

## **Volleyball Australia Recognition of Prior Learning Policy**

All coaches and officials must satisfy the competencies of each particular level of accreditation. However, some practising coaches and referees may be able to satisfy some or all competencies required for a particular NCAS/ NOAS accreditation as a coach/ referee without having to attend a formal course or complete the prescribed officiating practice post-course. Volleyball Australia acknowledges this prior learning via this policy.

### **What is RPL?**

Recognition of Prior Learning (RPL) is the acknowledgment of skills and knowledge obtained through formal training, work experience and/ or life experience. The purpose of the RPL process is to identify and assess previously acquired skills and knowledge pertinent to the competencies of a particular level of accreditation, to enable applicants to either;

- Obtain accreditation for a particular training program or
- Gain credit for a particular module(s) of a training program

### **How can prior learning be recognised?**

Coaches and officials applying for RPL will be assessed on the evidence and information provided. The onus is on the applicant to demonstrate their skills and knowledge underpinning the module or training program being applied for.

RPL applications at some levels will require a practical evaluation of the practical demonstration competencies; these are identified further below and on the relevant application form.

This evidence that is regarding a Foundation or Talent Development RPL will be assessed by the local State Association however those regarding an Elite or Master RPL is assessed by Volleyball Australia, ensuring satisfaction of all elements in the performance criteria for a particular competency, module or training program. If it is deemed there to be sufficient information proving an applicant's competency, the applicant will be exempt from part or the entire training program. If the information is not sufficient, applicants will be required to attend/ complete these specific components of the training program.

### **Who can apply?**

Applicants can apply for RPL if they think that their prior learning and experience enables them to provide evidence to show that they are already competent in the competencies of a particular training program or module.

### **Benefits of RPL:**

- Can often 'speed up' the process of becoming an accredited coach or referee
- Avoids the problem of participants having to unnecessarily repeat learning experiences
- Encourages the development of various assessment procedures
- Assesses the candidates' current competency in comparison to the stated standards of competence required

- The RPL process can clarify which relevant skills the participant does and does not possess, so that the learning program can be tailored accordingly

## **How do I apply?**

### **Step 1 – Obtain competency statements specific to program**

Applicants will need to obtain and review a copy of the competency statements relevant to the module(s) or training program they are applying. Competency statements for each program are posted on the individual program pages.

Applicants will need to consider if and how they have achieved the competencies and if they can satisfy the performance criteria by submitting valid, sufficient, authentic and current evidence.

### **Step 2 – Complete RPL application form**

Applicants will need to complete the correct RPL form and make payment to their relevant state volleyball association.

### **Step 3 – Complete Application Form**

Some applicants will need to be assessed on practical competencies, gather all relevant supporting documentation and complete the relevant RPL application form (from the links below) with honest, clear, complete and concise information.

The completed application form with supporting documentation should then be forwarded by email or post to either the State Association or Volleyball Australia, depending on which level you are applying for.

**RPL Application Forms can be accessed through the relevant Coach/ Referee section of the [Volleyball Australia Website](#)**

### **Step 4 – Assessment**

The evidence provided by the applicant will be compared with the required competencies. A judgement will be made about whether the applicant wholly or partially meets the competencies. The evidence submitted must conform to the following RPL principles:

- Validity (is the evidence relevant?)
- Sufficiency (is there enough evidence?)
- Authenticity (is the evidence a true reflection of the candidate?)
- Currency (is the evidence recent – obtained within 4 years?)

In the event of partial completion of the competencies, Volleyball Australia via the State Association's will outline which competencies still need to be achieved, and preferably what evidence is still required:

***Options may include:***

- Supply further supporting documentation or information;
- Complete individual modules of the appropriate coaching/ officiating training program;
- Work with an assessor to obtain the required competencies before reapplying.

**Step 5 – Notification**

Volleyball Australia/ State Association will notify the applicant of the decision within one month of receiving the application.

**Step 6 – Appeal**

Participants wishing to appeal the assessment decision, if they believe the decision is unfair, unjust or if the information provided has been misinterpreted, must submit their case in writing to Volleyball Australia, within 14 days of receiving notification of the assessment decision.

The appeal shall be in writing and should set out grounds of appeal upon which the aggrieved participant is appealing.

Please Note: RPL not applicable for Master Coach/Referee.

Following receipt and consideration by the program provider of:

- a. The grounds of appeal; and
- b. All other information which the program provider considers relevant and which is available;

The program provider shall arrive at a finding regarding the applicant's appeal. Volleyball Australia will be consulted where necessary to provide guidance. The participant lodging the appeal will be informed of the process used to consider the grievance and the outcome of the deliberations within 30 days of receiving the appeal.

In the case of an appeal being upheld, a Volleyball Australia approved assessor will be appointed to re-assess the candidate, of whom has not assessed the candidate previously. This is the final avenue of appeal.

**How to show evidence of competencies:**

There are many ways that applicants can show evidence of the competencies they hold, however applicants must ensure that their skills and experiences are directly linked with the competencies within the accreditation requirements. The onus is on the applicant to complete the 'Competency Checklist' and to provide 'specific details/ examples' of how they have achieved each competency within the module(s) in which they are applying for. Statements of positions or roles applicants have held will not be sufficient.

RPL can only be granted on current evidence, that is, work that has been completed within the last four years. Following are a few examples of the ways evidence can be provided to demonstrate competencies.

## **Education and training**

- Formal and accredited training competencies achieved
- Copies of certificates, qualifications achieved from other courses, school or tertiary results
- Statements outlining courses and or study that you have undertaken and the learning outcomes/ competencies achieved from these

## **Work related experience**

- Job description of positions held in sport and recreation
- Resume of work experience which may include reports from people within the sport
- Copies of any statements, references or articles about the employment or community involvement
- Relevant work samples such as assessment tools developed and implemented
- Reports on opportunities undertaken, which could include evaluations from courses conducted

## **Life experiences**

- Sport and recreation involvement
- Relevant work or other experiences
- Evidence of home/self-directed study which may include a list of recent readings, synopsis of seminars attended, reports of own research/analysis undertaken. Please remember, the above are only examples. Applicants should provide all the documentation that they can which clearly shows evidence of the competencies held.

## **Who assesses/ approves RPL applications?**

Foundation and Development requests are dealt with by the State Association in liaison with Volleyball Australia. All Elite Referee RPL applications are dealt with by the Volleyball Australia Referee Committee. All Elite Coaching RPL applications will be assessed by Volleyball Australia's Sports Participation Administrator.

## **Australian Players and International Coaches/ Officials**

Volleyball Australia encourages national team players to undertake formal coach or umpire education. Current and former players bring an intimate insight into the skills, training and playing principles and environment of the game. Australian national team players and international coaches/ officials are encouraged to apply for RPL as outlined above