Employer’s Perspectives of the PLAR

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Foreseeable Benefits

- Improved production
- Independent employees
- Employees adapt to change more willing and often will be instrumental in the decision to make changes.
- Responsive to needs of the field.
- More energetic, loyal and goal oriented
- Feel more valued.
Motivated to achieve for themselves and further their careers

Highly skilled employees that have credentials

Productivity Increases

230% more productive than untrained employees working in the same role.

Work ethics are higher

Show greater responsibility
- Improved attitudes and morale.
- Greater confidence and motivation
- Employees are less reliant on management and require less supervision.
- Communication skills show more confidence.
- Mentors for lower trained staff.
- Show better leadership and team building skills.
Supports From the Employer

- Provide information of the PLAR
- Encourage employees to get formal credit for the knowledge they have.
- Financial support
- Help the learner to understand critical reflection and the role it plays within the PLAR.
- Mentor/Facilitate the process.
- Community and work place commitment.
- Encourage public acknowledgement of levels of training.
- Reward and Recognize
- Leave of absents to complete process.
Relevant to the Process

- Active learner
- Recognition of skills obtained through life long learning.
- Retention, morale and productivity.
- Needs to be transformable at the end of the process.
- Employees can demonstrate skills.
- Reward, Recognize and Remuneration
- Continuance of Employment.
- Government and regulatory bodies need to understand the process.
- Institutions must have in place how they will credit the PLAR before students do the process, this ensures the student is not lost in Institutional red tape.

Thank you