

NL Labour Market Symposium

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***Recognizing Prior Learning:
Manitoba Supports Workforce Skills Development***

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The Situation

- Predictions of skilled labour shortages
- Rising percentage of Aboriginals as skilled labour
- Increase in immigration from 4,000 to 10,000 annually

The Prediction about RPL

- Increase continuous learning and help reduce skills shortages
- Recognize learning outside of school
- Increase portability of credentials
- Create an integrated system

The Thinking

- Successful track record in post-secondary since 1985 as well as 3-year demonstration project as to how PLAR could be used (prior to 2001)
- *Therefore, we knew the advantages that PLAR could bring our system and potential successful models and areas for activity*
- 2001 PLAR Framework – systemic implementation framework for PLAR in post-secondary, adult community training, employment services, and the workplace.
- Coordinated effort: P3T – cross-branch working group meets quarterly to share progress and issues and to create coordinated activity plans for shared activities (e.g. communication and accountability) and issues

The Plan

- To increase PLAR capacity into PSE
- To expand PLAR advisory services into communities
- To link PLAR to workplace training
- To build in accountability and reporting

The Workplace

- Workplace Prior Learning Assessment and Recognition Committee (WPLAR) www.wplar.ca
- Committee of five:
 - 2 business, 2 labour, 1 government coordinator
-who oversee and guide the implementation of PLAR in industry
- mandate for research, practitioner training, demonstration projects and awareness raising

What is Industry-based RPL?

- perspective of valuing that learning has occurred in many environments
- actively searching out evidence of learning in individuals and enhancing their opportunities as a result

How can RPL be Used?

- recruitment
- process verification
- training needs identification
- internal promotion
- regulatory and certification compliance
- managing performance
- succession planning

Considerations

- Internal environment
- External partnerships and linkages
- Cultural issues
- Sustainability
- Designing custom-fit systems and tools

Internal Capacity

- typically development is done by an individual who may be an external consultant
- implementation is done by the company and the expert
- sustainability is done by the company

2004 Revised Goals - ES

- *Goal 8: To identify and promote the linkage between PLAR and essential skills.*
- Successful track record in workplace literacy and Essential Skills since 1991 through our Industry Training Partnerships branch and the Workplace Education Manitoba Steering Committee – a coalition of business, govt and labour reps who provide advice on workplace literacy and ES efforts in Manitoba
- *Therefore, we knew that these sorts of skills help to create a skilled labour force with skills which employers desire and that in our mandate to create a skilled workforce we needed to include ES across our training efforts*
- 2004 ES Framework – systemic implementation framework for Essential Skills in Apprenticeship, industry, employment services, adult learning centres and literacy and strategic projects e.g., hydro and floodway

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