



IRIS-Corp
"Empowering People, Enhancing Performance"



Recognition of Prior learning "RPL"

RPL.04
(Best in class Employer)

**OUR SUCCESS
STORIES**

About

Recognition of Prior Learning (RPL) is the process of certifying previous / prior learning, often experiential, towards gaining a qualification. The program trains, assesses, and certifies those who have acquired skills informally. The program not only recognizes their qualification/skills but also helps them progress in their current employment as well as access future job opportunities in a formal ecosystem.

Best in class Employer (Type 0.4), a new type of RPL category has been envisaged under PMKVY 2016-20 to ensure certification of skills available in the organized sector. This helps achieve certification at scale while ensuring quality at lower operational cost.

Banking, Financial Services and Insurance Sector Skill Council (BFSI SSC), the nodal implementation partner of National Skill Development Council (NSDC), is focused on RPL Best in class Employer (Type 0.4). Like every other industry, Banking, Finance, and Insurance sectors are also facing paucity of certified professionals at various levels of hierarchy, especially at entry levels. In order to address this concern, BFSI SSC crafted various programs keeping in mind the size and scale of the business organization.

BFSI SSC has tied up with employers all over India to impart their employees short term on-the-job / refresher training. After successful completion of such training, BFSI SSC arranges assessment of these employees to quantify extent and depth of theoretical learning as well as practical application of that learning.

IRIS-Corp was engaged by BFSI SSC to make business organizations aware of the value and benefits of RPL.04 and to provide training support and assessment services for the same.

Challenges

- Explain the benefits RPL offers and convince stakeholders - Employer and Employees - of the need for RPL certification program.
- Ensure both the employer and the employees remain committed to the program - First on a pilot basis and subsequently, on long term basis.
- Create a process flow that offers clear understanding of expectations and deliverables.
- Develop delivery protocols in accordance with BFSI SSC guidelines.
- Monitor timely delivery of benefits to stake holders.
- Anticipate, address, and mitigate unfair practices that may cast a shadow of doubt on the process of RPL certification.

Solutions

- Explain to Employers the short & long term benefits of investing in employees. Scheme RPL not only helps identify and quantify skill in each employee thereby ensuring optimal utilization of human resource but also actively reduces attrition by increasing Employee longevity in the job.
- Help Employees realize the value of certification. Ratification of skill by a respected assessment and certification body opens doors for future growth.
- Ensure long term commitment by modifying existing digital technology assessment and operational platform as "Do it yourself" - easy to use, cost-effective, and dependable.
- Create communication material such as videos, information sheets, SOPs, Manuals etc. in multiple languages (including regional languages) for effective understanding of the expectations and delivery mechanism.
- Comply with assessment protocol assigned and vetted by BFSI SSC. Assessment must include respective NOS (National Occupational Standards) and QP (Qualification Pack) for all positions.
- Offer trial modules to stakeholders for familiarization with the methodology being used for RPL certification.
- Design assessment system in such a manner that it cannot be misused. Capture images and videos of venue and test takers during assessment process.
- Enter data in Central System and collate results in accordance with BFSI SSC timeline.
- Set up a back office help center for addressing even the smallest queries to ensure smooth and successful flow and execution of the certification process.

Verdict

IRIS-Corp assisted BFSI SSC in Assessment, Recognition, and Certification of informally trained employees via a safe and secure online platform. The flexible, interactive, and sequential nature of the platform in addition to customized services helped conduct assessments with ease and efficiency.

Digital Proctoring helped identify and quantify learning and application. The company was an equal participant in this exercise. Company representatives imparted training to the employees and actively partnered with IRIS-Corp representatives during assessments.

The process was further improved by IRIS-Corp's tech support team, which provided solutions every step of the way.

Our Offline Proctoring made it possible to conduct assessments easily, effectively, and efficiently even without internet services.

BFSI SSC successfully executed the pilot phase with sizeable numbers and is all set to serve an even larger base.



IRIS-Corp
"Empowering People, Enhancing Performance"

IRIS CORPORATE SOLUTIONS PRIVATE LIMITED

Building No. 81, Sector-44,
Gurugram, Haryana -122003, India.
Tel. : +91-124 4402 400



<http://www.facebook.com/iriscorpindia?sk=info>



<https://twitter.com/IRISCorporate>



<http://www.linkedin.com/company/iris-corporate-solutions-pvt-ltd>

To know more about us, visit www.iris-corp.com

For corporate enquiries, please write to bd@iris-corp.com

