



Recognition of Prior Learning (RPL) in Kenya

Peer Learning Webinar ACQF, 03/06/2021

Session 4

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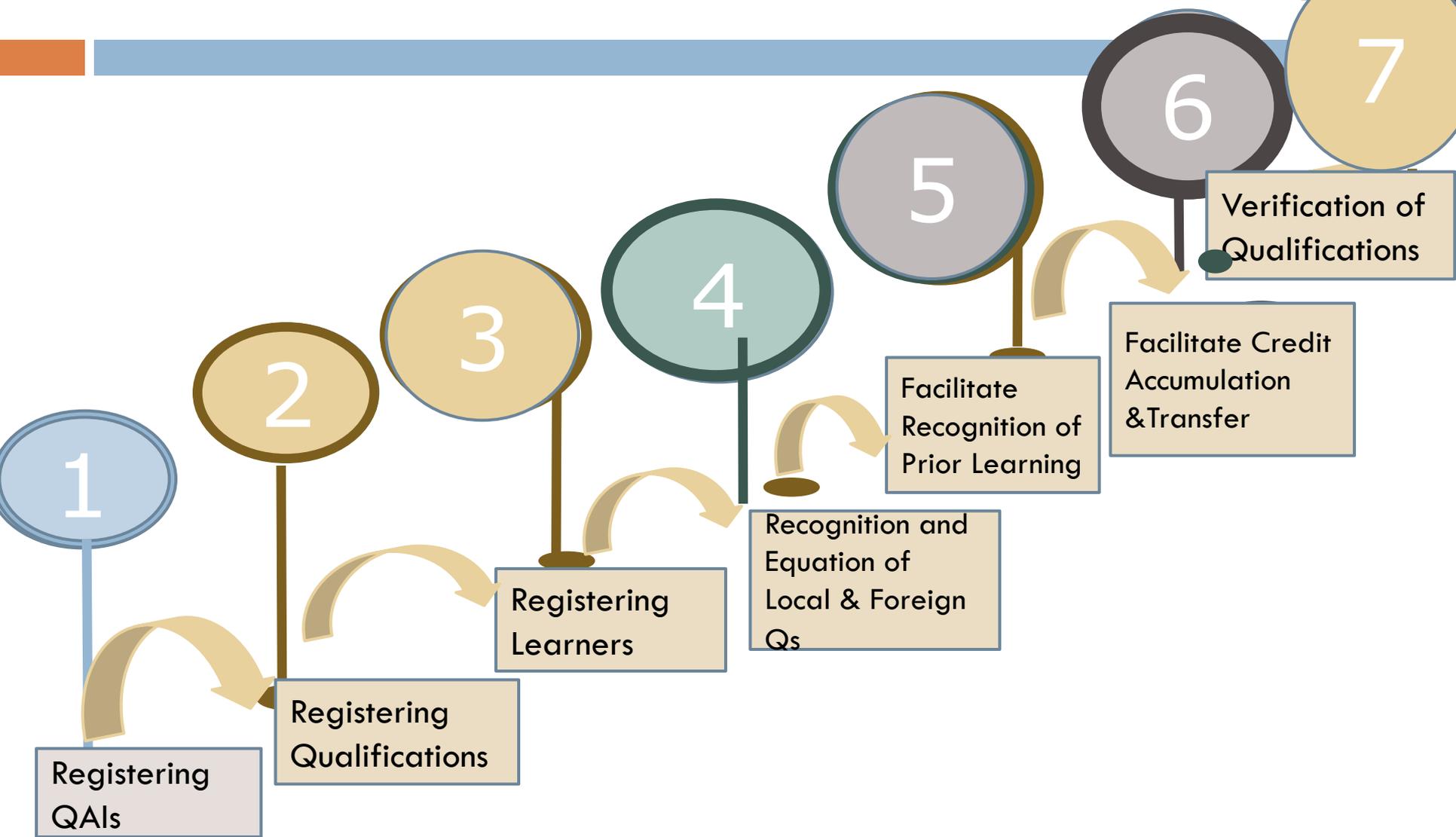


KENYA NATIONAL QUALIFICATIONS AUTHORITY

Shaping the Future of Kenya



Functions of KNQA





Background Information

(UNESCO, 2012);

- lifelong learning (LLL) can empower individuals to become self-determined and educated citizens;

(OECD 2007);

- RPL is used internationally as a tool for lifelong learning, access to higher education and credit towards a qualification.
- Improved **productivity, employability, mobility, and socio-economic inclusivity.**



Background Information...Cont'd

- ❑ Sessional Paper no. 1 of 2019 singles out the challenge of **Quality, Relevance** and **inclusivity** as major ailment to education system;
- ❑ *Paradox of shortage of a relevantly skilled workforce in Kenya* yet there exists an island of undocumented, untapped, unrecognized highly skilled workers in the country;
- ❑ Implementing RPL is the answer to the above paradox.



What is RPL?

(Nafukho, Amutabi and Otunga, 2005);

- Human beings learn throughout life, from cradle to grave – Lifelong learning (LLL);

Definition:

- RPL is the process of acknowledging, assessing and Certifying learning that occurred outside formal learning Institutions (non-formal & informal contexts).



Other RPL Terminologies

- Accreditation of Prior Experiential Learning (APEL) - UK
- Validation of Learning from Experience (VAE) - France
- Prior Learning Assessment & Recognition (PLAR);
Canada and the Caribbean Countries;
- In Africa, Recognition of Prior Learning (RPL) and
Validation des Acquis de l'Expérience (VAE) is commonly
used.



History of RPL in the world

- Dates back to the early 1970s in the USA;
 - ✓ RPL used to broaden access to higher education for the disadvantaged war Veterans.
- 1972 Faure Report- UNESCO formerly Recognised the concept of Lifelong learning(LLL);
- Member States were required to integrate RPL in their NQFs
- South Africa has one of the best developed RPL systems in Africa- since 1994.



Supporting Legislation

- **KNQF Act** no.22 of 2014:
- ✓ **Section 4(c):** *Mandates KNQA to develop a system of competence, life-long learning and attainment of national qualifications;*
- ✓ **Section 8(1)(k):** provides for the recognition of attainment or competencies including skills, knowledge, attitudes & values;
Regardless of where and how one acquired it

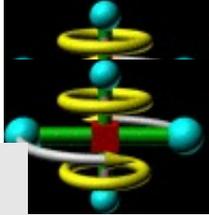


Supporting Legislation....Cont

- **SDG Goal no. 4** - aims at ensuring inclusive and equitable quality education and promotion of lifelong learning opportunities for all by 2030;
- **Agenda 2063** “*The Africa we want*”: a strategy framework aiming at achieving a prosperous and peaceful Africa. **Aspiration 1 includes:** “Well educated citizens and skills revolution underpinned by science, technology and innovation for a knowledge society”;
- **Continental Education Strategy for Africa (CESA 2016-25)**, Strategic **Objective 4:** “Acquisition of requisite knowledge and skills...”
- **Sessional Paper No. 1 of 2019:** *Reforming Education and Training Sector for Sustainable Development*;
- **The ILO Recommendation No. 195 of 2004** on Human Resources Development: Education, Training and Lifelong Learning.



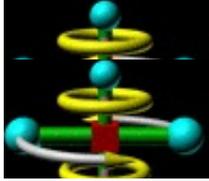
What is RPL?



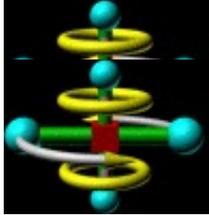
- ❑ RPL is a process to **identify**, **assess** and **certify** the **knowledge**, **skills** and **competences** of a person;
- ❑ regardless of **how**, **when** and **where** the learning has occurred
- ❑ Assessment is done against prescribed standards (learning outcomes) for a part or full qualification.



Recognition in RPL



- Recognition of what? (*learning outcomes, qualifications, credits, exemptions ...Societal*)
- Recognition for whom? (Entry into formal institution, employability, mobility & self esteem of applicant);
- Recognition by who? (assessors, societal, employers, professional bodies...);
- Recognition is societal (it's about the people, employers, recruiters, professional bodies and education institutions).

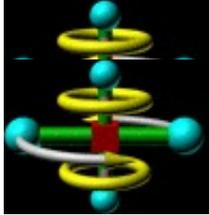


Benefits of RPL...

- ✓ RPL for credit transfer or harmonization (national and foreign credits)
- ✓ RPL for recognition of experiential learning
- ✓ RPL for upgrading of skills or qualifications
- ✓ Regulatory requirements of some sectors in terms of employing qualified persons



Who Qualifies to offer RPL?



- ✓ Any institution recognised or accredited in accordance with KNQF Act. No 22 of 2014(QAIs);
- ✓ A university accredited in accordance with the Universities Act (No. 42 of 2012);
- ✓ National Polytechnics with a legal Notice;

NB: Training Providers Registered by their respective regulators can offer RPL thro' QAIs.



The RPL Policy in Kenya:

- Aims to provide an umbrella framework to all RPL related activities carried out in Kenya;
- Integrates RPL into the existing legal and policy frameworks in education and training sector;
- Aligns RPL activities to the KNQF;
- Spells the objectives and expected outcomes of RPL;
- Defines the various institutional frameworks and their specific roles;
- Outlines the process of carrying out the RPL in Kenya



Aim of the RPL Policy Framework

- Promote access, employability, mobility, progression and fair chances to the disadvantaged, discouraged and traditionally marginalized groups;
- Enable the national coordination of RPL focusing on integrating RPL in the existing Education and Training policies and legal frameworks;
- Support expanded engagements in RPL by Government agencies, employers and employees', training institutions and RPL practitioners;
- support the implementation of the Credit Accumulation and Transfer system (KCATs) in Kenya;
- Internationalization of Kenyan Qualifications;

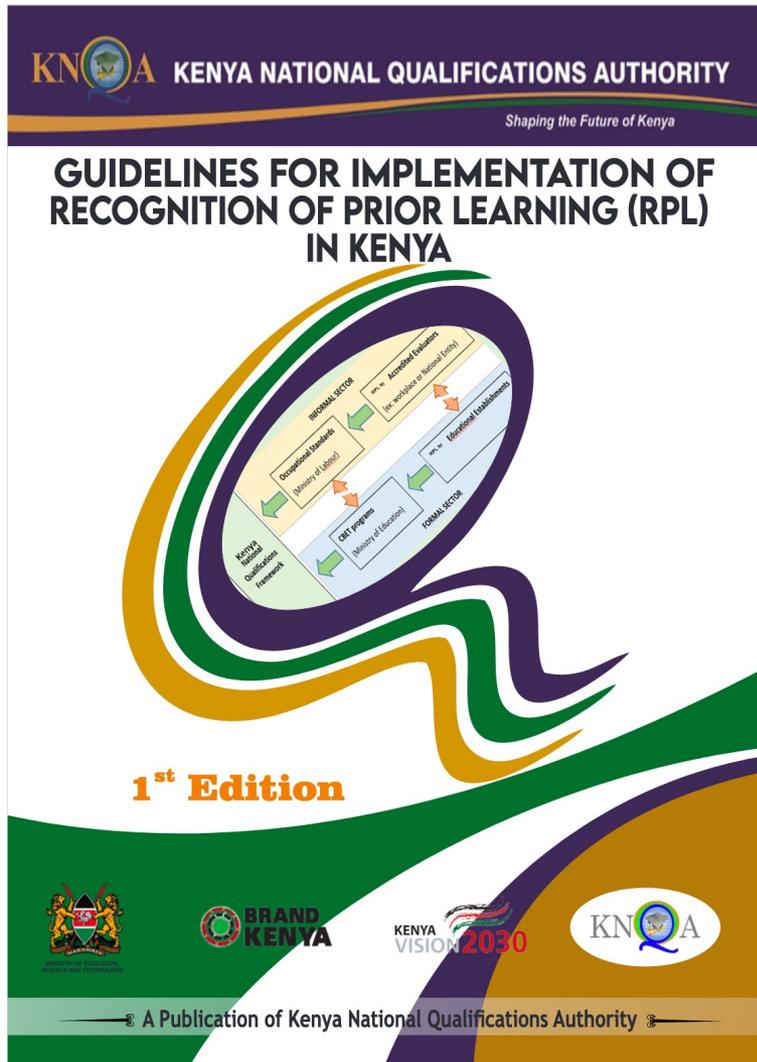
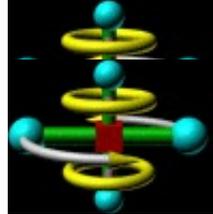


Status of RPL in Kenya

- ❑ The National Industrial Authority (NITA) has been implementing RPL in Technician levels 2,3&4;
- ❑ Big 4 Agenda(MTP III) 2018-2022 – identifies promotion of RPL as a priority in addressing the existing skill shortage in the Country;
- ❑ KNQA in consultation with stakeholders has developed the **RPL Policy Framework in Kenya,2020.**
- ❑ Developed RPL Implementation Guidelines,2020
- ❑ KNQA accreditation, QA, Assessment tools and Certification guidelines;



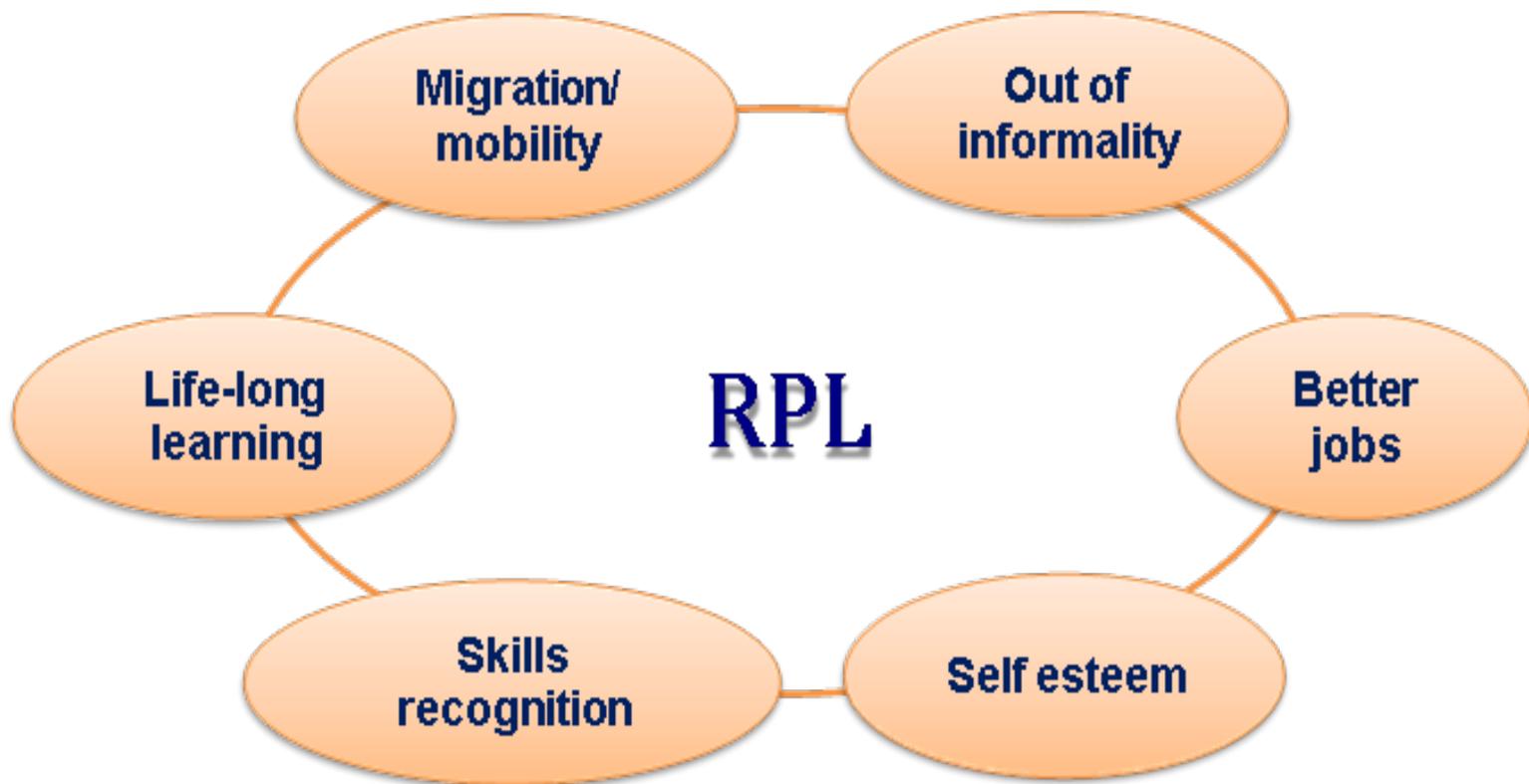
RPL Implementation Guidelines



<https://www.knqa.go.ke/wp-content/uploads/2020/05/Guidelines-for-RPL-2020.pdf>

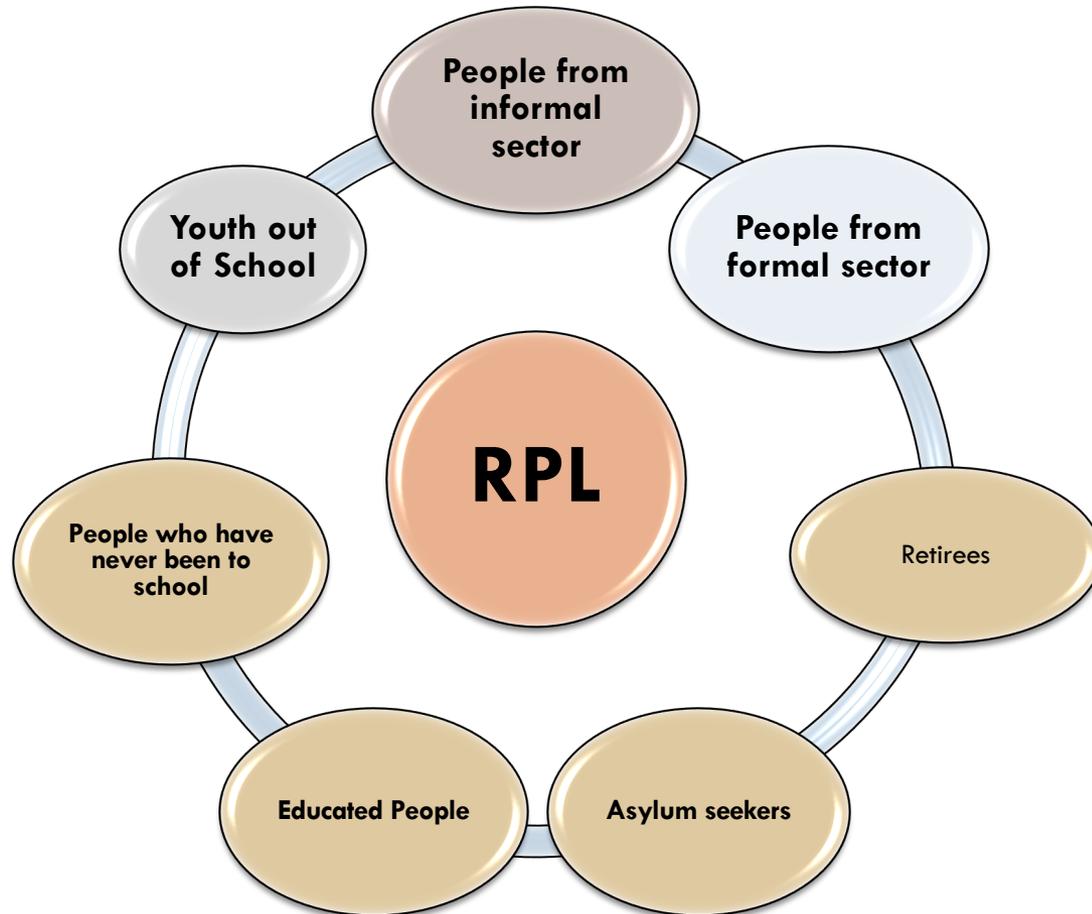
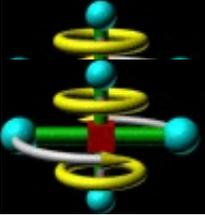


Key RPL success factors



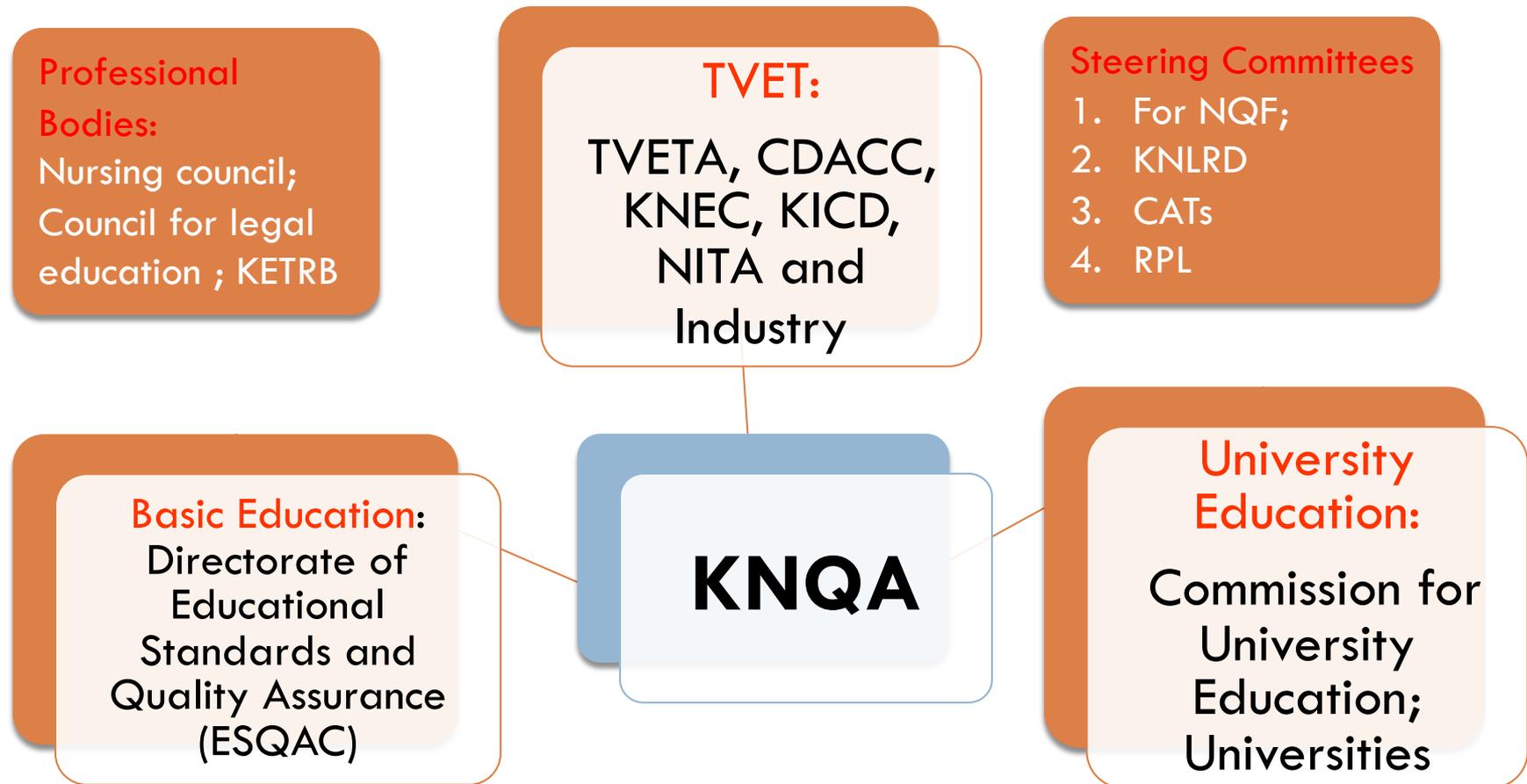


Who requires RPL?





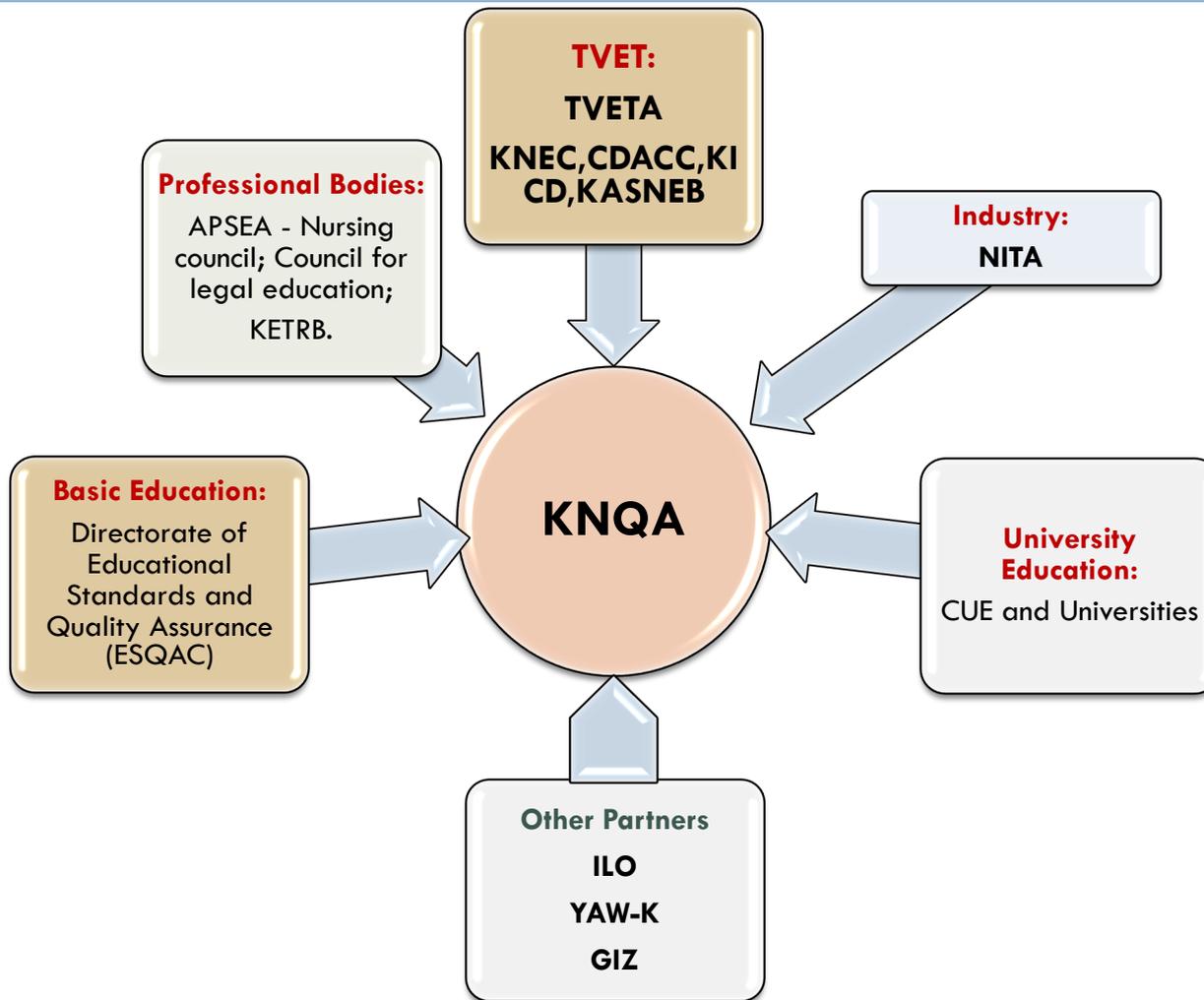
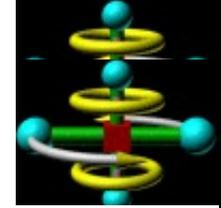
RPL Qualifications Ecosystem



Chapters in a Book; Important Building Block



RPL Ecosystem





RPL Ecosystem



Government

- may include different authorities: Ministries or Departments of Education, Labour, TVET and others;
- national and/or regional, local level

Education and training providers

- may be public and/or private

Employers/private sector and associations

Trade unions, social partners, NGOs

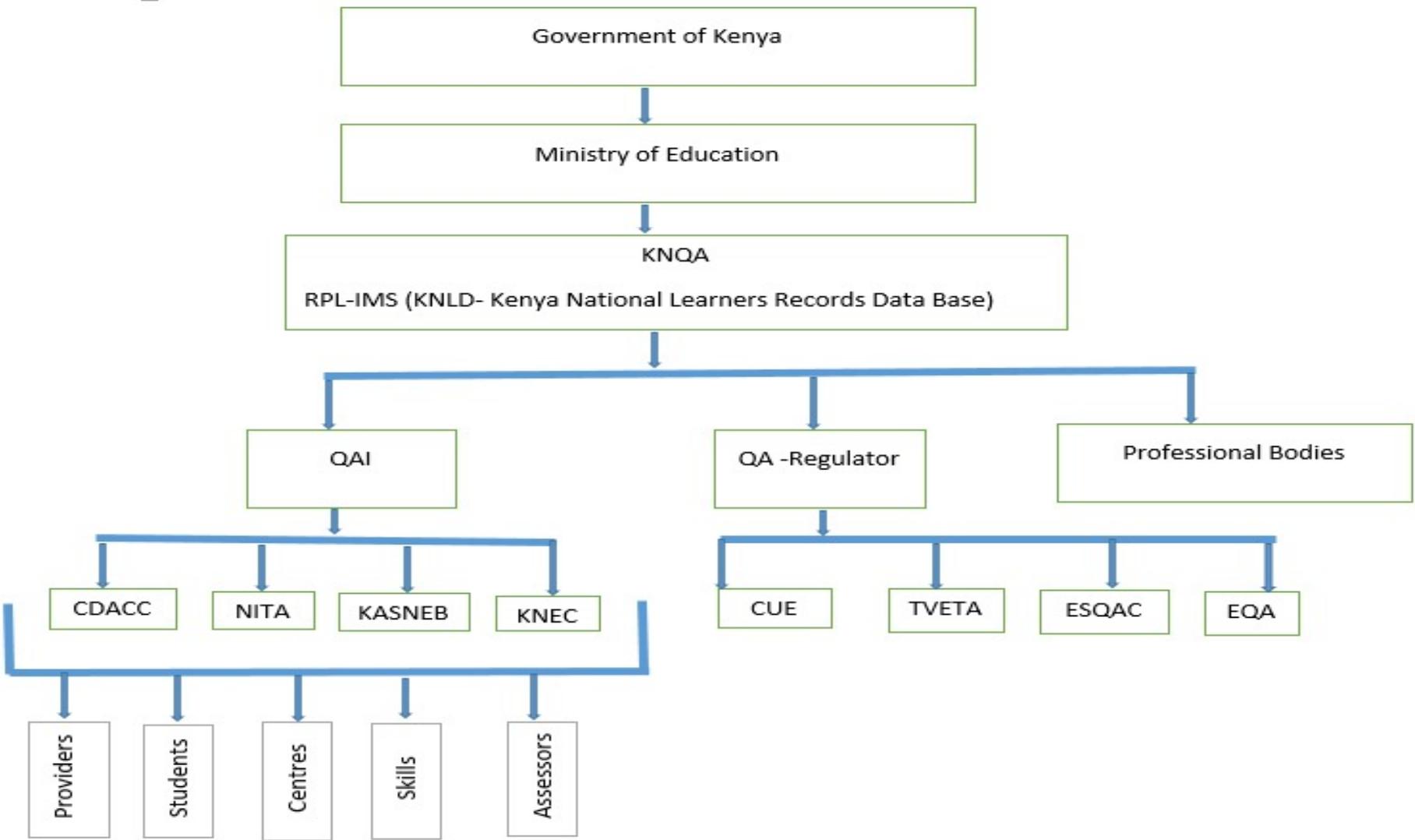
- which oversee and advocate for rights of workers

The Individual

- as the potential applicant and main beneficiary

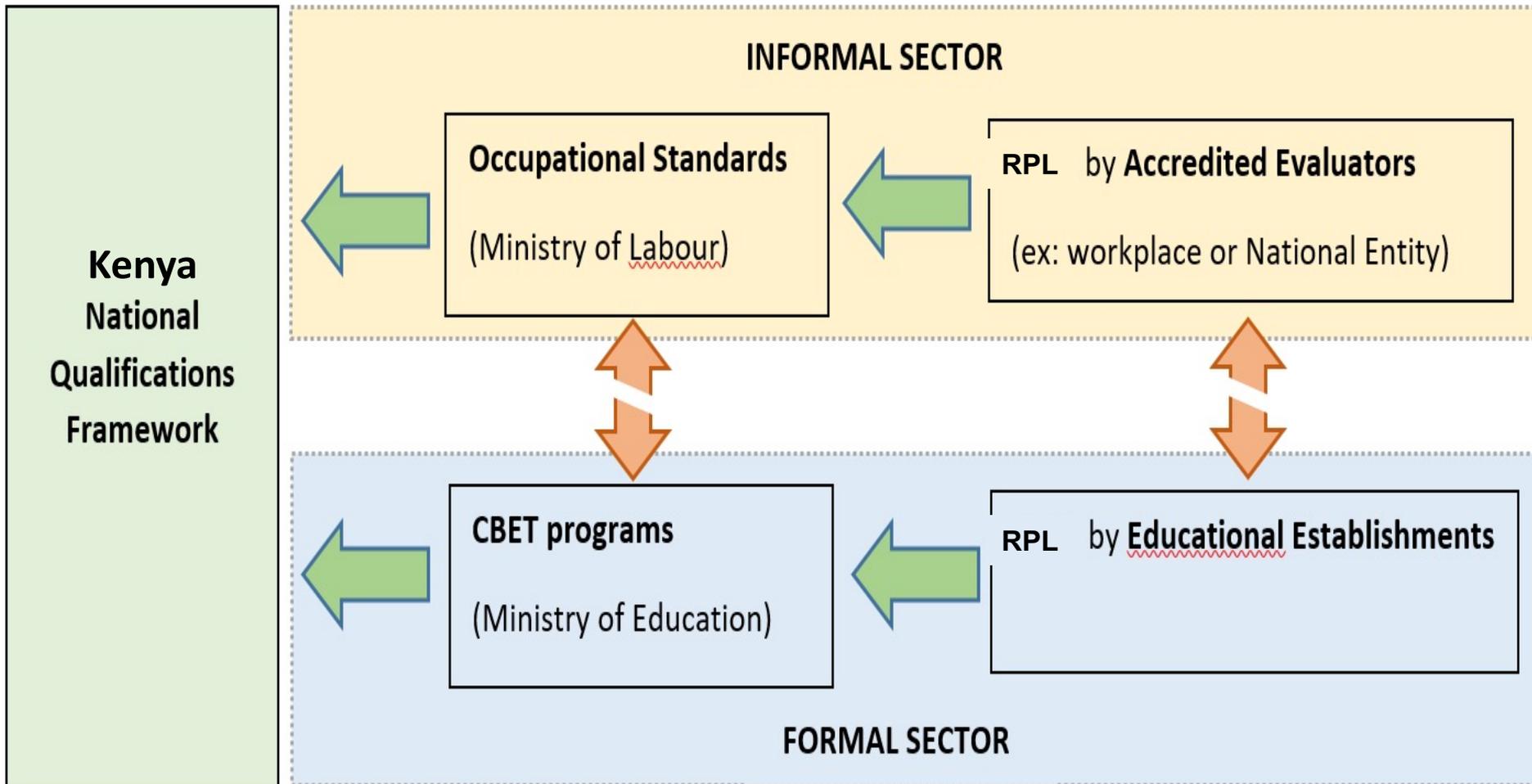


RPL Institutional Arrangement





RPL Governance Structure





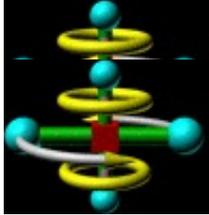
RPL Assessment Method

Different institutions use different methods to experiential learning:-

- ▣ employer references; written examinations; oral; assessment; interviews; essays; portfolios; and project work; recommendation letters;
- ▣ Portfolio is the most commonly used method; Detailed CVs (*Whittaker, Brown, Benske and Hawthorne 2011*).

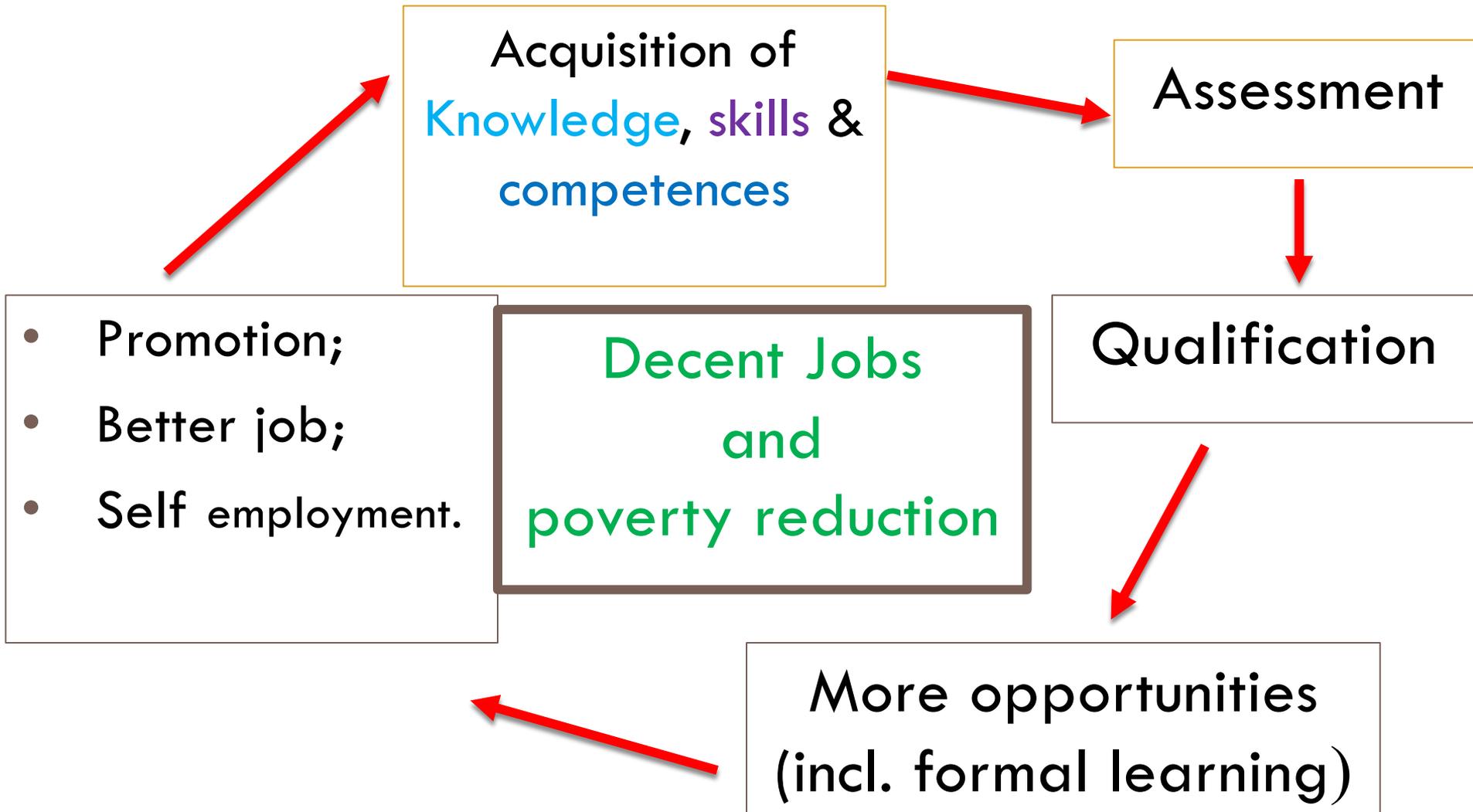


Contents of RPL Portfolio



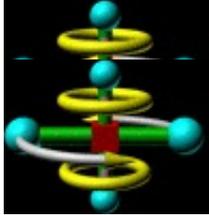
- Academic report;
- Training certificate;
- Diploma;
- Contract on student exchange;
- Job description;
- Curriculum vitae;
- Analysis of what has been learned from professional experience;
- Study portfolio;
- Internship report;
- Subject syllabus or study programme;
- Professional certificate;
- Articles (written by the applicant)
- Projects prepared, documents evidencing participation in a project;
- Character assessment from employer;
- Examples of work performed (e.g. study materials, guides, etc. prepared);
- Language Passport.

The RPL Virtuous Circle





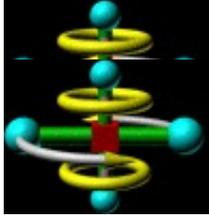
RPL Roadmap



- ❑ Appointment of the National Advisory Committee (NAC) and the National Steering Committee (NSC) – done;
- ❑ Induction of the National Steering Committee - done;
- ❑ Develop RPL Tools and Guides – done;
- ❑ Accréditation of RPL actors (QAs, Occupational Standards) – ongoing;
- ❑ Build capacity of RPL practitioners – ongoing;
- ❑ Develop RPL Communication Strategy – done;
- ❑ Launch pilot RPL in Kenya – May, 19;
- ❑ Hold a national RPL Conference – to be done



NATIONAL ADVISORY COMMITTEE (NAC)

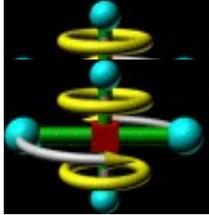


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- PS State Department for Vocational & Technical Training – **Chairperson**
- PS Post Training and Skills Development – **Member**
- PS Ministry of Labour – **Member**
- PS Public Service – **Member**
- PS Early Learning and Basic Education – **Member**
- Director General, KNQA - **Secretary**
- Director General, TVETA – **Member**
- CEO TVET-CDACC – **Member**
- ILO Kenya – **Member**
- FKE – **Member**
- KEPSA – **Member**
- APSEA – **Member**



TECHNICAL STEERING COMMITTEE (TSC)

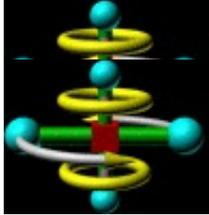


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- KNQA – **Chair**
- Directorate of Technical Education - **Member**
- Kenya National Federation of Juakali Association (KNFJA) – **Member**
- Kenya Association of Technical Training Institutes - **Member**
- National Industrial Training - **Member**
- TVET-CDACC – **Member**
- ILO Kenya – **Member**
- RPL External Collaborator - **Secretary**
- FKE – **Member**
- Kenya Engineering technologists and Registration Board (KETRB) – **Member**
- Refugees Affairs Secretariat – **Member**
- Humber College, Canada – **Member**
- Norquest College, Canada – **Member**
- Council of Governors (CoG) - **Member**

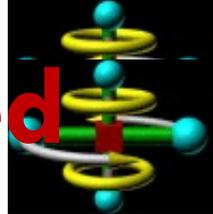


Capacity Building



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- ✓ Sensitized the National Advisory Committee;
- ✓ Built capacity of the National Steering Committee members;
- ✓ Identified and inducted RPL practitioners;
- ✓ Received applications from aspiring applicants;
- ✓ Identified RPL QAIs;
- ✓ Identified RPL Assessment centers;
- ✓ Screening of applicants .



RPL Tools and Guides developed

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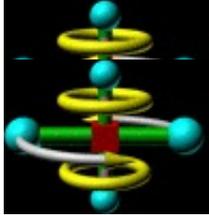
- Practitioners Guide;
- Candidates Guide;
- Qualification Awarding Institutions Guide;
- Assessment Centers Guide;
- Regulatory Bodies Guide;
- Registration / Accreditation tools;
- Skill gap identification form;
- Appeal form.

Portfolio of Evidence

KNQF Level	Level Descriptors	Portfolio of Evidence	Minimum Requirements
2		<ul style="list-style-type: none"> • Samples of work/photos/video/audio files • The materials or tools with which the candidate works • Referees 	Compulsory Samples of work Accept any three
3		<ul style="list-style-type: none"> • Samples of work/photos/video/audio files • The materials or tools with which the candidate works • Referees • Roster and time sheet 	Compulsory Samples of work Accept any three
4		<ul style="list-style-type: none"> • Samples of work/photos/video/audio files • The materials or tools with which the candidate works • Referees • Roster and time sheet • Log books and other records of performance • Curriculum Vitae or Resume 	Compulsory Samples of work Accept any three
5		<ul style="list-style-type: none"> • Samples of work/photos/video/audio files • The materials or tools with which the candidate works • Referees • Roster and time sheet • Log books and other records of performance • Budgets of work done • Workplace training records • Curriculum Vitae or Resume 	Compulsory <ul style="list-style-type: none"> • Samples of work • Curriculum Vitae or Resume Accept any Five



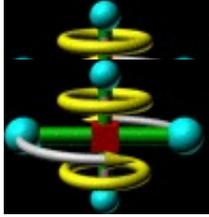
RPL Gaps in Kenya



- ✓ Weak co-ordination and harmonization mechanism of a fragmented education and training sector that has been operation in silos in different Ministries;
- ✓ Low RPL awareness among the entire RPL stakeholder ecosystem including Government, scholars, practitioners, industry and potential candidates;
- ✓ Low industry acceptance of RPL; prefer formal system;
- ✓ Lack of a sustainable RPL funding model;
- ✓ Lack of capacity among the RPL Actors and Practitioners in the country;



Focus Skills in the Pilot Launch



- ✓ Motor Vehicle Mechanics
- ✓ Welding
- ✓ Textile



Recognition of Prior Learning

*RPL enhancing personal
development, mobility*



Ufundi ni Ajira



Tambulisha ujuzi wako kupitia RPL
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Na talent**



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RPL furthers entry into learning institution, advancement in the work place, credit award to a qualification, progression of learning, self esteem and enhanced societal recognition



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