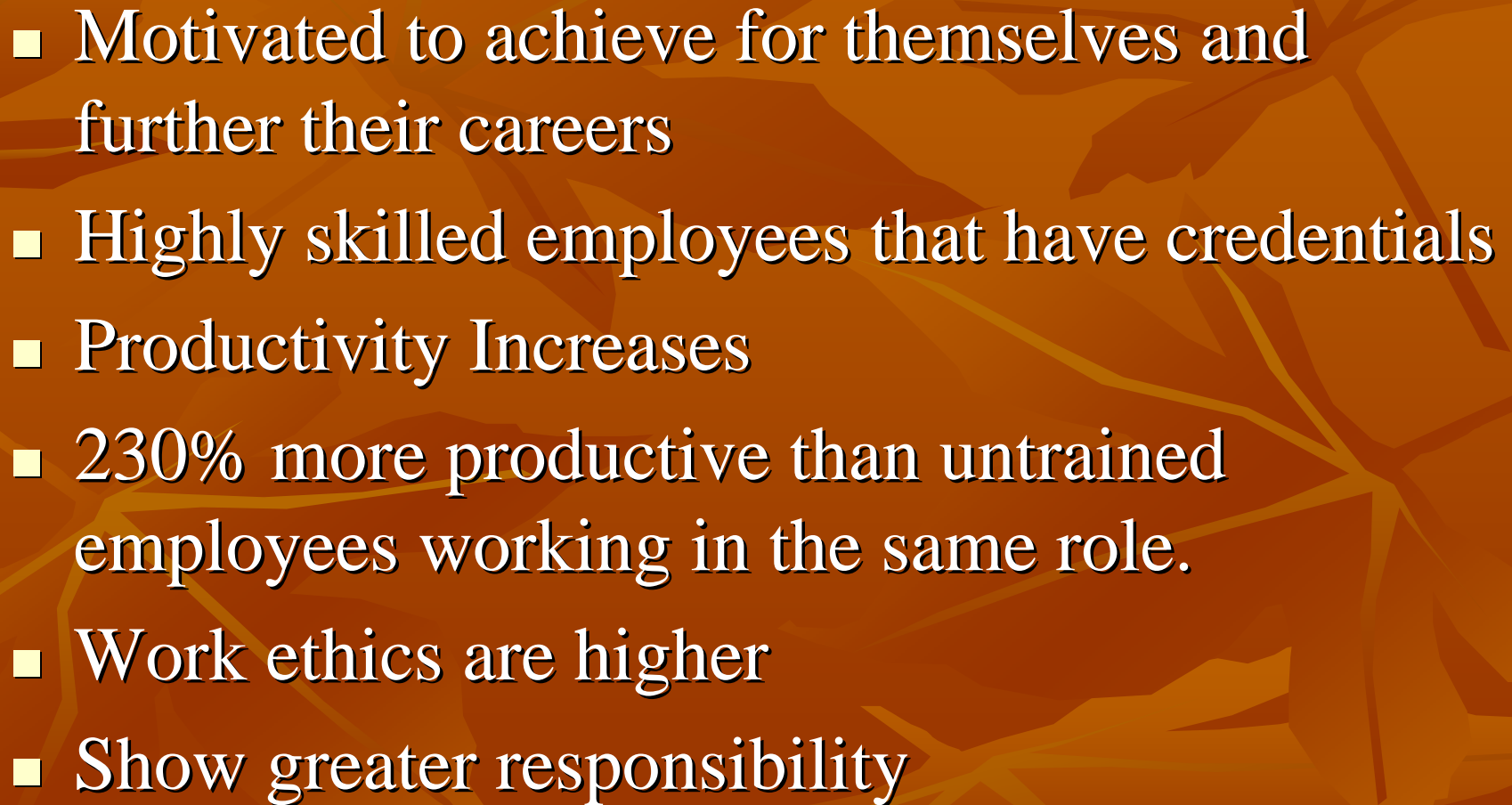


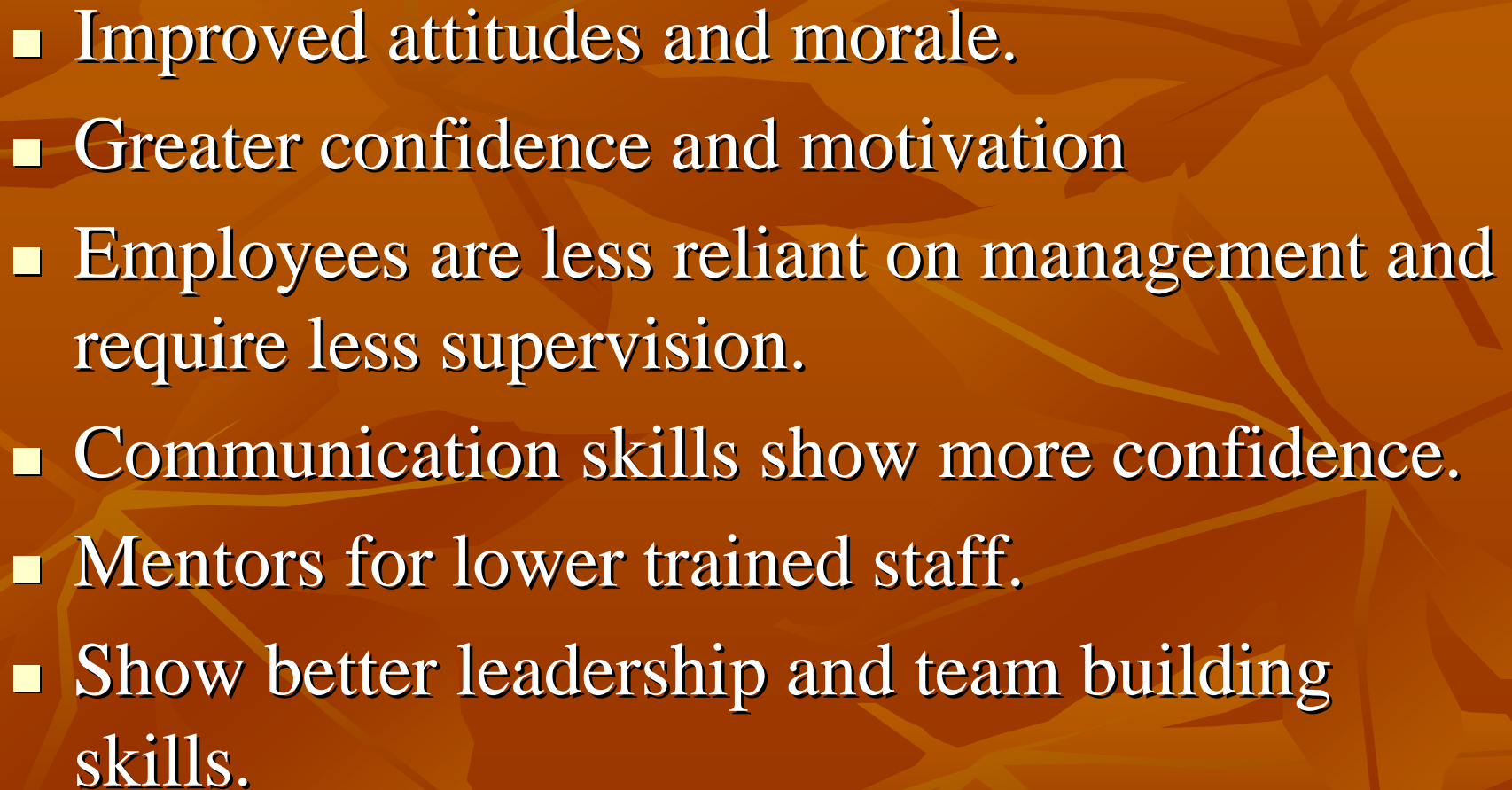
# **Employer's Perspective of the PLAR**

**Presented by Cyndi Desharnais  
Recognizing Learning: Recognizing Skills Conference  
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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.

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- 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

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- 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.

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- 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