**Understanding RTO Responsibilities –**

**Recognition of Prior Learning**

**The benefits of RPL**

The fact that VET is competency-based in curriculum design, assessment, and certification makes real RPL possible. These competencies have been derived from the workplace, so it follows that people are already using these competencies in workplaces even though they have not been formally trained … indeed when a new set of competencies are identified nobody has them officially until assessed … so RPL is inevitable. (Note that no one can conduct RPL if they don’t have the competency, so the first step is to establish equivalence under Clause 1.13a, then RPL (and training and assessment) can be delivered.)

**For individuals:**

* Avoiding repetition, frustration and boredom;
* Reducing costs (time away from earning, text books, travel costs, resource fees);
* Accelerating job readiness and promotion opportunities;
* Facilitating career change and flexibility;
* Promoting self-esteem and motivation;
* Encouraging a return to learning; and
* Equity and recognition.

**For the community:**

* Economic and social benefit;
* Identification of the skills resource;
* Reducing training costs;
* Promoting flexibility and transfer in the workforce; and
* Promoting a “clever” Australia.

**For employers:**

* Better use of skills;
* Increased responsiveness and flexibility to respond to change;
* Increased productivity and quality;
* Improved team design and deployment;
* Better targeted training;
* Improved career planning and succession planning;
* Building a learning culture; and
* Motivating employees.

**For RTOs:**

* Meeting individual and industry needs;
* Creating a market for further training;
* Building loyalty amongst students;
* Cost effectiveness in making better use of existing resources; and
* Complying with the Standards for RTOs.