

RPL AND CREDIT TRANSFER POLICY

RELEVANT STANDARD(S):

Standards for Registered Training Organisations (RTOs) 2015	Standard 1 ? Chapter 4 – Training and Assessment - Clause 1.12 Standard 3 Chapter 2 - Enrolment - Clause 3.5
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PURPOSE

Cornzal Workforce Development is committed to providing quality training and assessment in accordance with the requirements of the Standards for Registered Training Organisations (RTOs) 2015. As such, Cornzal Workforce Development offers Recognition of Prior Learning to all learners and implements an assessment system that ensures that assessment (including recognition of prior learning) complies with assessment requirements of Training Packages and VET Accredited course, the Principles of Assessment and Rules of Evidence. Likewise, Cornzal Workforce Development has a process in place and provides a clear instruction and guidance on granting credit transfers to students for previously completed and formally assessed learning.

SCOPE

Cornzal Workforce Development is committed to providing effective processes for Recognition of Prior Learning (RPL) and Credit transfer to all current and prospective students.

Cornzal Workforce Development will ensure that:

1. assessment systems, including recognition of prior learning (RPL) complies with the assessment requirements of relevant training packages and VET accredited courses;
2. RPL is conducted in accordance with the principles of assessment and rules of evidence;
3. RPL is offered to all students on enrolment;
4. adequate information and support are provided to learners in order to understand the RPL process and the requirement to gather reliable evidence to support their recognition claim;
5. it will recognise AQF certification documentation issued by other RTOs;
6. students will be made aware of their right to apply for a credit transfer;
7. it complies with the VET Regulator’s guidelines in processing and granting credit transfer.

POLICY PRINCIPLES

Recognition of Prior Learning (RPL) Policy Principles

1. Recognition of Prior Learning (RPL) refers to an assessment process that assesses the competencies an individual may have acquired through formal, non-formal and informal learning to determine the extent to which that individual meets the requirements specified in the training package or VET accredited courses.

- a. Formal learning refers to learning that takes place through a structured program of instruction and is linked to the attainment of an AQF qualification or statement of attainment (for example, a certificate, diploma or university degree).
 - b. Non-formal learning refers to learning that takes place through a structured program of instruction but does not lead to the attainment of an AQF qualification or statement of attainment (for example, in-house professional development programs conducted by a business).
 - c. Informal learning refers to learning that results through experience of work-related, social, family, hobby or leisure activities (for example the acquisition of interpersonal skills developed through several years as a sales representative).
2. Cornzal Workforce Development students may apply for a formal recognition of existing competencies against and AQF qualification or accredited course or unit of competency or module that Cornzal Workforce Development is registered to deliver prior they commence their course study.
 3. Cornzal Workforce Development will provide adequate information to students including the **RPL Kit** that contains the RPL information including:
 - a. the specific skills and documentation required for the unit of competency where the student wishes to be assessed;
 - b. RPL process and application;
 - c. timeframe for RPL assessment;
 - d. any support that the Cornzal Workforce Development assessor can provide;
 - e. costs and payment schedule associated with RPL;
 - f. making appeals on all/part of the RPL outcome and associated fees (if applicable).
 4. The assessor for the unit of competency being applied for will be the person responsible for providing the RPL Kit and all necessary information to the student in relation to the RPL process.
 5. The burden will be upon the candidate to demonstrate competence to the assessor(s), including the provision of certification documentation. Competency may be derived from many sources, including, but not limited to:
 - a. work experiences;
 - b. work product;
 - c. life experiences;
 - d. training programs offered by industry, private or community-based providers which may or may not have been formally recognized;
 - e. training programs undertaken overseas;
 - f. informal learning programs;
 - g. certification from another RTO.

6. The RPL assessment decision will comply with the Principles of Assessment and Rules of Evidence as outlined in the SRTOs 2015 and the requirements of the relevant training package and VET accredited course.
7. Certification documentation will not be issued unless all relevant fees are paid in full. Certification documentation are issued in accordance with Cornzal Workforce Development's Certificate Issuance Policy.
8. Students are informed in writing of the RPL assessment outcome within the timeframes specified in the RPL Kit. Where RPL is not granted for any unit of competency the written notification will include the reason for the decision.
9. In cases where a student is not granted RPL and believes the decision it to be reviewed, Cornzal Workforce Development will follow the procedures outlined in the Appeals Procedure Document.
10. When Cornzal Workforce Development grants RPL to an overseas student, Cornzal Workforce Development will give a written record of the decision to the overseas student to accept
11. Cornzal Workforce Development will retain the written record of acceptance for two years after the overseas student ceases to be an accepted student
12. When Cornzal Workforce Development grants the overseas student RPL or course credit that reduces the overseas student's course length, Cornzal Workforce Development will:
 - a. inform the student of the reduced course duration following granting of RPL and ensure the confirmation of enrolment (CoE) is issued only for the reduced duration of the course
 - b. report any change in course duration in PRISMS if RPL or course credit is granted after the overseas student's visa is granted.

Mutual Recognition / Credit Transfer

1. Cornzal Workforce Development will accept and mutually recognise the decisions and outcomes of any RTO or entity in partnership with an RTO, thereby ensuring mutual acceptance throughout Australia of the certification documentation awarded by other RTO's or AQF Authorised Issuing Organisations.
2. Cornzal Workforce Development will apply credit to all relevant units of competency/modules after conducting a review and verification of validity of AQF certification documentation from other RTOs, and authenticated VET transcripts issued by the Registrar.
3. Mutual Recognition applies when the certification documentation provided by the learner contains the same national competency code as those that form part of the training and assessment program offered by Cornzal Workforce Development.
4. Certification documentation must be presented as either originals or certified copies of an original. Certified copies must be signed by an authorised signatory in order to verify authenticity. Original certification documentation will be returned to the applicant.
5. Cornzal Workforce Development is not obligated to issue an AQF qualification or statement of attainment that is achieved wholly through recognition of units and /or modules completed at another RTO. (i.e. learner cannot complete all of their training and assessment with another RTO, and requests that Cornzal Workforce Development issue the qualification under Recognition.)
6. The amount of recognition contributing to the issuance of a certification (i.e. using units/modules completed at other RTOs) will depend on the discretion of Cornzal Workforce Development.

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RTO Code: 31663

Our Vision: Transforming individuals, solutions for business

Our Mission: To develop a skilled workforce by delivering innovative blended training

7. In the event a learner wishes to undertake refresher training in a unit/module for which they have been previously awarded recognition, then learner will be advised that the completion of the assessment is not necessary, however, may be offered as an option.
8. Where the recognised AQF qualification and attributed units/modules forms part of another AQF qualification, the learner will only be enrolled in the additional units required to complete the new qualification. In such cases, fees will reflect reduced learning load.
9. When Cornzal Workforce Development grants course credit to an overseas student, Cornzal Workforce Development will give a written record of the decision to the overseas student to accept
10. Cornzal Workforce Development will retain the written record of acceptance for two years after the overseas student ceases to be an accepted student

Determining Equivalence

1. In the event the learner wishes to credit units of competency that are not offered by Cornzal Workforce Development but fulfill the packaging rules for a qualification that Cornzal Workforce Development offers, Cornzal Workforce Development will refer to the National Register to determine if the unit of competency that the learner wishes to credit is equivalent to any of the units that is within Cornzal Workforce Development scope.
2. In the event the learner wishes to credit units from a superseded course, provisions from Cornzal Workforce Development's Transition of Superseded Courses Policy may apply on top of the provisions in this Policy.

Verification of Certification Documentation

1. Before providing credit on the basis of a qualification, statement of attainment, or record of results, the assessor/s for the unit/s of competency being assessed must authenticate the information in the document. This may be done through methods including, but not limited to: gathering feedback from the organisation that issued the document and confirming the content is valid.

MONITORING AND IMPROVEMENT

Cornzal Workforce Development's Manager is responsible for the RPL and credit transfer process and ensuring that all trainers and assessors make consistent judgements when conducting RPL assessments and that admin staff consistently verify certification documentation prior to credit transfer grants.

All RPL and credit transfer activities are monitored by the Manager of Cornzal Workforce Development. The Manager will ensure that areas for improvement identified reviewed and acted upon following Cornzal Workforce Development's Continuous Improvement Policy principles.

ANNEX A
Principles of Assessment

Fairness	<p>The individual learner’s needs are considered in the assessment process.</p> <p>Where appropriate, reasonable adjustments are applied by the RTO to take into account the individual learner’s needs.</p> <p>The RTO informs the learner about the assessment process, and provides the learner with the opportunity to challenge the result of the assessment and be reassessed if necessary.</p>
Flexibility	<p>Assessment is flexible to the individual learner by:</p> <ul style="list-style-type: none"> • reflecting the learner’s needs; • assessing competencies held by the learner no matter how or where they have been acquired; and • drawing from a range of assessment methods and using those that are appropriate to the context, the unit of competency and associated assessment requirements, and the individual.
Validity	<p>Any assessment decision of the RTO is justified, based on the evidence of performance of the individual learner.</p> <p>Validity requires:</p> <ul style="list-style-type: none"> • assessment against the unit/s of competency and the associated assessment requirements covers the broad range of skills and knowledge that are essential to competent performance; • assessment of knowledge and skills is integrated with their practical application; • assessment to be based on evidence that demonstrates that a learner could demonstrate these skills and knowledge in other similar situations; and • judgement of competence is based on evidence of learner performance that is aligned to the unit/s of competency and associated assessment requirements.
Reliability	<p>Evidence presented for assessment is consistently interpreted and assessment results are comparable irrespective of the assessor conducting the assessment.</p>

Rules of Evidence

Validity	<p>The assessor is assured that the learner has the skills, knowledge and attributes as described in the module or unit of competency and associated assessment requirements.</p>
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Sufficiency	The assessor is assured that the quality, quantity and relevance of the assessment evidence enables a judgement to be made of a learner's competency.
Authenticity	The assessor is assured that the evidence presented for assessment is the learner's own work.
Currency	The assessor is assured that the assessment evidence demonstrates current competency. This requires the assessment evidence to be from the present or the very recent past.

VERSION CONTROL

Version Control Table					
Date	Summary of Modifications	Modified by	Version	Date of Implementation	Next Review Date
29/11/2022	Document creation	Admin Cornzal	V1.0	Date 29/11/2022	Date 29/11/2023

RTO INFORMATION	
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RTO/Company Name	Cornzal Workforce Development
RTO Code	31663
Manager	Quality and Compliance Manager