



Theme 3 a) 3

Recognition of Prior Learning (RPL) Case of Kenya

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RPL gives wings to fly



1. Background Information;

- Introduction – The RPL Journey in Kenya
- Main Objective
- Benefits of RPL
- Users of RPL
- Organisation & Coordination of RPL process in Kenya

2. Implementation;

- Achievements
- Challenges
- Success Factors
- Conditions for operationalisation of RPL

Recognition of Prior Learning – The Kenyan Context

The process of **identifying, assessing and certifying** knowledge, skills and competences of a person regardless of how, when & where learning occurred (*RPL Policy Framework in Kenya*).

1

RPL is outcome based and Learner centered.

2

It's the Learning outcomes that are assessed and validated, not the learning process (*It is about Recognition of Learning Outcomes*).

3

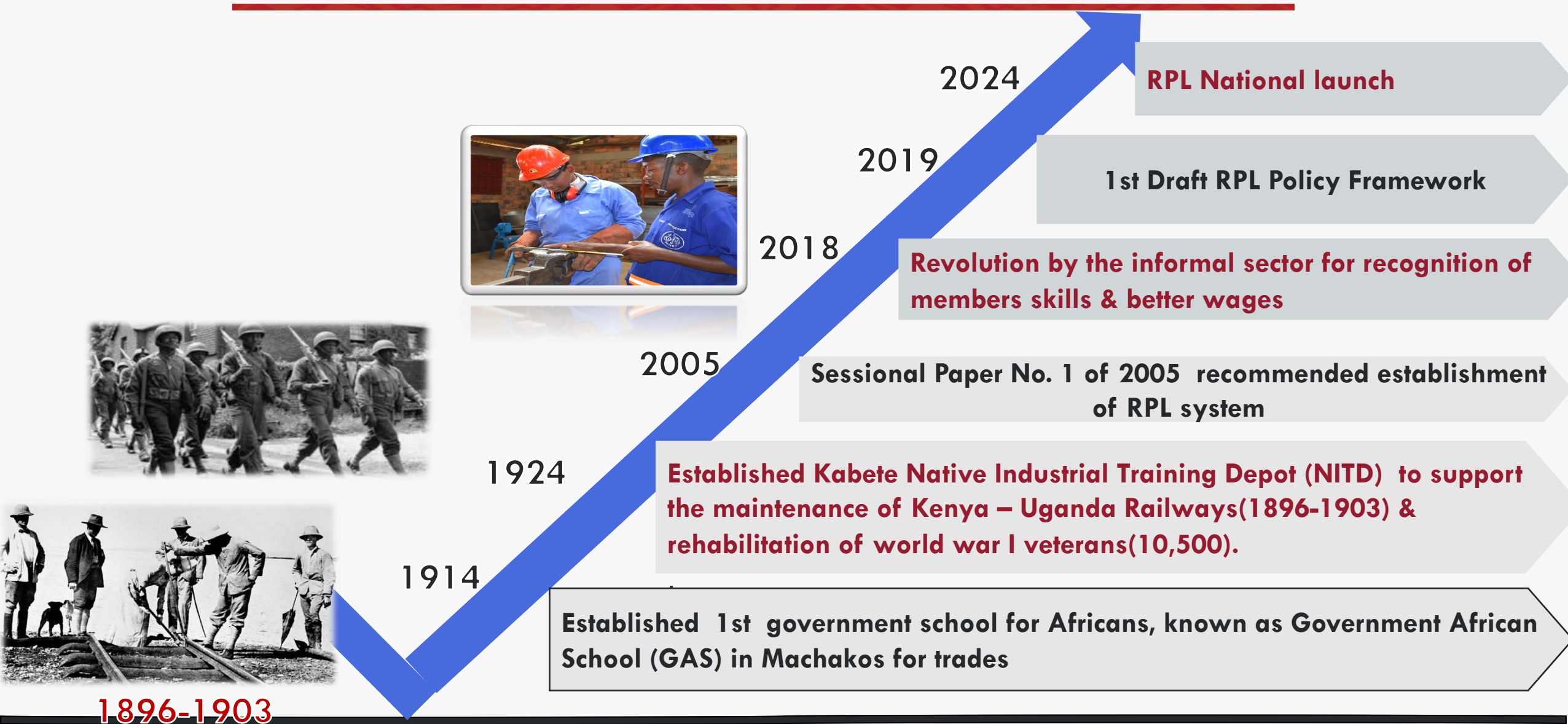
Reforms in Kenya have brought about diversity in the way individuals acquire knowledge, skills and competences.

83% of workers in the informal economy have skills but no qualifications.

Over one million youth in Kenya enter the labour market annually without any skills, some having either dropped out of or completed primary and (or) secondary school and not enrolled in any college.

623,865 Refugees and asylum seekers in Kenya have unrecognized competences.

Evolution of RPL in Kenya



The RPL Journey in Kenya

2019-2024

RPL Philosophy:

Learning *all the time* &
throughout life

**Demand for a system for
recognition of skills by
informal sector**

**Presidential
Directive on RPL**

4 years of Development

1925

2005

2018

2019

2021

2024

Sessional Paper No. 1 of 2005
Recommendation on RPL system

1st Draft RPL Policy
Framework

National
Launch & Graduation
of the 1st Cohort

Main Objectives of RPL

- Improved Employability
- Promote Lifelong learning
- increased Labour Mobility
- Formalisation of the informal Sector
- Social inclusion & self esteem
- Access to formal education
- Promote the implementation of the National Qualifications system.

01

Lifelong learning

02

Access to Formal education

03

Decent employment

04

Self esteem, inclusivity & Mobility

- **Accelerated progression:** RPL allows individuals to progress more quickly through educational and training programs by recognizing their prior learning achievements.
- **Cost savings:** By receiving credit for prior learning, individuals can reduce the time and financial resources required to complete formal education or training programs.
- **Enhanced employability:** RPL provides formal recognition of individuals' skills and competencies, making them more attractive to employers and increasing their competitiveness in the job market.
- **Access to further education & employment opportunities:** RPL can facilitate access to higher education, advanced training, and professional certifications, as well as eligibility for specific job roles or promotions.

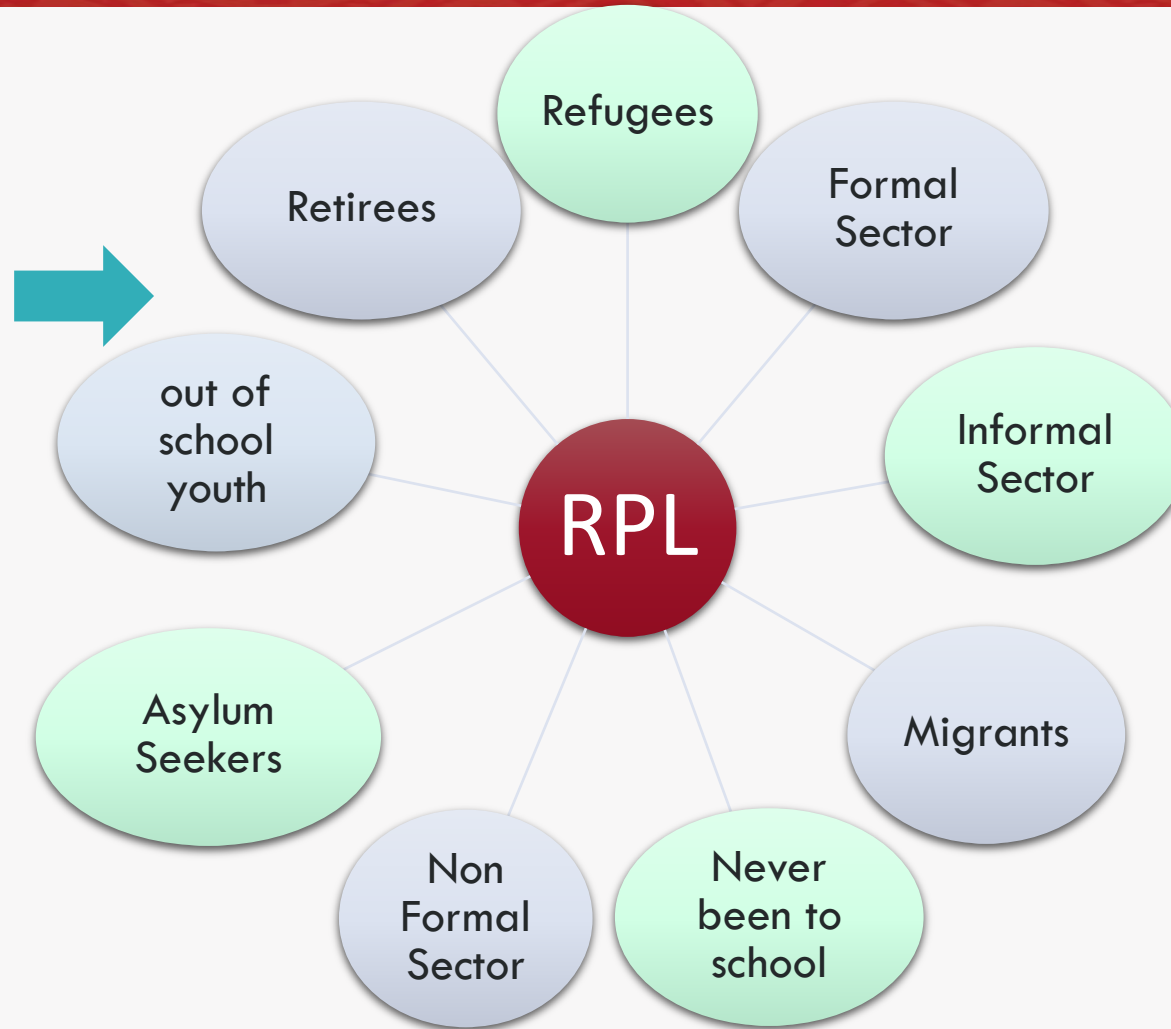
- **Access to a skilled workforce:** RPL enables employers to identify and recruit individuals with the necessary skills and competencies, reducing recruitment costs and addressing skills shortages.
- **Improved employee morale and retention:** Recognizing employees' prior learning and providing opportunities for career advancement through RPL can increase job satisfaction and loyalty.
- **Enhanced productivity and innovation:** RPL supports the utilization of employees' existing skills and knowledge, leading to increased productivity, innovation, and competitiveness.

- **Increased enrolment and retention:** RPL can attract individuals who have acquired relevant skills through non-traditional pathways, expanding the pool of potential students.
- **Enhanced reputation and competitiveness:** Institutions that offer robust RPL processes can attract students seeking flexible learning options and gain a competitive edge in the education market.
- **Customized learning pathways:** RPL allows institutions to tailor educational programs to meet the diverse needs and learning preferences of students, improving overall satisfaction and success rates.

- **Economic development:** RPL contributes to economic growth by increasing workforce participation, improving productivity, and reducing skills mismatches.
- **Social inclusion and equity:** RPL promotes inclusivity by recognizing the diverse learning pathways of individuals, reducing barriers to education and employment for marginalized groups.
- **Lifelong learning promotion:** RPL encourages individuals to engage in lifelong learning by recognizing and valuing their learning achievements throughout life, supporting continuous skills development and adaptability.

Target beneficiaries

Eligibility:
Any one with a
skill but without
corresponding
qualification.



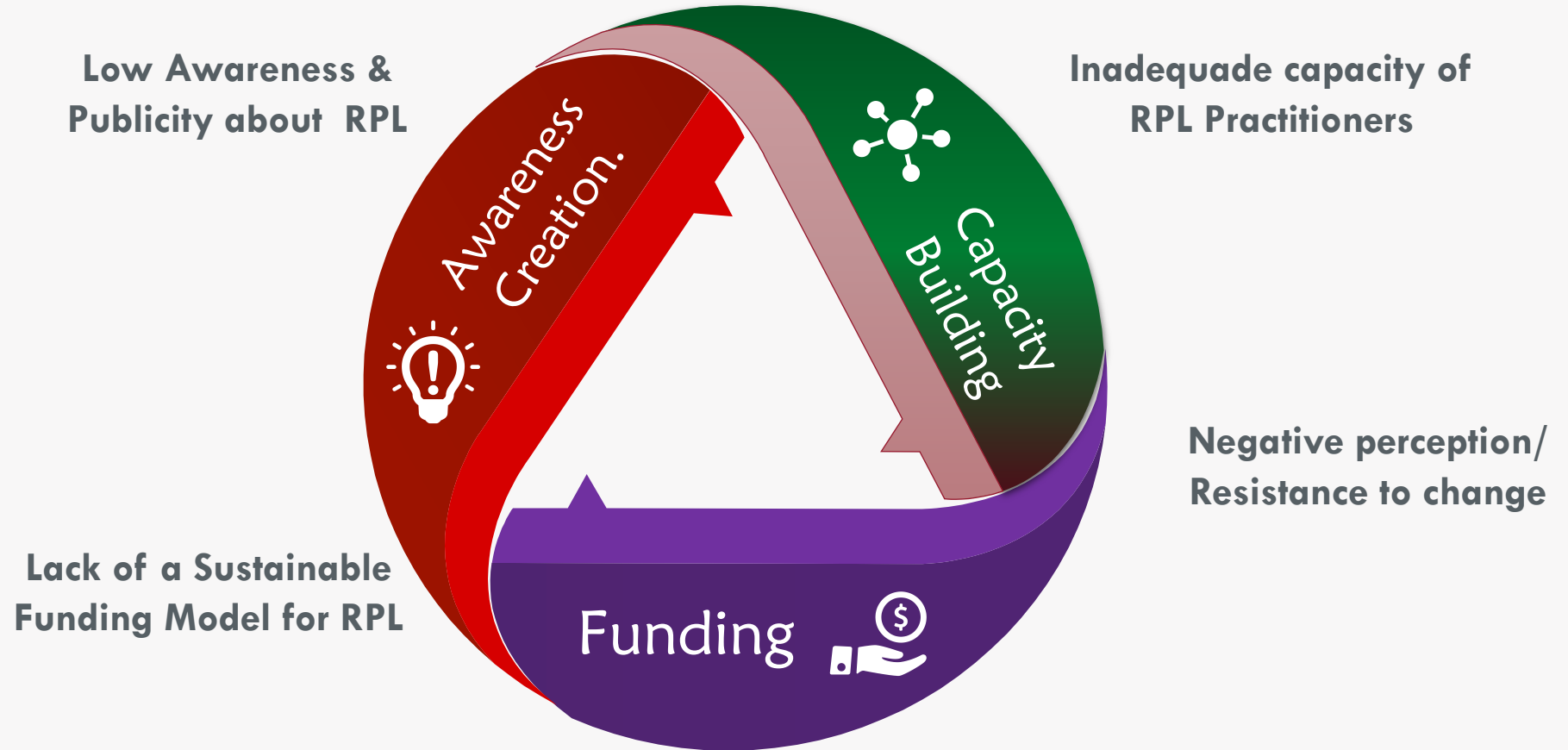
- **The Ministry (MoE):** Through KNQA, the Ministry oversees implementation of the RPL policy framework in the country.
- **KNQA:** Lead Agency in coordinating the implementation of RPL in the Country as per the KNQF Act 2014.
- **Regulatory bodies:** enhance and ensure quality assurance in the RPL process.
- **Qualifications Awarding Institutions (QAIs):** assess and award qualifications subject to Accreditation and registration in the KNQF.
- **Assessment centers:** Provide resources and facilities for assessment of RPL Candidates.
- **The Industry:** informs Occupational Standards and provides resources/facilities for assessment.
- **Professional and Statutory Bodies:** Can Assess & Award qualifications subject to Accreditation and registration in the KNQF.
- **RPL practitioners:** Execute the assessment process.
- **Candidate:** present himself/herself for assessment.

- ✓ RPL Policy Framework developed and launched.
- ✓ National Standards and Guidelines on RPL.
- ✓ 9 RPL execution Instruments for Registration/Accreditation/Assessment/Certification.
- ✓ Training Manual for RPL Practitioners.
- ✓ Institutionalization of RPL – through development of Institutional policies.
- ✓ 993 individual assessed through RPL and certified
- ✓ 25 TVET institutions identified as Centers of Excellence and capacity build.
- ✓ Established and trained a National Implementation Committee.

Ongoing Initiatives:

- Institutionalization of RPL – through development of Institutional policies.
- Capacity building of RPL Practitioners.
- Awareness creation and publicity.
- Development of RPL – MIS
- Development of Differentiated Unit Cost of Assessing RPL.

Challenges



- **Clear Policies and Procedures:** Develop comprehensive policies and procedures that outline the RPL process, including eligibility criteria, assessment methods, evidence requirements, appeals mechanisms, and standards for assessment.
- **Stakeholder Engagement:** Engage stakeholders, including candidates, employers, industry representatives, educational institutions, and regulatory bodies, in the development and review of RPL policies, procedures, and standards to ensure relevance and buy-in.
- **Training and Capacity Building:** Provide training and professional development opportunities for RPL practitioners, assessors, and support staff to ensure they have the necessary skills, knowledge, and competencies to conduct assessments effectively and fairly.
- **Standardized Assessment Tools:** Develop standardized assessment tools, guidelines, and instruments that align with KNQF, industry standards, and best practices, ensuring consistency and reliability in the assessment process.

- 1** Regulatory framework
- 2** Institutional framework
- 3** Quality assurance
- 4** Stakeholder involvement
- 5** Sustainable Financing
- 6** Link to National Qualifications Framework.

Thank You!

Q&A