SEPTEMBER 2017 VOL. 1

PASSION4PERFORMANCE

#MakingLearningCount

Welcome to the first newsletter for Passion4Performance. Our goal is to make this an informative journey, where we all travel together. Offering a fresh perspective on "Learning" through enabling technology. As we grow in this, please feel free to drop us comments and ideas, So that we can keep this newsletter relevant to you - enjoy -



IN THIS ISSUE

Recognition of Prior Learning
PG 1

New Programmes Added
PG 2

New Assessors
Pg 2

Updated Functionality
PG 3

What's Coming
PG 3

RECOGNITION OF PRIOR LEARNING

by Darryn Van Den Berg

Recognition of Prior Learning (RPL) is a term that has been the cause of massive confusion and frustration in the learning and development space, mostly because it is misunderstood and has been seen as:

- TOO much unnecessary work for the RPL candidate.
- VERY expensive.
- Taking business $$ away from training companies.

Simply RPL is a **process**, and the outcome of the **process** to be "Qualified by Experience".

80% of what we learn is not learned in a training classroom, but rather live in our workplace, general lives and communities. According to Dr. Shirley Lloyd, there are 4 reasons that you can RPL:

- Certification/Qualification
- Promotion
- Designation
- Access

As P4P we recognise, and support the key factors that are required in the RPL process:
1. There needs to be a set of standards to demonstrate competence against (i.e. a clear assessment plan and process).
2. There needs to be an RPL candidate with the minimum amount of workplace experience to match the Exit Level outcomes defined.
3. There needs to be a subject matter expert registered as an Assessor.
4. There needs to be a system, like P4P, that is not an LMS or E-learning platform.

According to ATD 2016, 80% of training spend between 2014- 2016 was unnecessary. That spend should have been invested in Organisational Development initiatives rather than training. Having distilled the RPL process, we can now offer business the opportunity to increase employee morale whilst simultaneously assessing workplace performance, which creates that elusive 'pull' rather than 'push' for learning...

WHY?

Now you can:

- Benchmark your employees against a recognised qualification - giving them the opportunity to demonstrate their years of experience live and in real time
- Help employees prove their competence and simultaneously achieve a recognised certificate/qualification - rather than just attend "another workplace initiative"
- Maximise your training spend, as the RPL process also provides you with a VALUABLE snap shot of REAL competence gaps which can inform targeted training investment

SEPTEMBER 2017 VOL. 1

PASSION4PERFORMANCE

#MakingLearningCount



NEW PROGRAMMES ADDED

PROGRAMMES AND QUALIFICATIONS:

Manage Debtor Portfolio Level 4
ICT Internship Programme Non SETA Aligned
Generic Management Higher Certificate Level 5
Generic Management Certificate Level 4
New Venture Creation Level 4

SKILLS PROGRAMMES (SHORT COURSES)

Communication Skills Level 4
Numeracy Skills Level 4
Conduct Outcomes Based Assessment
Legal & Ethical Frameworks for Debt Recovery
Gamification - The Awakening Level 1
Gamification - Novice - Level 2

SINGLE UNIT STANDARDS AND OTHER

Excel Expert 2013
Microsoft Word 2013 EXPERT
Microsoft Word 2013 MASTER

FEATURED ASSESSORS

Thank you to the following assessors who are maximising the power of P4P - both in RPL as well as live training:

- Simon Mhlobane
- Lionel Gordon
- Tania Klintworth
- Sjeanette Viljoen
- Anthony Mofokeng
- Peta Horn
- Craig Hyman
- Themba Itimu
- Shelly McMaster
- Milton Taka
- Zane Lurwengu

If you would like to register as an assessor ***Click here*** OR
Contact us on support@p4p.co.za



SEPTEMBER 2017 VOL. 1

PASSION4PERFORMANCE

#MakingLearningCount

NEW FUNCTIONALITY ADDED

P4P continues to grow, and as such, we use Lean Methodology. So, before we build any new functionally to P4P we ask the users to provide us with their needs and requirements. And this is what we have achieved in the past 2 months:

- **Internal Moderator Role version 1** - the internal moderation for a batch of learners can now be accessed on P4P.
- **Adding POE items to a Programme BEFORE the programme begins:** Legislation requires specific none assessment related documents per learner. CV, ID etc...). These can now be added to the POE folder before training begins.
- **3. Active learner date change:** The administrator is now able to change the date of an active learner - by extending it if the assessment time runs out.
- **4. P4P Automatically generates User.Name:** we have automated this process to assist the Administrator and save them time, and moving away from duplicate user names.
- **5. Updated Administrator View.** This was a HUGE request by the administrators - THANK YOU. administrators are now able to see the % of completion of learners per assessor per programme. This is helping with Verification, Moderation and Assessment follow up.
- **6. Individual Learner achievement report.** The learner achievement report is live. Your assessors no longer need to write the post training report, P4P creates it automatically for them, per learner.



ENDORSEMENT

Click here to watch the endorsement of P4P by Dr. Shirley Lloyd - as the RPL Custodian and Legislation creator in South Africa.



WHATS COMING

Over the next 2 months, this is what is scheduled in P4P:

- **15 new programmes to design:** New clients means new programmes and more that you can RPL yourself against.
- **Multiple Module Report Automation:** Because of the qualifications, we have completed and tested the Learnership/Qualification report. This will be able to be to be generated on behalf of the assessor/Administrator/Internal Moderator.
- **Internal Moderation v2:** When the Internal Moderator overturns the assessor decision, P4P will enable the Remediation plan.
- **Complete Learner Search for the Programme:** This is for the administrators, to be able to find any learner within their company instance.
- **Full Help Desk**: P4P is working with VeriCred to create a full help desk function. We are ironing out the final technology requirements and will be up and running ASAP

Contact us: helpdesk@p4p.co.za

Contact us: +27 (0)82 925 2262

Begin your Journey - Register here

SKYPE: Darryn.Van.Den.Berg