

# RPL Cooperation

LN



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# Frits Schormans

- National projectleader RPL within the Police Force
- Over 20 years of practice experience with changed careers to regional staff work. Duties like analysis and research, making plans and evaluation, working with responsible partners to solve problems. Life long learning Police experience all over.
- Learning by doing with all stakeholders
- Police employee stands in the centre of everything

# Alice Gorissen

- External stakeholder
- Zuyd University of applied sciences
- More than 10 years of life long learning (RPL) experience
- National and European LLL project leading experience

# RPL statements

- Part of career development within the Police Force of the Netherlands (USP)
- Individual Police employee in control
- HR instrument to strengthen the dialogue between employer and employee
- Insight in qualities for both employer and employee
- Development of professional attitude, flexibility and mobility
- Required cooperation with internal and external stakeholders

# Stakeholders (to enhance the primary proces)

- Internal: employee, chief, supervisor, management (team), HRM advisor, HR manager, Works council, education and development;
- External: Police Academy, National HRM, Subsidy Providers, Zuyd University of Applied Sciences, Leeuwenborgh School (VET), Fontys University of Applied Sciences;

# Business aspects

- The employer pays for the costs
- Financial profit by (partial) exemption for education
- Capacitive profit with customized training
- The employee does RPL largely in its own time
- Validity of a certificate is limited and unclear (for APL three till five years)
- RPL certificate versus validity of a diploma?

# Evaluation

- The use of RPL stimulates career development (internal and external)
- Positive attitude towards mobility
- External (objective) guidance within RPL traject is considered as a positive experience
- Creates insight in personal possibilities for employees

# Points to improve

- Procedure not available → (further) development required
- Duration of RPL proces too long
- After care and dialogue with direct manager ready for improvement
- Conflicting personal interests of internal and external stakeholders
- Retreating movement of HE and VET concerning RPL



# Questions



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**vigilant and subservient**

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