

“Get Out Of Jail”



Using PLAR For Career
Advancement in
Corrections



Diploma Level Certification for Industry

- Assessing and Matching Industry Evidence to Educational Outcomes
- Flexible Assessments
- Going Beyond the Diploma
- Learning From Mistakes



Prior Learning Assessment Recognition for Industry Training and Experience

- An evaluation by SIAST of the knowledge and skills that have been learned through previous education, training or experience, to determine the equivalency for credit to a single SIAST Course or a complete Certificate/Diploma



Assessing and Matching Industry Evidence to Educational Outcomes

- Determine what you want to end up with
- Evaluate industry training against academic requirements
- Develop a process
- Develop challenge assessments
- Create information packages for candidates



Corrections Worker Program Diploma Level Certification

- 46 Courses leading to a Corrections Worker Diploma at SIAST
- Diploma Level Certification is available to correctional officers with three years experience in either the federal or provincial system through PLAR



Employment Groups

- **I Federal Correctional Officers**
- **II Provincial Correctional Officers
trained before 1993**
- **III Provincial Correctional Officers
trained between 1993 and 2001**
- **IV Provincial Correctional Officers
trained after 2001**



Credit for Training and Work Experience

- Federal Correctional Officers will receive credit for up to 26 classes for Induction/Core training and three years of work experience.
- Additional credits will be granted for any further training



Process

- Make it as simple as possible
- Should involve meeting with PLAR facilitator early on in the process so expectations around evidence files, costs etc. are clear.
- Self- audit checklist



5 Step Process

- 1. Candidate talks to Assessor in program who provides overview of process and costs
- 2. Candidate meets with Assessor and goes through Candidate Guide and Self Audit Checklist or Candidate is mailed package of information and assessor goes over it on the phone(Can also be downloaded off website).
- 3. Candidate applies for PLAR
- 4. Candidate submits portfolio or evidence file for assessment (may involve interview)
- 5. Candidate is assessed



Flexible Challenge Assessments

- Opportunities for candidates to demonstrate knowledge/skills that they believe they have but cannot produce sufficient evidence of training or experience.
- Interview, essay, videotape, skill demonstration, case study etc.
- Limited only by your imagination.



Question?

- Should the PLAR assessments be the same as the assessments used in the regular delivery of the course?



Information for Candidates

- Make it as simple as possible
- The most important thing is for candidates to be able to easily review their training and experience and determine whether it matches the learning outcomes of the academic credential
- Self audit checklist



Skills Portfolio/Evidence File

- Evidence of prior learning is collected for each course.
- Provides evidence of knowledge and skills that matches the learning outcomes of each course.
- Be specific about what you want/ don't want in an evidence file
- More is not necessarily better!



Types of Evidence

☐ **Self- Assessment**

- What the candidate says

☐ **Direct**

- Transcripts, videotapes, samples of written work

☐ **Indirect**

- What others say or observe about the candidate
- Letters verifying employment, training or volunteer work



Going Beyond the Diploma

- Ensure process will withstand academic scrutiny in any articulation agreements
- Market the degree along with the diploma!
- Lifelong Learning



Learning From Mistakes

- Make sure everybody is on the same page before you start: industry, academic institution, union, etc.
- Provide information sessions
- Challenge assessments don't always accomplish what you think they will. Be prepared to revisit and redo.



Questions?