

# Recognition of Prior Learning (RPL)

## 8.6.1 How recognition of prior learning works

The philosophy of RPL for the Leadership Qualification is to maximise the exemptions for those previously involved in Guiding. This approach not only recognises and values the knowledge and skills acquired by those involved in the Movement but is consistent with a learning approach based on performing the actual role.

The Recognition of Prior Learning process groups prior learning into three areas:

- Previous Guiding or Scouting experience – within last three years
- Occupational skills – if using currently or within last three years
- Qualifications achieved – within last three years.

As the requirement for learning to be recognised is set at a maximum of three years, there is no additional assessment the Learning Partner needs to make with regards to “current competency”.

As the Guiding experience, occupational skills and qualifications achieved lead directly to exemptions, there is no need for the Learning Partner to make decisions around what “counts” and what doesn’t. The automatic exemptions for previous Guiding or Scouting experience are set out in Table 1, the automatic exemptions for Leadership Trefoil 3 in Table 2, automatic exemptions through specific occupations in Table 3 and automatic exemptions from prior certification in Table 4.

In addition to the automatic exemptions listed in the tables, the Learning Partner will determine what other module activities can be exempted.

## 8.6.2 Previous Guiding or Scouting experience

In order to gain exemption based on previous Guiding or Scouting experience, the new Leader will need to provide records from the relevant State or country organisation. All the reading and reflections for every Module need to be completed regardless of which Module activities they are exempt from. Previous Guiding and Scouting experience only exempt the new Leader from the requirement to undertake First Aid training if the First Aid qualification is current and appropriate, and is recorded under RPL from certification.

Qualified Leaders transferring interstate are exempt from all reading, activities, reflection exercises and training except meeting the relevant First Aid Certification requirements and completing the Induction process. They do not need to complete the full Leadership Passport, but the *Induction Form* and the *Completion of Qualification and Appointment* forms must be completed and sent to the SGGO. If a previously qualified Assistant Leader wishes to be appointed as a Unit Leader she will need to complete the *Managing your Unit* module in full.

Leaders of Youth qualified under the AALP or Assistant Unit Leaders/Unit Leaders qualified under ALQP who have not had an active unit leadership role for more than three years will need to complete Induction and the Being Safe module and undertake the required reading activities.

If a Junior Leader has gained Leadership Trefoil 3, as well as automatic exemption from the modules: Being part of Guiding, Being part of Guiding in Australia modules, she is also able to gain exemption from specific activities in the modules: Delivering the Australian Guide Program and Being a Leader of your Unit modules, see Table 2.

Holders of Queen’s Guide and/or Olave Baden-Powell Award will be able to achieve exemption from some module activities. The Learning Partner will establish these exemptions once she has reviewed the relevant records and discussed with the new Leader.

**Table 1: Automatic Exemptions from Module Activities and Training due to previous Guiding or Scouting experience**

<b>Previous Role</b>	<b>Exemptions from Module Activities (Reading and reflections must still be completed)</b>	<b>Exemptions from Guide Training</b>
<b>Youth Members</b> New Leaders who have been youth members for at least one year of the previous three years.	♣ Being part of Guiding	♣ Guiding Orientation Webinar
<b>Overseas Leaders</b> Leaders who were qualified Guide / Girl Scout Leaders in another country.	♣ Being part of Guiding ♣ Being a Leader of your Unit	
<b>Scout Leaders</b> Leaders who are qualified Australian Scout Leaders.	♣ Being a Leader of your Unit	
<b>Leaders from other Australian States</b> Leaders who gained their Leadership Qualification in a different Australian state.	Exempt from all module activities, reading and reflections as already a qualified Leader. But, will need to meet State or Territory regulations as part of the Induction process.	♣ Guiding Orientation Webinar ♣ Leadership Qualification Training

**Table 2: Automatic Exemptions due to achievement of Leadership Trefoil 3**

<b>Leadership Trefoil 3 and/or Leadership Focus</b>	<b>Exemptions from Module Activities (Reading and reflections must still be completed)</b>	<b>Exemptions from Guide Training</b>
<b>Being part of Guiding</b>	Full exemption	Full exemption
<b>Being part of Guiding in Australia</b>	Full exemption	Full exemption
<b>Delivering the AGP</b>	Exemption from activities: 2,3,5, 6,7,11,12	NO exemption
<b>Being a Leader of your Unit</b>	Exemption from activities: 2-6	NO exemption
<b>Being Safe</b>	NO exemption	NO exemption
<b>Managing your Unit</b>	NO exemption	NO exemption

### 8.6.3 Occupational skills

The Module activities that new Leaders can gain exemption from based solely on occupation are limited because all the activities are very much Guiding-centric. No automatic exemptions due to occupation apply to the following module activities: Being part of Guiding, Being part of Guiding in Australia, Delivering the AGP and Being Safe.

The table below provides an example of the activities which some of the more common occupations provide exemption from. However, the occupation list is not exhaustive and thus the Learning Partner needs to use their common sense to make a decision about exemption. If a new Leader has an occupational background which is not listed, but would seem to provide a case for exemption, the Learning Partner should contact the State RPL Adviser for clarification.

In addition, some occupations provide exemption from the requirement to achieve a First Aid qualification as follows:

- Emergency doctor or nurse
- Ambulance worker or paramedic
- General Practitioners with current vocational registration.

**Table 3: Example exemptions due to occupation / professional experience**

Module Activity (other activities may be exempt depending on occupation)	Teacher / Outdoor Ed Teacher	Youth Leader other org.	Child Care Worker	Teacher Assistant	Qual Outdoor Activity Instructor	Local Sports Coach	Counsellor e.g. Social Worker	Religious Leader	Nurse, Doctor, Ambulance Worker	Business Manager	Accountant
<b>Being a Leader of your Unit</b>											
3. Welcome parents or visitors to the Unit.	✓	✓	✓	✓	✓	✓	✓	✓	✓		
<b>Managing your Unit</b>											
5. Keep financial records.										✓	✓
6. Budget for an event/camp.										✓	✓
9. Keep a record of programs and activities, correspondence and minutes of the Unit	✓	✓	✓		✓		✓	✓		✓	

#### 8.6.4 Previous qualifications

There is limited recognition of learning based on previous qualifications. Once any relevant certificates have been checked, the date and provider should be recorded in the Learning Plan and a copy or scan of the certificate should be sent to the State or Territory Office. If in any doubt about equivalence, e.g. gained in another State or country, speak to the State RPL Adviser.

**Table 4 Automatic Exemptions due to commonly held qualifications**

Module Activity/First Aid Training	Level 1 First Aid Qualification	Level 2/Senior First Aid Qualification	Basic Food Hygiene Qualification	Financial or Book-keeping Qualification
<b>Being Safe</b>				
Provide Basic Emergency Life Support (PBELS).	✓	✓		
7. Use safe food handling procedures.			✓	
<b>Managing your Unit</b>				
Provide Basic Emergency Life Support (PBELS)	✓	✓		
5. Keep financial records.				✓
6. Budget for an event/camp.				✓

The Recognition of Prior Learning should be summarised in the appropriate table in Section 3 of the Learning Passport and the resultant exemptions recorded in the second table in Section 3 of the Learning Passport. The relevant activities in Section 5 can then be signed-off.

If the Learning Partner has any doubts about how to apply RPL, questions should be referred to the State (or Region) RPL Adviser.