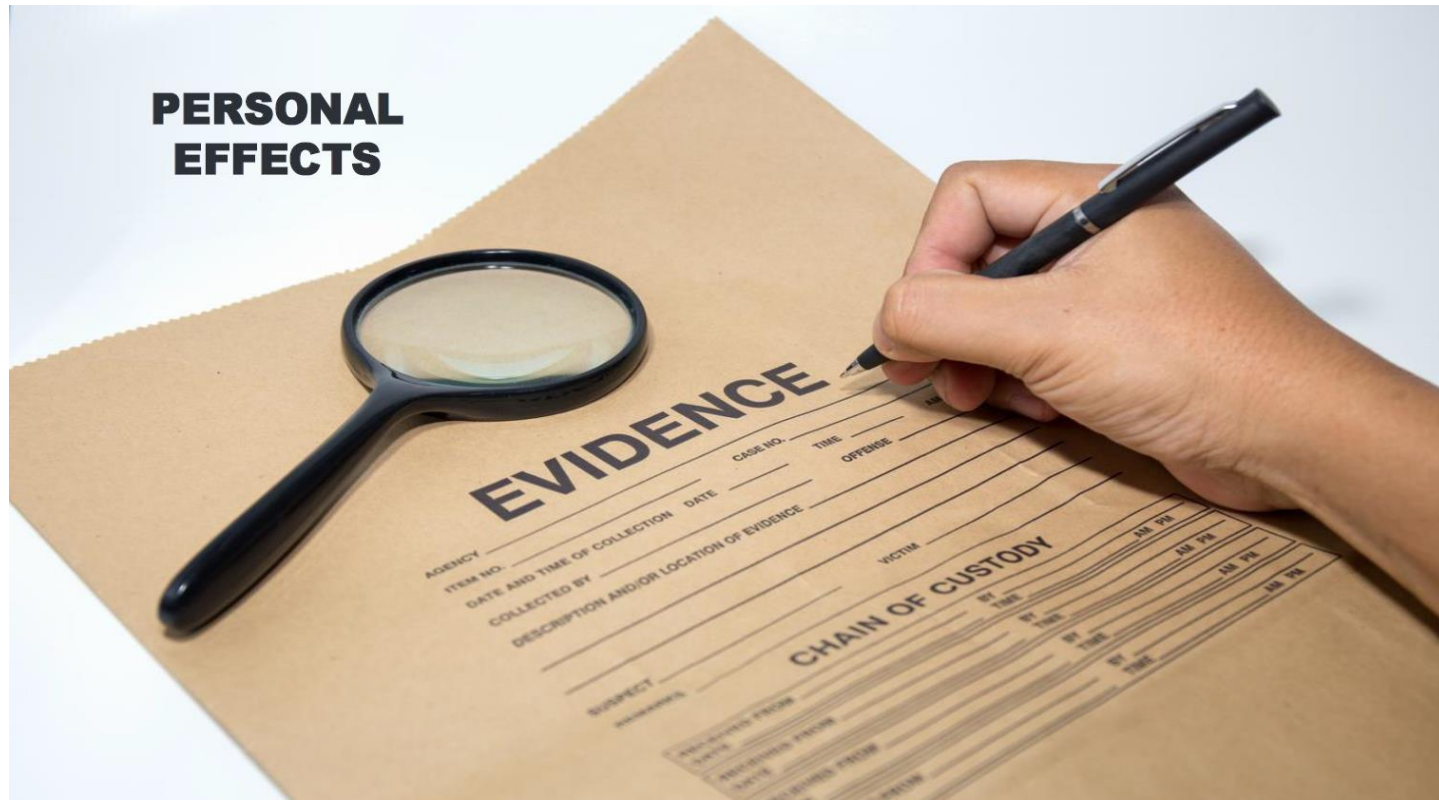
## RPL – inventory organizational effects

Lower rate of sick leave	16	34	78	30	5	3,1%
Faster processing time of products or services	18	44	63	34	4	2,5%
Lower costs in general	20	44	62	29	8	4,9%
Improvement of our competitive position	34	35	51	35	8	4,9%
More customer loyalty and/or conservation of existing customers	32	46	51	32	2	1,2%
New products and/or improvement of our products	30	47	59	24	3	1,8%
Better profitability	34	39	68	15	7	4,3%
Better price for our products or services	40	55	53	11	4	2,5%
More sales, revenues or higher allocated budgets	42	55	54	9	3	1,8%
More customers	48	58	50	6	1	0,6%





## PERSONAL EFFECTS





## RPL – inventory personal effects

I gained new knowledge	276	804	<b>74,4%</b>
I gained insight in my strenghts and weaknesses	464	616	<b>57,0%</b>
I gained more self confidence	498	582	<b>53,9%</b>
I took more initiative at work	616	464	<b>43,0%</b>
I was able to keep my job	635	445	<b>41,2%</b>
I was able to deliver better quality	643	437	<b>40,5%</b>
I was able to improve my competences	647	433	<b>40,1%</b>
I started participating in an educational program	679	401	<b>37,1%</b>
I have become more independent at work	698	382	<b>35,4%</b>
I took on tasks that I normally wouldn't	703	377	<b>34,9%</b>
I feel like starting a new study	703	377	<b>34,9%</b>
I improved my perspectives in the labour market	710	370	<b>34,3%</b>



## RPL – inventory personal effects

I received formal recognition of my working experience	711	369	<b>34,2%</b>
I received my diploma/degree	713	367	<b>34,0%</b>
I got to know my colleagues better	729	351	<b>32,5%</b>
I have become a happier person	736	344	<b>31,9%</b>
I dared to take more risks at work	741	339	<b>31,4%</b>
I got better insights in what I can achieve in the future	753	327	<b>30,3%</b>
I have become a better professional	755	325	<b>30,1%</b>
The relationship with my colleagues improved	759	321	<b>29,7%</b>
I have been able to show everyone what I'm capable of	761	319	<b>29,5%</b>
I have grown to like my job better	765	315	<b>29,2%</b>
I have been able to achieve my personal goals	766	314	<b>29,1%</b>
I gained better insights in my career perspectives	776	304	<b>28,1%</b>



## RPL – inventory personal effects

I obtained more respect from my colleagues	791	289	<b>26,8%</b>
The relationship with my manager/boss improved	797	283	<b>26,2%</b>
I made progress in my career	801	279	<b>25,8%</b>
I have a stronger sense of belonging in my organization	806	274	<b>25,4%</b>
I have been able to complete my study	808	272	<b>25,2%</b>
I have decided to stay with my current employer longer	813	267	<b>24,7%</b>
I have applied for another job in my current organization	825	255	<b>23,6%</b>
I got the opportunity to start in a new job	826	254	<b>23,5%</b>
I have a stronger sense of commitment to my job/organization	848	232	<b>21,5%</b>
I became responsible for a bigger project or task	866	214	<b>19,8%</b>
I got tasks that fit me better	874	206	<b>19,1%</b>
I perform better in my job than I did before	881	199	<b>18,4%</b>



## RPL – inventory personal effects

I got a nicer job	898	182	<b>16,9%</b>
I have been able to transfer tasks to other colleagues	906	174	<b>16,1%</b>
I got the opportunity to obtain a better job	932	148	<b>13,7%</b>
I got a higher salary	936	144	<b>13,3%</b>
I have better perspectives to obtain a better job	952	128	<b>11,9%</b>
I have become responsible for more people	959	121	<b>11,2%</b>
I got promoted	965	115	<b>10,6%</b>
My income improved	966	114	<b>10,6%</b>
I applied for a job outside my current organization	980	100	<b>9,3%</b>
I thought a lot about resigning from my job	1000	80	<b>7,4%</b>



## **Career Self Management Behavior**



Career self-management was assessed using scales developed by previous researchers (Noe, 1996; Zikic & Klehe, 2006). The scales were rated using a five point agreement scale. The scale used measures three dimensions of career self-management: career exploration (CE), career goal development (CGD) and career strategy implementation (CSI).

... I have a plan for my career.

... I have identified areas where can improve my skills and knowledge

... I have got myself introduced to people who can influence my career.







## Question

Validation of non-formal and informal learning (EVC)

# What is your theory?







## Question

Validation of non-formal and informal learning (EVC)

# We have 2





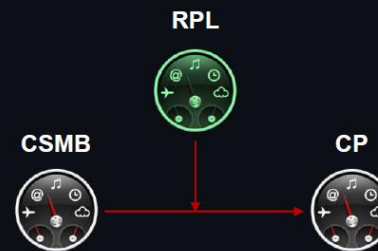
### Developmental model

The developmental model highlights the reflective nature of the RPL process. The focus within the model is on how the learner collates evidence (Day & Day, 2002) and how the reflection on prior learnings affects personal and professional development (Stenlund, 2010).



### Credit exchange model

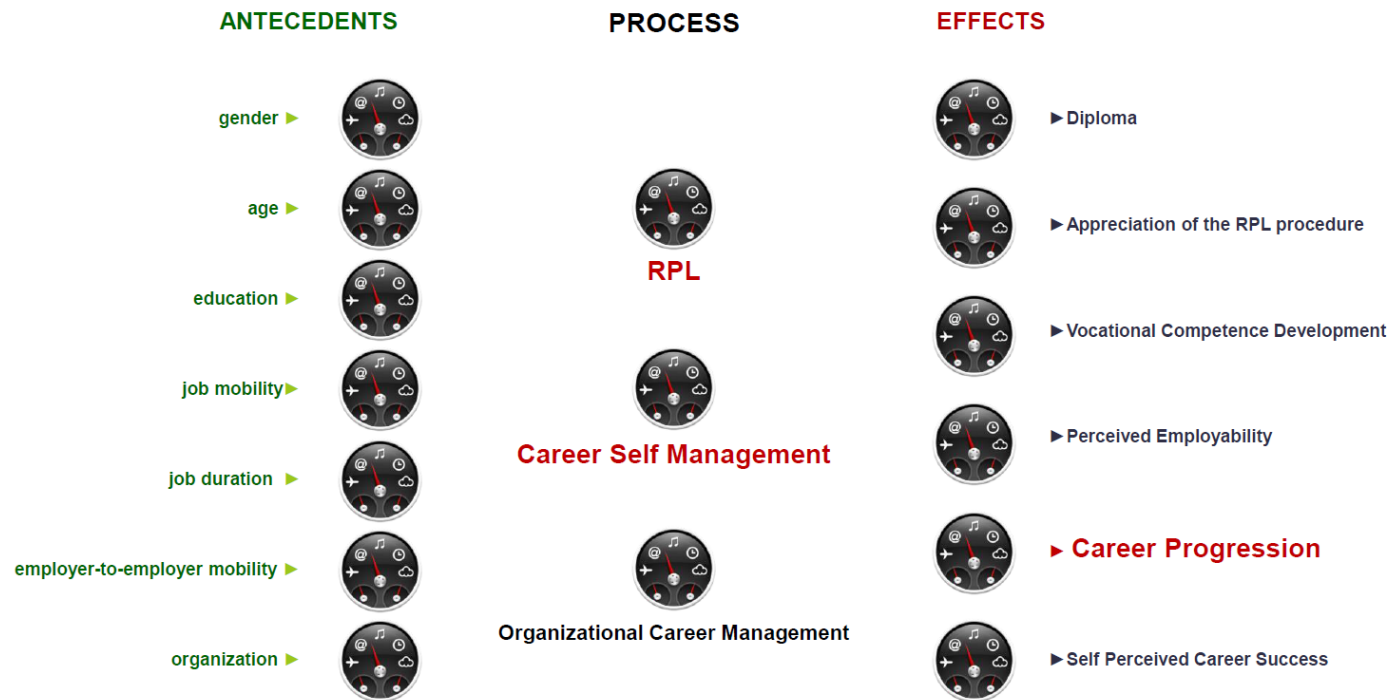
Does RPL provide persuasive evidence for society that an employee is eligible for a job that normally would have had required formally attained qualifications? It is this so called 'civil effect' premise that provides a solid point of departure to test the credit-exchange model.





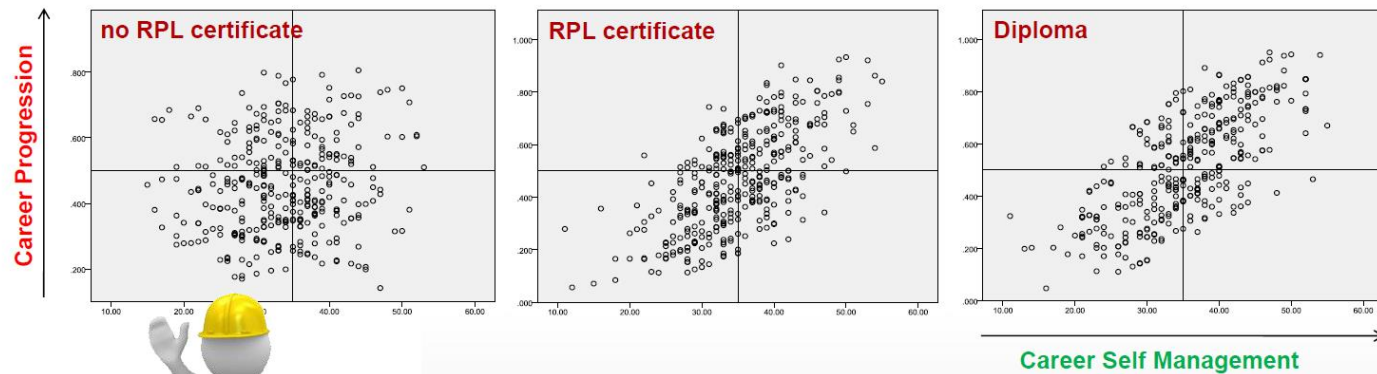
# 5 RPL Facts







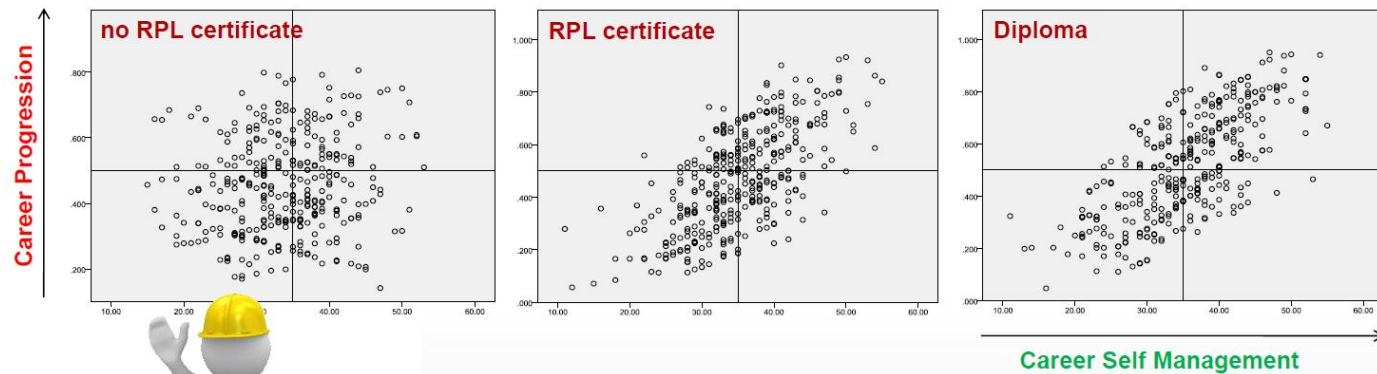
## RPL a significant factor RPL EFFECTS on CAREER PROGRESSION



Subjects that obtained an **RPL certificate** or **diploma**,  
have a better change to make a step forward in their career  
IF they manage their career actively



## RPL a significant factor EFFECTS RPL on CAREER PROGRESSION



Subjects that **actively manage their career**,  
have a better change to make a step forward in their career  
IF they obtained an RPL certificate OR earned a diploma