The Record of Achievement

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Overview

- Introduction to the Record of Achievement (RoA)
- The Nova Scotia Core Employability Skills Framework
- Prior Learning Assessment for the RoA
- Pilots
- The Record of Achievement document and the Skills Record
- Next Steps
  - Employers
  - Implementation – Infrastructure, Partnerships, Communications Plan

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The Challenge: Recognizing Learning

How can we validate and recognize the skills and learning of Nova Scotians who do not have a high school diploma?

How can we assist employers in identifying workers whose formal qualifications are limited but who have the necessary skills and abilities to contribute to the workplace and to meet employers' needs and expectations?

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Background

- The NS School for Adult Learning (NSSAL) funds and coordinates learning programs from basic literacy to High School Completion

- Some learners were unable to achieve their High School Graduation Diploma for Adults or GED and left programs with nothing to document their skills and knowledge

- Many have the skills for employment at entry level positions

- A High School Diploma is used by employers as their screening tool

- How to help employers find the right person and an individual find the right job?

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The Record of Achievement (RoA)

- A tool to prove current knowledge and skill levels to employers

- Designed to document experiential and informal learning as well as formal learning

- Essential Skills was the natural list of skills to use for the assessment but…

- Essential Skills are exit based and didn't cover full range of skills so we looked for another framework and…

- Equipped for the Future (EFF) from US has a great format, sound basis in research, but complicated language.

- Also we…

- Need to articulate and assess the soft skills employers want to see in the workforce.

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The Record of Achievement (RoA) Document and the Skills Record

Record of Achievement

- Designed for use with employers

- Visual, emphasizing strengths

- Signed by the Minister of Labour & Advanced Education

Skills Record

- Designed for use by learners and service providers working with them

- Focus on Strengths and Areas for Further Development

- Connects learning to the system of supports in NS

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The NS Core Employability Skills Framework

- Brought the two standards Equipped for the Future (EFF) and Essential Skills together with the Personal Management Basics

- The Skills Framework is not a curriculum, but one could be built from it. It is not dictating what community organizations can teach – but provides a consistent standard for service provides across the province

- Provides a single common standard that individuals can be assessed to, and employers can relate to

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http://novascotia.ca/lae/RplLabourMobility/IQR.asp
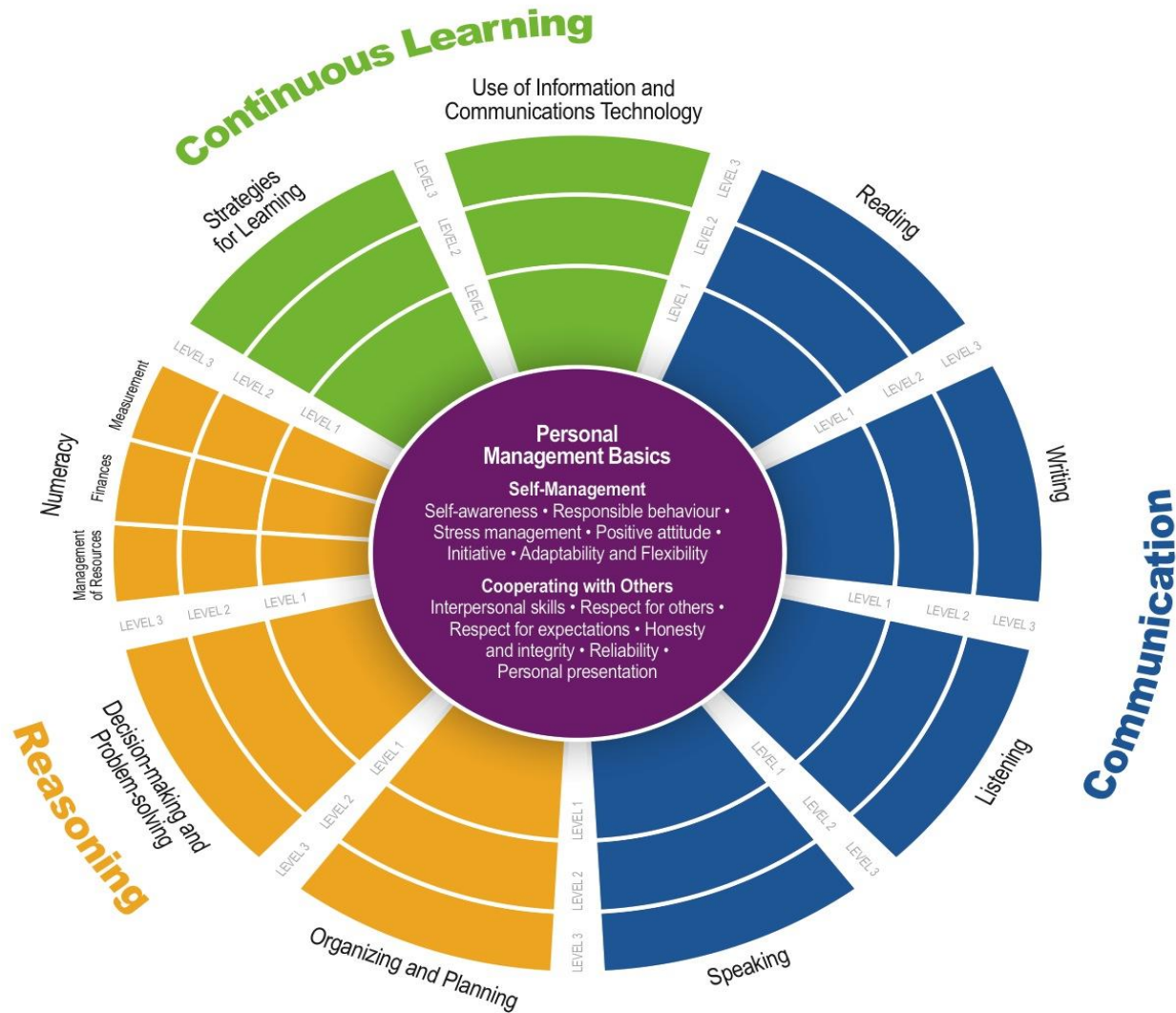
Standards Developers

- Peggy McGuire and Aaron Khoring, part of the EFF team in the US

- Meredith Hutchings, Curriculum Consultant, Adult Education, NSSAL, Labour and Advanced Education

- Kathleen Flanagan, Prior Learning Centre Consultant

- Bernadette Mrazek, Director, Portfolio-related Programs, Prior Learning Centre

- David Pilmer, Math and Sciences Curriculum Consultant, NSSAL, Labour and Advanced Education

- Validators from Post Secondary as well as Essential Skill experts

- Next review, additions and validation completed this summer

PLAR Assessment for RoA

- Transformative

- Engages learners

- Enhances self-awareness and increases self-confidence

- Helps a person recognize their own strengths

- Empowers a person to want to tackle learning goals

- Helps an individual understand workplace expectations

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Assessment Methods

- Assessment is valid and flexible, enabling assessors to draw from a variety of methods and tools

The assessment methods used for the RoA are:

- Self-appraisal/self-assessment
- Semi-structured interview
- Observation/validation
- Evidence collection
- Demonstrations
- Standardized tests

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Pilot Summary

- 2 pilots so far and the 3rd is expected in the Fall 2014

- Trained the assessors (Adult Educators, Career Practitioners)

- Provided coaching – during the required assessment

- Assessment review – Mentor/coach reviewed every assessment

- RoA and Skills Record Creation and Issuance - total of 48 RoAs and 42 Skills Records

- Moderation/Debrief process

Learned valuable lessons and worked with fantastic assessors willing to go the extra mile.

Next Steps

- Employer engagement

  - Projects

  - Ideal RoA's

- Implementation

  - Infrastructure

  - Partnerships – DCS, Justice, Career Centres

- Communication Plan

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Implementation

- Will take more time than we think

- On-line tools development – for learners, employers, assessors, administrators

- Augment the PLAR assessment by teaching assessors to use the standardized assessment tools for literacy and numeracy

- Aiming for role out to implementation September 2015

- 5 year plan to roll-out into all programs/services

Lessons Learned

- Writing a standard takes time, expertise and multiple validations

- Assessors from different backgrounds may not be able to assess all areas of the standard

- Require assessor criteria, formal policies, candidate tracking and other key quality assurance measures

- Require lots of supports – assessment tools, professional development, networking, ongoing moderation activities, resources

Thank you

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