

Recognition of skills acquired outside formal education or in professional experience and the recognition of study results achieved in previous education

Recognition of Prior Learning and Professional Experience

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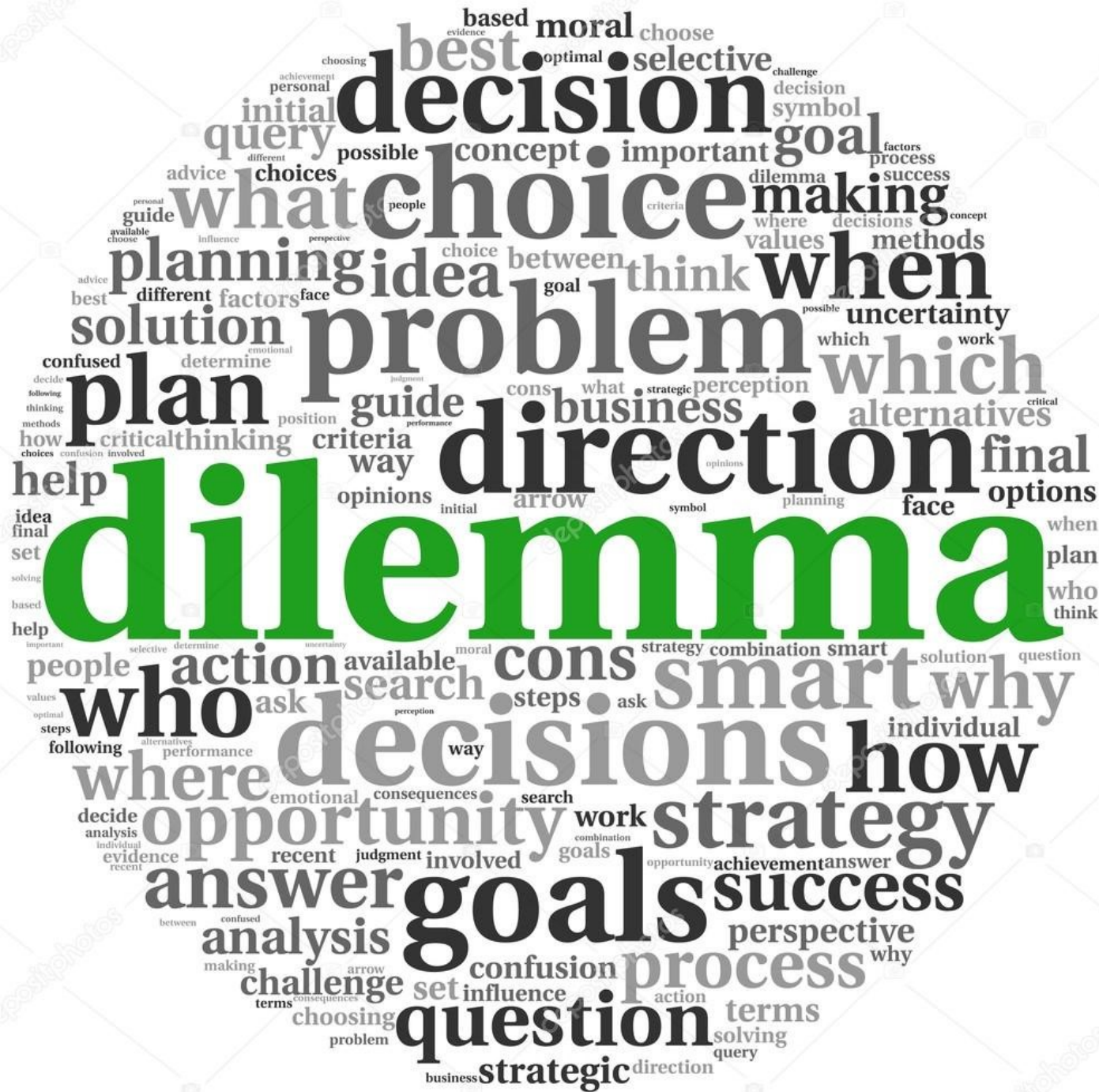
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SHARE(EU higher education support to ASEAN region))

In reference to Appendix II Belarus Strategy Paris Communique 25.05.2018

- ▶ to advise on building up grounds for developing legal framework aimed at ensuring prior learning recognition with the purpose of developing the respective procedure in 2021



Structure

- EU documents, directives, recommendations
- Recognition tools: EQF, Lisbon Convention, ECTS guide, ESG
- VET legislation
- Levels of vocational/ professional qualification levels
- Law on Education and amendments
- Legislation to reference to higher education
- The project “Recognition of Prior Learning», Survey
- Current legislation regulating recognition of prior education and professional experience
- Law on Higher Education Institutions and recognition of non formal learning
- **Cabinet of Ministers Regulations No.505 «Recognition of knowledge, skills and competences acquired outside formal education or in professional experience, 2018**
- Assessment and Recognition, Recommendations to Assessors
- Cases of experience from HEIs
- References

EU documents containing recommendations regarding the recognition of experience achieved outside formal education or in professional experience

- The European Guidelines for Validating Non-Formal and Informal Learning developed by the European Centre for the Development of Vocational Training (CEDEFOP), 2009. The guidelines are based on the European principles regarding validation of non-formal and informal education in 2004-CEDEFOP- European Centre for the Development of Vocational Training);
- The European Guidelines for Validating Non-Formal and Informal Learning developed by the European Centre for the Development of Vocational Training (CEDEFOP), 2015. The guidelines are based on the European Council Recommendation of December 20, 2012 on the validation of non-formal and informal learning.

The rationale of European Council Recommendation, December 20, 2012

- ▶ The validation of learning outcomes, namely knowledge, skills and competences acquired through non-formal and informal learning can play **an important role in enhancing employability and mobility**, as well as **increasing motivation for lifelong learning**, particularly in the case of the socio-economically disadvantaged or the low-qualified;
- ▶ The ‘**Europe 2020**’ strategy for **smart, sustainable and inclusive growth** calls for the development of knowledge, skills and competences for achieving **economic growth and employment**. The accompanying flagship initiatives ‘Youth on the Move’ and the ‘Agenda for new skills and jobs’ emphasise **the need for more flexible learning pathways** that can improve entry into and progression in the labour market;
- ▶ Recommended by 2015, **national procedures for the recognition and validation of non-formal and informal learning** to be developed as appropriate, by national qualifications frameworks.

European Qualifications Framework(EQF)

- With the help of EQF it is possible to better understand educational qualifications of different European countries;
- The EQF levels are not related to certain educational qualifications or study programmes, they indicate the level of knowledge, skills and competence acquired by a person during the learning process. In this case it is not important how a certain level is achieved,i.e.,whether the person has undergone formal or non-formal education, vocational or general educational programme, **the emphasis is put on learning outcomes;**
- **The EQF** levels embrace all levels of education(basic,secondary and higher, lifelong learning), as systems(formal,non-formal,informal education).

Convention on the Recognition of qualifications concerning Higher education in the European Region or the Lisbon Recognition Convention

- adopted by European Council and UNESCO in 1997, ratified by Latvia in 1999;
- regulates the recognition of qualifications related to higher education;
- Is the main international legal instrument for academic recognition in Europe;
- Geographically it embraces not only Europe but also the USA, Canada, Kyrgyzstan, New Zealand and Australia;
- The Convention emphasizes the principles of diploma recognition, the recognition of study periods completed within a study programme in another country.

ECTS User's Guide, i.e., the European Credit Transfer and accumulation System referred as ECTS

- ECTS facilitates development and implementation of a study programme, as well as it allows integration of different learning types in a study programme in the context of life long learning, **also including non-formal education, facilitates recognition of qualifications and study periods;**

(originally prepared in 2005, second in 2009, the current version in 2015;

Full text is available on the website of the EC:

http://ec.europa.eu/education/library/publications/2015/ects-users-guide_en.pdf

The Standards and Guidelines for Quality Assurance in the EHEA(ESG)

- Approved at the meeting of ministers for education of the European Higher Education Area in 2015(originally in 2005);
- ESG emphasizes recognition of previous learning and non-formal education as an important tool within the learning process and validation of student learning outcomes;

Full text of the document is available on the website of the European Association for Quality assurance in Higher education(ENQA):

<http://www.enqa.eu/index.php/home/esg>

Law on Education- terminology

A case of Latvia

- 1) **academic education** - studies of the theoretical basis of sciences and the result of such;
(Law on Education, 1998)
- 20) **professional education** - practical and theoretical preparation for the practice of a particular profession, and for the acquisition of professional qualification and improvement of professional competence; (Law on Education, with amendments 1998);
- 21) **professional qualification** - evaluation of educational and professional skill with respect to a particular profession, confirmed by documentary evidence.

(Law on Education, 1998)

Standards defined

➤ Section 24. Professional Standard

- (1) A professional standard shall determine the primary requirements of a vocational qualification, as well as the relevant specific requirements necessary for the performance of the main work tasks in the relevant profession;
- (2) The professional standards shall be determined by laws or Cabinet regulations. The authorities authorised by law or Cabinet regulations may determine professional standards (Latvian legislation);
- Professional standard- a document describing professional activities and providing competency requirements for professions and professional levels, i.e a set of skills, knowledge and attitudes necessary for performing work successfully. Professional standards are approved by professional councils operating under the Estonian Qualifications Authority(in case of Estonia).

Professional education news(Latvia)

- Work currently is on to introduce modular education programmes in study process;
- Content improvement;
- In 2018 spring PINTSA(employers, trade union, state- Cabinet of Ministers) agreement was signed on qualification structures in branches of industry , an intensive work to develop new professional standards and requirements for professions in accordance with labour market trends is going on;
- In 2017 guidelines for work based studies were approved (09.06.2017 the Ministry of Education and Science).

Work-based learning

- Apprenticeship-type scheme;
- 6 vocational institutions started offering the new scheme in several vocational education programmes;
- Flexible curricula according to occupational characteristics and sharing responsibilities of teaching and training (practice) between schools and enterprises; (taking into consideration the experience of Germany);
- Companies provide professional training in a real workplace environment and pay allowance or a wage to students.



On February 22, 2011, **Regulations** of the Cabinet of Ministers **No.146** «Procedures for assessing the professional experience acquired outside the formal education system. Assessment of the professional competence acquired outside the formal education system corresponding to the levels of professional qualification of Latvia 1-3 and for LQF levels 3-4.» adopted;

- The latest amendments to the **Vocational Education Law** on the LQF levels. On April 23, 2015 Parliament of the Republic of **Latvia** (Saeima) adopted amendments to the **Vocational Education Law**. ... Furthermore, **vocational education** programmes should include reference to the **Latvian** Qualifications Framework level;
- According to the amendments, five professional qualification levels used in the Latvian vocational education system are referred to the Latvian Qualifications Framework levels.

Section 5 Vocational qualification levels:

- 1) the first qualification level – theoretical and practical training, which provides an opportunity to perform simple tasks in a specific sphere of practical operation; correspond to 2 LQF;
- 2) the second qualification level - theoretical and practical training, which provides an opportunity to perform independently qualified artisan work; correspond to LQF 3;
- 3) the third qualification level – higher theoretical preparedness and professional skill, which provides an opportunity to perform specific artisan duties, which also include planning and organising of the work to be implemented; correspond to LQF 4;
- 4) the fourth qualification level – theoretical and practical training, which provides an opportunity to perform complicated artisan work, as well as to organise and manage the work of other specialists; correspond to LQF 5(college level of 2 or 3 years);
- 5) *the fifth qualification level* – higher qualification of a specific sector, which provides an opportunity to plan and also perform scientific research work in the relevant sector; Correspond to LQF 6 or 7), in force since 16.07.2015, transition period in place..

Continuing vocational education(VET)

- Can take a formal and non-formal education;
- Students take a final qualification examination in accordance with procedures approved by the government(Cabinet of Ministers);
- Examinations are organized by education providers with VISC National Centre for Education of the Republic of Latvia to ensure that all graduates comply with the knowledge, skills and competences required for a profession;
- Social partners are involved in evaluating examination performance;
- Continuing education levels are linked to EQF since 2014, also ISCED;
- E.g. Professional development after completed secondary education
- (upper secondary) EQF 4, Latvian QF 2 or 3 or ISCED 451

According to VET Law:

- 5) **higher vocational education** – higher level vocational education which provides a possibility to acquire a fourth or fifth level vocational qualification;
- 9) **level of vocational qualification** – theoretical and practical preparedness, which provides an opportunity to perform work corresponding to a certain level of complexity and responsibility.

Legislative basis in reference to **higher education**

- Consultations with employers – Employers Confederation, universities, students etc. organized by Academic Information Centre;
- Law on Institutions of Higher Education, article 59;
- On January 10, 2012 , **Regulations** of the Cabinet of Ministers **No. 36** »Regulations regarding recognition of study outcomes achieved beyond formal education or in professional experience» were adopted;
- Seminars were organized for HEIs to exchange recognition experience, discuss how they implement in practice it after 2012;
- It was followed by a project 2014-2016 **the project “Recognition of Prior Learning”** implemented by the Ministry of Education and Science, reference No. 559264-EPP-1-2014-1-LV-EPPKA3-BOLOGNA within the framework of the EU programme for education, training, youth and sports area “Erasmus+” key action KA3 “Support for Policy Reform”.

Survey of HEIs to get feedback on the implementation in practice

- Survey included questions relating to experience in LO recognition in time period
- Cases of recognition
- Knowledge on regulations and the understanding of them according to which recognition is done
- Ways of informing about RPL
- About Quality Assurance in relation to RPL
- Cooperation with stakeholders(employers)
- Procedure of recognition
- Support to candidates who seek recognition, any fees charged
- EU tools used for recognition: Europass, Youthpath etc.
- Assessment methods used
- Obstacles for recognition

Rationale for changes in the law and regulations

- During the project consultations were organized, visits to various countries arranged to share experience;
- Survey was conducted among universities about their experience , problems they face- differences in understanding recognition, terms etc. Different internal documents used by universities and procedures;
- Mix up with understanding regulation of recognition of studies at later stages, article 47 of the Law on HEI:

«The initiation of studies in subsequent study stages shall be possible if the required examinations of previous stages of the relevant study programmes have been passed or they are passed in a supplementary fashion in the relevant institution of higher education or college. If these requirements have been fulfilled and the institution of higher education or college has the relevant opportunities, it may not refuse to admit applicants to subsequent study stages»

Current legislation regulating recognition of study results

- The Law on HEIs, amended in force from January 1, 2018, article 47 includes: admission to studies at later stages also based on recognition of prior knowledge, skills and competences in accordance with article 59, fifth paragraph, section 2 and 3 of the Law on Institutions of Higher Education;
- Article 59 of the Law on Institutions of Higher Education stipulates that **the recognition procedure of study results acquired in previous education is determined by criteria set by the Cabinet of Ministers- amendments made 16.11.2017, in force as of January 1, 2018;**

Article 59 specifies:

- In order to decide objectively and comprehensively the question of the recognition of knowledge, **skills and competences acquired outside formal education**, as well as on the recognition of study results achieved in previous education, **the Commission** shall obtain the necessary information for the adoption of the decision in accordance with the procedures prescribed by the Administrative Procedure Law.

Amendments to article 47 , added comments in relation to recognition of prior education and outside formal education

- Studies can be continued in later stages also if under the Law article 59;
- (2 and 3) knowledge, skills, competences are recognized;
- It refers to previous education and outside formal education recognition;
- Studies to be continued in later stages also in cases when under the Law section 59(2 and 3) prior knowledge, skills, competences are recognized.

Law on Institutions of Higher Education , article 59(3) Recognition of knowledge, skills and competences acquired **outside formal education** and recognition of **study results achieved in previous education**

- (1) Institution of Higher Education or college assesses acquired outside formal education or in professional experience acquired knowledge, skills and competences and if they conform to study results(learning outcomes) of the corresponding LO of the study programme, recognises them, allocates credit points. The decision is taken within 4 months from the submission of the request;
- (2) Order of the acquired outside formal education or in professional experience acquired knowledge, skills and competences and criteria stipulate the Cabinet of Ministers. On recognition of decline of it, an individual decision shall be taken. The decision and documents justifying it are added to the file of the person. The decision made can be appealed to the HEI or college rector or director.

Changes made as a result of the project recommendations in legislation

Recommendations for the assessment and recognition of study outcomes achieved outside formal education or in professional experience, 2016 followed by changes in the legislation:

Changes in the Law on Higher Education Institutions, section 59, article 2 and 3; **New regulations , No.505 of Cabinet of Ministers based on the amendmends in Law on HEI, adopted on August 14, 2018, came into force on August 17, 2018**

Cabinet of Ministers Regulations No.505 «Recognition of knowledge, skills and competences acquired outside formal education or in professional experience and the recognition of study results achieved in previous education, August 17, 2018

Regulations stipulate:

- Order and criteria for recognition of knowledge, skills and competences acquired outside formal education and in professional experience;
- Order and criteria for recognition of study results(learning outcomes) acquired in previous education;
- Documents required;
- Decision- taking body - a Commission for Recognition established by the institution of higher education or college, at least one commission in each of the educational thematic areas specified in the education classification of Latvia, a university or college may establish a single joint commission in several thematic areas;
- Rights and duties of the Commission shall determine the Regulations developed by HEIs or colleges approved by the Council or the Senate

Assessment and recognition(No.505 regulations, Cabinet of Ministers)

- According to section 9, 12 the applicant is requested to pass the assessment to verify that knowledge, skills, competences comply with the study programme or module;
- If necessary ,the commission may, in addition to the cases referred to in Paragraph 9 of these Regulations, when tests are mandatory, identify tests to assess the knowledge, skills and competences acquired outside formal education, as well as the results of studies achieved in previous education.

Recognition of professional experience (from No. 505 Regulations, Cabinet of Ministers)

- *12.5.1 recognition of knowledge, skills and competences acquired in professional experience can be recognized in the study programme section which contains placement;*
- 12.5.2 recognition can be sought in relation to study results which certify the acquisition of practical knowledge.

Recognition of knowledge, skills outside formal education from No. 505 Regulations, Cabinet of Ministers)

- 12.6. knowledge, skills and competences acquired **outside formal education** may be recognised if they conform to the degree of higher education and have been achieved;
- 12.6.1. in a continuing education programme, vocational development education programme or other educational programme (except the education programme of basic education, secondary education and higher education), in which the knowledge, skills and competences acquired correspond to the results of studies achieved in the study course of the study programme or study module;

Recognition of knowledge, skills and competences acquired outside formal education (from No. 505 Regulations, Cabinet of Ministers)

- 12.6.2. in other ways outside formal education (such as self education). Knowledge, skills and competences learned in these educational forms in study programmes preparing specialists **in regulated professions** may be recognised only for the results of study courses or studies achievable in the study module certifying the *theoretical knowledge learned*;
- 13. One credit point for knowledge, skills and competences acquired outside formal education may be granted if they are achieved for at least one week (40 academic hours) in education or professional activities.

Recognition and granting credits

- 13. One credit point for knowledge, skills and competences acquired outside formal education may be granted if they are achieved for at least one week (40 academic hours) in education or professional activities.
- 14. Knowledge, skills and competences acquired or recognized outside formal education or professional experience *may not be considered as a final test of the study programme*, a graduation exam or, *a professional qualification examination or a promotion work*

A person who requests recognition submits the application containing the following information(documents can be submitted in paper or electronic from):

- 5.1 the name and personal identity number of the person;
- 5.2 knowledge, skills and competences acquired outside formal education;
- 5.3 the justification for the conformity of knowledge, skills and competence acquired outside formal education in the experience of the study course or study module of the study programme concerned;
- 5.4 the objective of recognition of knowledge, skills and competences acquired outside formal education, skills and competence;
- 5.5 the name and educational programme of the educational institution or part thereof or the type of acquisition of professional experience and the place where knowledge, skills and competences have been acquired;
- 5.6 the period in which knowledge, skills and competences have been acquired ;
- 5.7 the name of the study programme in which the knowledge, skills and competences acquired outside formal education or in professional experience acquired should be recognized;
- 5.8 the person submits contact information
- 5.9 the person submits certificates certifying the acquired knowledge, skills and competences

Conclusions relating to legislation

- The Law on Institutions of Higher Education, article 59 stipulates the recognition criteria
- Regulations developed and adopted by the Cabinet of Ministers, 2018
- HEI have developed their own regulations based on the Regulations of the Cabinet of Ministers
- Case studies from HEIs have been analysed to launch changes in the Law
- Surveys were conducted , feedback collected from HEIs
- Recommendations developed and published by the working group under the Ministry of Education and Science, Latvia within **the project “Recognition of Prior Learning» 2014-2016.**

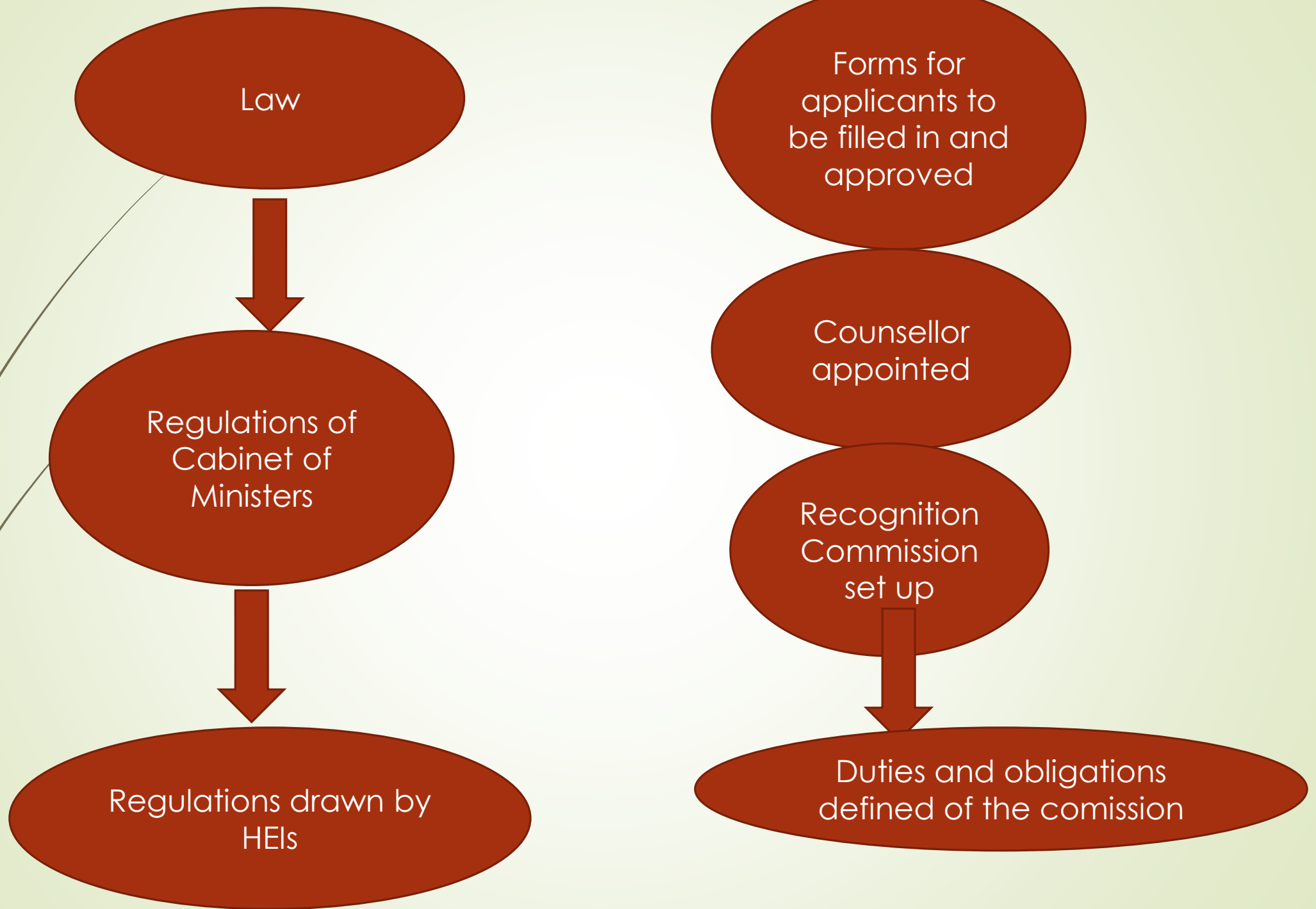
Conclusions relating to recognition

LO or study outcomes achieved **in professional experience** may only be recognized:

- In that part of the relevant study programme that involves practical training (work placement);
- In that course of the study programme where practical knowledge is acquired;

LO or study outcomes achieved **outside formal education** may only be recognized:

- If they comply with the level of higher education and are achieved:
- In continuing vocational training programme, the acquisition of which enables to obtain the fourth level of professional qualification;(LQF 5- college level of 2 or 3 years));
- In a separate course of study, which the person has completed as a listener;
- In **self-education** LO to be recognized in regulated professions only in the study course or module of the study programme where theoretical knowledge is acquired



Handbook- Recommendations based on the project

- Consists of explanations of terms, EU documents
- Recommendations to Institutions of Higher Education
- Recommendations to Assessors
- Recommendations to Candidates
- Annex contains examples of recognition cases

4 phases of recognition

- 1. Identification of Learning outcomes achieved outside formal education or in professional experience;
- 2. Documentation of learning outcomes achieved outside formal education or in professional experience;
- 3. Assessment of learning outcomes achieved outside formal education or in professional experience;
- 4. Delivery of a decision regarding recognition of learning outcomes achieved outside formal education or in professional experience, specifying the amount of recognised learning outcomes of the candidate in credits, as well as the title of the study programme and the study course, to which the credits of the recognised learning outcomes are transferred.

Documents developed by universities in accordance with the regulations of the Cabinet of Ministers (sample)

Regulation on Recognition of Learning outcomes(LO) achieved in prior education or professional experience consisting of:

Submission of application form:

- Application form describes:request to recognize LO achieved in prior education/professional experience; description how LO relate to the relevant study programme;the name of the institution, education programme or its part, or the way the professional experience has been acquired, and the place where LO were achieved;
- The name of the study programme in which the LO acquired in prior education or professional experience need to be recognized; list of enclosed copies of documents.

Internal regulations established by HEIs

- The institution of higher education has to establish internal procedures;
- They regulate the recognition of learning outcomes achieved;
- Appointment of persons in charge for each phase;
- Lay it down in the document that may be titled according to the form acceptable for the institution of higher education (for instance, by-laws, regulations or procedures).

Recognition
Commission

Receives
documents

Requests

Accepts

Makes a decision to
recognize prior
education or
professional
experience outside
formal education or
rejects it

Recognition Commission

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Members are confirmed by the rector of the HEI

- Commission is led by the vice rector, consists of programme directors of relevant study programmes, heads of department, head of Career Centre, head of Study Information department, the minutes are taken
- Duties and obligations are described
- If necessary the Commission administers a test to evaluate achieved LO, it is delegated to academic staff or head of the department to administer test, evaluate its results
- For recognition of professional experience(work placement evaluation Commission)
- Within a month's time recognition is granted or refused, the decision is sent to the applicant
- The Commission may request additional information extending the deadline for making a decision; decision by simple majority

Recommendations to assessors in the Commission to ensure QA

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- have a good knowledge of the outcomes of the relevant study programme or study course;
- have a good knowledge of the principles for recognition of the study outcomes achieved beyond formal education or in professional experience, the main elements of this process, laws and regulations;
- have a good knowledge of the assessment criteria for the study programme;
- be impartial in their assessments and take fair decisions;
- be able to select assessment methods that correspond to the candidate's individual experience;
- use the established assessment criteria;

Recommendations to assessors in the Commission to ensure QA

- provide feedback on the result of the assessment;
- cooperate with counsellors and other assessors;
- be experts in the relevant area or specific branch;
- be able to identify possible assessment risks and mitigate them by ensuring appropriate quality of the assessment;
- have no personal interest in the assessment outcome (to guarantee impartiality and avoid conflicts of interest);
- be able to inspire trust and to create a proper psychological setting for the candidates;
- have a good knowledge of the assessment and recognition processes and the quality assurance mechanisms. *Involvement of counsellors in the group of assessors is not recommended as the counsellors and assessors have different roles*

Quality Assurance

- The institution of higher education shall ensure improvement of qualifications and skills of assessors, counsellors and other specialists involved in the assessment process;
- Institutions of higher education have to collect data on a regular basis in order to obtain information on the number of candidates who apply for assessment of learning outcomes achieved in prior education/profession experience and decisions taken;
- Institutions of higher education have to interview candidates regarding their motivation to apply for the assessment of learning outcomes achieved in prior education/profession experience, the efficiency of the process, available counselling and other aspects in order to establish issues and improve this process after considering the candidates' replies;
- The quality assurance should pay special attention to the assessment process, as an individual approach is necessary.

Criteria for recognition are specified

- Documents;
- At least one credit point may be granted for the achieved LO;
- Whether LO of professional experience comply with placement programme of a corresponding study programme;
- Criteria for recognition of LO in professional experience;
- How decision is made;
- Ways of appeal;
- Fees policy- no fees, recalculation of tuition fees not applicable either.

The role of Guidance/Counselling- experience

- Advisers are appointed who introduce recognition procedure, informs the applicant about documents and instructs, acts as supporter in the recognition process;
- Advisers are usually programme directors or staff members(from Career Centre), Academic Affair specialists whose main duties are to explain rules established by institutions to applicants;
- To explain LO of the study programme, competency requirements;
- Advise how to prepare the application and collect evidence and to check compliance;
- Advisers may also monitor the progress of the process;
- Advisers must be able to explain recognition principles of prior education and professional experience outside formal education.

Experience from Universities

- Candidates who have accomplished the course »Performance Management» within a bachelor's study programme in another HEI. Candidate requested the course to be transferred as accomplished to the master's degree programme and to be granted relevant credits- the recognition was rejected;
- Learning outcomes(LO) of bachelor's study programme do not comply with the LO of a master's degree programme;
- Recognition of practical training- candidate must prove performing tasks and their learning outcomes which must be compatible with the placement requirements and learning outcomes for placement;
- All documents should be submitted to Career Centre;
- Regulations drawn at HEI in accordance with Cabinet of Ministers regulations.

Example

- Upon admission to the professional bachelor's programme, the candidate requested to recognize the study outcomes achieved in professional experience, in the course»Practical training»;
- The candidate submitted statements from their work place in addition to the application, it included the length of work experience and a detailed job description;
- The duties included: to perform clinical procedures to ensure hygiene and comfort to a patient, safety , body mechanics, infection control, diagnostic control of a patient- heart rate, blood pressure etc.

Decision of recognition made

- The Recognition Commission reviewed submitted documents, an expert- a specialist in the relevant area was appointed on behalf of the institution of higher education in order to draft an opinion regarding recognition of study outcomes achieved in professional experience;
- On the basis of expert's opinion in the amount of 20 credits a decision was taken to transfer credits to the course»Practical training» of the bachelor's programme
(on the basis of the regulation of recognition of study outcomes outside formal education)

Process

Information
Motivation

Application
documents

Decision

Appeal

Candidate

Receives
information

Submits
documents

Gets
acquainted
with requests
to submit
additional info

Has the right
to contest

Counsellor

Provides
information,
motivates

Receives
and delivers
documents

Types of tests, credits granted(experience)

- Professional experience may be recognized automatically if that constitutes part of the study programme, on the basis of documents, without tests;
- If recognition Commission considers tests needed to be taken;
- Credits granted in accordance with the study programme,i.e. Practical training(work placement 24 ECTS) If the job responsibilities and the tasks of practical training to be compared to the LO established in the study programme, practical training should be recognized, recognition Commission makes a decision and record the grade

Note: (Candidate writes a report on work placement done in his her job place);

LO required in professional experience shall be recognized in study programmes;however, the credit points awarded for recognition of LO achieved in professional experience may constitute 30% of the total credit points(from university regulation)

Experience of Latvia, Estonia and UK

- Each faculty have advisers, coordinators are indicated in description of study programmes;
- Full time students if seek recognition- do not pay fees, part time students may be asked to pay, depends on credits(e.g. 7 EUR per 1 ECTS)
(Estonia);
- University may recognize Latin from grammar school or other language), as exeption, in natural sciences can be recognized some part from practical training)(Estonia);
- Applicants are asked questions, self assessment analysis, students are taught to do self- analysis of their experience;
- Students must have the ability to write down – what have I learned and how I learned skills in practice
- UK(scotland) students are given self-assement cards to explain their prior experience etc.
- Recognition sought in fields of IT, accountancy, practical training, language

References

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- European Inventory on validation of non-formal and informal learning, CEDEFOP, 2014,2016;
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