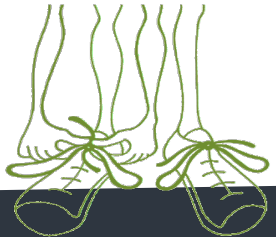
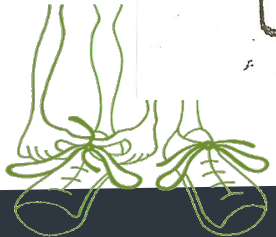
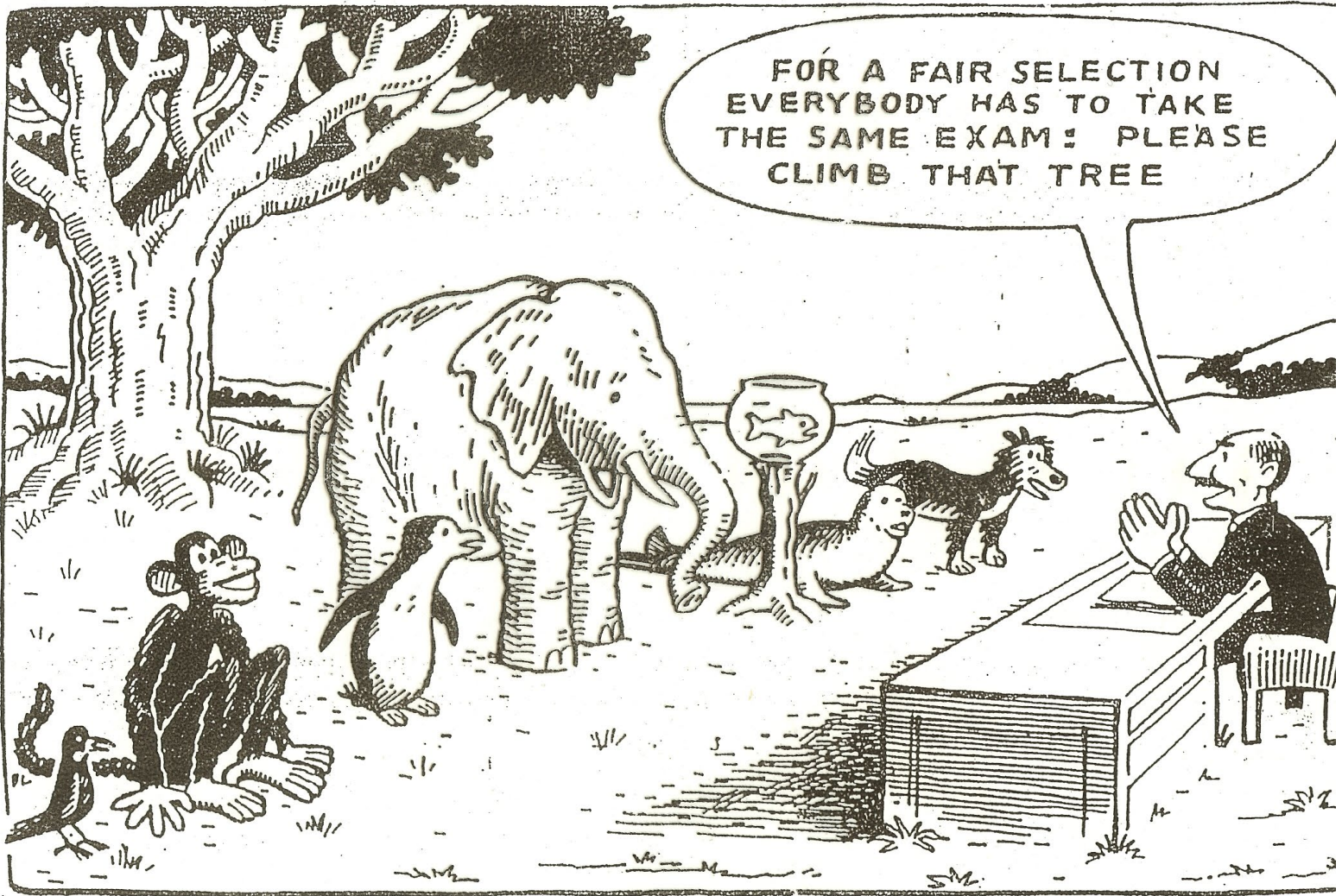


Recognition of Prior Learning Case Study – New Zealand Post

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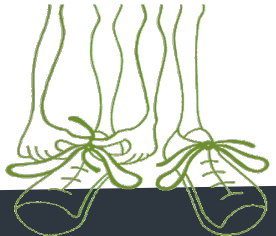


Background

In response to dramatically declining volumes of mail, New Zealand Post initiated unprecedented organisational change.

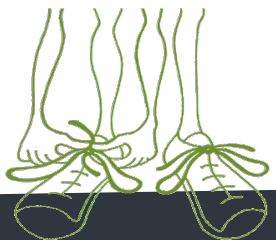
Three of the organisation's six metro mailing processing sites and a number of rural processing centres were affected resulting in either closure or downsizing over a period of time with many long-serving employees affected.

New Zealand Post considered it important to ensure their employees received formal recognition of the skills they had developed during their service. Over 500 employees worked towards the National Certificate in Employment Skills (Level 1), in order for them to remain competitive when seeking other employment in a tight labour market.



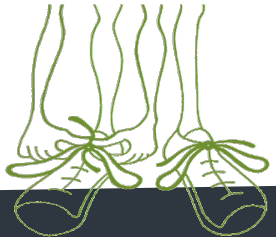
Processes and procedures for RPL

- **Profiling**
- **Resource Development**
- **Facilitation**
- **Assessment**
- **Award of credit**



The assessment approach

- **Walkabout (a tour of the workplace designed to allow candidates to cover the majority of evidence required)**
- **Some specific activities (e.g. development of a personal budget and training plan supported by a resource booklet and facilitation)**
- **Collection of documentation (incident reports,**
- **Verification (from supervisor/s)**



Outcomes

New Zealand Post Learning and Development Specialist Stan Tampeau said the initiative went far beyond qualifications.

“It’s about the mana of these people,” “It’s about the mana of families, the mana of communities and the mana of New Zealand Post. The programme was an easy sell because it offered genuine value. However, integrity was paramount to New Zealand Post.

It’s definitely not a rubber-stamp process. The participants understood that they’d got skin in the game. They had to commit, be responsible for evidence collection and working to deadlines.”

Candidates

“I’ve never had a qualification. All my whanau have come to the graduation because now they know they can do it too”

I’ve got a degree and I know this is a Level 1 qual but it shows I can actually do a job, am reliable and employable.

80% of candidates completed the qualification.



It is assessment which helps us distinguish between teaching and learning.