

Recognition of Prior Learning



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Agenda

- What is RPL?
- Advantages
- Disadvantages
- Best Practice Model



What is RPL?

- According to SAQA Recognition of Prior Learning (RPL) is a process whereby people's prior learning can be formally recognised in terms of registered qualifications and unit standards, regardless of where and how the learning was attained. RPL acknowledges that people never stop learning, whether it takes place formally at an educational institution, or whether it happens informally.



What is RPL?

The process of RPL is as follows:

- Identifying what a person knows and can do;
- Matching the person's knowledge, skills and experience to specific standards and the associated assessment criteria of a qualification;
- Assessing the learning against those standards; and
- Crediting the person for skills, knowledge and experience built up through formal, informal and non-formal learning that occurred in the past



What is RPL?

- In practice what this means is that a learner or an employee's non-traditional or non-formal experience and learning can be recognised along with their formal learning.
- The RPL assessment of candidates is done against the same unit standards and/or exit level outcomes of qualifications using the same assessment criteria as for full time learners.
- The quality and quantity demanded of a full time learner has to be met fully by an RPL learner during assessment.
- Assessment of RPL learners can be on a one to one basis or even on group basis just like full time learners. If 50% is demanded as a pass mark for full time learners, the same should apply for RPL learners.
- Certificates obtained through RPL are the same as those obtained through full time learning.



Why RPL?

- To redress the historical disadvantages such as exclusion of many people from education and training because of regulations used by institutions, exclusion from certain jobs of certain population groups, etc.
- To validate people's skills and knowledge
- For broader development of individuals
- To facilitate access to jobs and progression in career paths
- For recognition in terms of grading and pay/salary
- For planning through skills audits
- To promote employment equity



Advantages

- There are various benefits for employers in assisting employees to seek recognition of their skills through RPL. These include:
 - fast tracking workers through the skills recognition process
 - reduction in costs of training
 - Accelerates learning in the workplace
 - reduction in down-time while workers are in training
 - efficient identification of 'skills gaps' allowing for more focussed training
 - RPL has the potential to break down the traditional barriers to education and training.
 - It saves time and money by avoiding duplication of learning.
 - RPL has the ability to promote a positive learning culture.



Advantages

- There are various benefits for learners/employees to seek recognition of their skills through RPL. These include:
 - provides the opportunity to have non-formal learning recognised and counted towards a qualification.
 - It will save time in achieving this qualification as you do not have to receive training in the skills and knowledge you already have.
 - It enables you to identify gaps in knowledge and skills and therefore any learning that needs to occur to meet the requirements of a particular job role or qualification.
 - Encourages continuous upgrading of skills and knowledge through structured training to help achieve a formal qualification which, in the long term, will improve employment opportunities.



Disadvantages

- RPL is not a shortcut to a qualification
- If not properly managed the fairness of RPL can be challenged
- RPL candidates are often “stigmatised”, being seen as people who have not acquired their competence through the “normal” learning path and is therefore not seen as equally competent.
- RPL candidates lack adequate support when gathering evidence
- Money talks



IPD Model

- 2010 -2013 IPD has issued 159 full qualification certificates through our ETD RPL process and have been accredited with ETDP Seta since 2000 for the Learning and Development Qualifications
- IPD also has accreditation with Services Seta for Management Qualifications



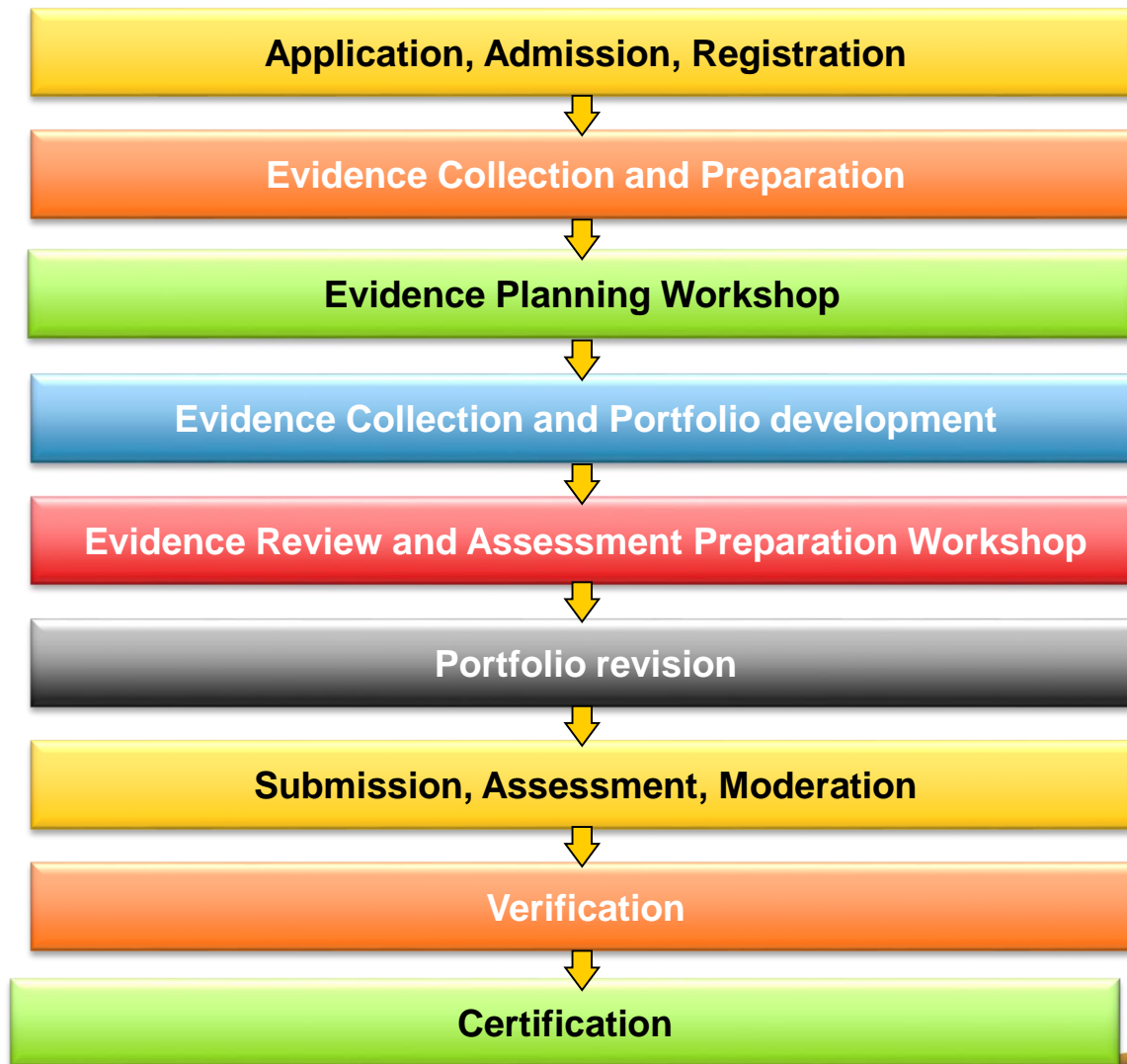


Lessons Learnt

- RPL is not a simple process of matching evidence to outcomes.
- The conditions under which RPL candidates have acquired their competence should shape the assessment process and tools.
- For most candidates it is easy to provide evidence of practical competence but strategies for developing and proving foundational and reflexive competence must be built into the assessment design.
- RPL should be appropriately budgeted and supported.
- Almost all of the work needs to be done by the candidate in their work environment and needs commitment and motivation
- Self assessment and reflection make the process of RPL a learning intervention and should be embedded within broader personal development path planning within any organisation to be personally and organisationally meaningful.
- GAP TRAINING is usually a requirement rather than a recommendation



RPL Process and Procedure



Model for RPL Assessment

Knowledge; depth of understanding

Skills; quality of submission

Reflexive; Five Disciplines

Attitude: observe the CCO's

Portfolio
of
Evidence

Written
test

Practical
Demonstrations

Interview

Exit Level Outcome 1: Communication

Exit Level Outcome 2:

Etc.



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