

Working and learning towards a bachelor degree in IT:

casestudy about the partnership between the Hogeschool van Amsterdam and Yacht



Multilateral Project (Modernisation of Higher Education)
Agreement No 2007/3572/001-001
Project No 134538-LLP-1-2007-1-BE-ERASMUS-EMHE



Hogeschool van Amsterdam

- University of applied sciences
- Bachelor and master degree programmes in a professional field

Business Administration – Engineering - Built Environment
- Social Work – Education – Communication – Law – Health
– Information Engineering

- All degree courses are competence based
- More than 34.000 students: 6.000 of whom are working adults studying on a parttime base



HvA policy

- more focus on professional workers who need a bachelor degree
- more coöperation with organizations in upgrading their employees (work based learning programmes)
- This requires:
 - RPL: recognition of prior learning as a starting point of a learning route
 - Flexible, tailor made bachelor degree programmes
 - A new organization: a central RPL unit



The RPL Centre

- Portal for organizations/candidates
- Developing RPL tools and procedures i.c.w. educational departments and, if needed, with org.
- Planning and organization of RPL assessments
- Quality assurance and training and accreditation of assessors
- Development of expertise and support LLL policy



A new learning route in IT

3 parties involved:

- HvA: two bachelor degree programmes in IT and RPL centre
- Yacht: international company in IT.
- Exin: private educational training company in IT



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Lifelong Learning Programme



Objectives of Yacht

- All employees should have a bachelor degree in IT:
 - To show their customers that they only work with highly qualified employees
 - To stimulate the further development of their employees and strenghten the commitment with the company
- Goal: To create a learning route leading to a bachelor degree IT



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Lifelong Learning Programme



Requirements of the learning route:

- accessible for all employees of Yacht in NL, no matter where they live
- RPL is an important part of the route
- preparing employees also for their next career step (8 focus positions)
- it will take relevant (and highly valued) IT-certificates, offered by Exin, into account.
- efficiency: employees only enrol for the university programme once they cannot develop the required competences at work or at Exin anymore
- quality standard of the accredited HvA IT program



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Lifelong Learning Programme



Project activities in developing this:

1. Making the required competences transparent (Yacht: organizational competencies focus positions/ HvA: bachelor qualifications in learning outcomes/ Exin: modules)
2. Developing an IT-careerscan as a first step to an RPL-procedure (HvA)
3. Developing specialist IT modules (HvA)
4. Developing a related HR policy (Yacht)



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Lifelong Learning Programme



The learning route for Yacht participants

1. IT-careerscan
2. Working and learning at Yacht and assembling proof of the learning that took place. With a supervisor from Yacht.
3. An RPL-procedure at the HvA.
4. Enrolling as a student for a tailor made programme at the HvA (for at least specialisation and final thesis, but it can be more)



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Lifelong Learning Programme



Key factors

- Yacht employees can work and learn in their own pace and predominantly at their own workplace
- They are working at relevant competences for their degree and for their next career step
- Intermediate certification is possible with the Exin modules
- A bachelor degree as a final result



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Lifelong Learning Programme



Results so far

- 250 IT-careerscans
- 70 employees working and learning at the workplace, with a supervisor
- 2 candidates finished RPL-assessment (with expected results)
- No one has his degree yet.

But also:

- A lot of discussions within the HvA en between HvA and Yacht: how to do things, who is doing what, costs and benefits, etc.
- Developing, step-by-step, a real partnership.

