



Gymnastics
Australia

RECOGNITION OF PRIOR LEARNING POLICY

Policy Name:	Recognition of Prior Learning Policy
Date of Approval:	February 1998
Policy Coverage:	Industry Training and Accreditation
Date of Review:	July 2015

1. INTRODUCTION

Recognition of Prior Learning is an assessment of a person's knowledge and skills, without completing training. Those wishing to be assessed via this mode can either provide evidence, sufficient to determine competence or undertake the specified assessment tasks.

Assessment is conducted against the Gymnastics Australia (GA) competency outcomes used for accreditation and/or qualification training. This ensures competency benchmarks are consistent. The method of assessment may vary to meet the needs of individuals.

2. SCOPE

This policy may be applicable to GA's:

- Coach Accreditation Courses, which are accredited with the Australian Sports Commission (ASC) via the National Coach Accreditation Scheme (NCAS)
- Judge Accreditation Courses, which are accredited with the Australian Sports Commission (ASC) via the National Officiating Accreditation Scheme (NCAS)
- Presenter and Assessor Training (as per the Presenter, Assessor and Supervisor Policy)

3. DEFINITIONS

Recognition of Prior Learning (RPL)

RPL is a process, which will enable applicants to gain recognition of acquired competencies. Regardless of when, where or how obtained, through formal and/or informal training, work experience and/or life experience, these competencies will be assessed against current and relevant learning outcomes/competency standards through the approved GA RPL process.

Accreditation

This is a nationally recognised certification process, stating that an individual has met educational standards as determined by Gymnastics Australia, the accrediting body.

Currency assessment

Currency assessment refers to the process of assessing competency of a coach who has previously or currently holds a GA Accreditation. The purpose of this form of assessment is to gain Technical Membership (meeting updating requirements of the Updating Policy).

Competency

This focuses on what is required of an employee in the workplace rather than in the learning process. It embodies the ability to transfer and apply skills and knowledge to new situations and environments. The National Training Board defines competency as, "the knowledge and skill and the application of that knowledge and skill across

industries or within an industry, to the standard of performance required in employment.”

4. ROLES AND RESPONSIBILITIES

4.1 Gymnastics Australia

Gymnastics Australia will coordinate all RPL assessments from applicants who have never held a GA accreditation at the level requested. Coordination of assessment will include receiving applications, assigning assessors, recording results and issuing accreditations.

Gymnastics Australia will, at their discretion grant exemptions from some levels or components of coach or judge training to individuals who are appropriately experienced and/or qualified. Evidence of experience and qualifications will be required prior to granting an exemption.

Exemption from a training course / level allows enrolment in the next level of training. An exemption does not grant an accreditation to the individual. Exemptions will be assessed on a case-by-case basis, recognising that each individual’s situation varies slightly.

4.2 State/Territory Association

State and Territory Associations will give advice to potential applicants and support GA in their coordination of the assessment as required. State and Territory Associations will coordinate RPL assessments where a coach has previously held a GA accreditation. This type of assessment is a ‘currency assessment’.

State or Territory Associations will, at their discretion grant exemptions from some levels or components of coach or judge training to individuals who are appropriately experienced and/or qualified. Evidence of experience and qualifications will be required prior to granting an exemption.

Exemption from a training course / level allows enrolment in the next level of training. An exemption does not grant an accreditation to the individual. Exemptions will be assessed on a case-by-case basis, recognising that each individual’s situation varies slightly.

4.3 Applicants

Applicants will submit applications correctly using the current forms available through the GA website, and ensure all evidence of their competence provided in their assessment is their own.

Applicants will work with the assigned GA assessor to develop an assessment plan and present all evidence of competence. Applicants are responsible for paying any fees charged by GA for the assessment.

4.4 Assessors

Assessors will make a decision on competence by comparing the evidence presented to the competency benchmarks.

Assessors will also support the applicant through the assessment process, assisting them to present evidence and provide the best possible opportunity for them to demonstrate their competence at the desired level.

5. ASSESSMENT OF COMPETENCE

Recognition of Prior Learning assesses skills and knowledge which have been developed in a variety of ways, including but not limited to:

- formal training and assessment programs
- on-the-job learning
- self-directed learning
- observation of others performing a task.

RPL assesses competence against competency benchmarks regardless of how the individual gained their skills and knowledge.

GA is committed to ensuring that all assessments conducted within the organisation are reliable, flexible, fair and valid.

GA's RPL Policy is based on the following principles:

5.1 Reliable

Evidence presented for assessment is consistently interpreted, and assessment results are comparable irrespective of the assessor conducting the assessment.

5.2 Flexible

Assessment will be flexible, reflecting the needs of the individual learner, and will utilise assessment methods and practices which allow for diversity with regard to how, where and when competences has been /will be acquired.

5.3 Fair

Individual learner needs are considered in the assessment process. Assessment methods and procedures will not, disadvantage any participant.

5.4 Valid

Assessment decisions will be justified, and based on the evidence of performance of the individual learner compared to the associated assessment requirements.

6. RECOGNITION OF PRIOR LEARNING PROCESS

The process for RPL applications is as described in the process document on the Gymnastics Australia website.

7. RPL AVAILABILITY

- 7.1 Categories for RPL assessment and rules associated with each category are detailed on the Gymnastics Australia website.
- 7.2 RPL assessment is not available for a Gymnastics Australia Judge accreditation, except where a coach holds a FIG Judge Accreditation gained outside of Australia.
- 7.3 RPL is available to anyone residing in, or planning to reside in Australia in accordance with the RPL categories and rules.

8. RPL ASSESSORS

Gymnastics Australia will use an Assessor to conduct an RPL assessment as per the Course Presenter, Assessor and Supervisor Policy.

9. RPL ASSESSMENT FEES

- 9.1 RPL assessment fees are set by Gymnastics Australia and are advertised on the GA website. Fees will reflect the costs associated with administering and conducting an individualised assessment.
- 9.2 Assessment fees are payable prior to an assessment taking place.
- 9.3 Assessment fees are non-refundable.
- 9.4 Assessment fees are payable per assessment.

9. APPEALS AND GRIEVANCE

All members have the opportunity to appeal and/or lodge a complaint to Gymnastics Australia. Details on how to lodge a complaint and the complaint handling procedures can be found within the Gymnastics Australia Member Protection Policy.

10. CHANGES TO THE POLICY

Changes to this Policy may be submitted by GA and State Staff to the Senior Manager – Industry Training and Accreditation. Once a change has been approved, the Policy will be updated in the official GA Policy register and on the Internet and circulated to GA Board, and GA and State staff.

In addition, Gymnastics Australia is committed to ensuring all policies are up-to-date and reflect current practices. The latest review date is recorded at the beginning of each Policy.
