

Theme 3 a) 3 NQF Forum Kinshasa



# Recognition of Prior Learning in Mauritius

Dr Ramesh Ramdass

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## A JOURNEY INTO THE PAST: YEAR 2000



- ➤ Certification system had been identified as a hindrance to effective realisation of national goals in the field of HRD.
- > Number of providers offering courses of varied duration and quality.
- > Attendance certificates issued which were not outcome based.
- > Limited career pathways.
- ➤ No recognition for prior learning.

# **Mauritius Qualifications Authority Act 2001**

## Objects of the MQA amongst others:

 to develop, implement and maintain a National Qualifications Framework;

## **Functions amongst others:**

 to recognise and validate competencies for purposes of certification obtained outside the formal education and training systems;



# 2002: SETTING UP OF THE NQF



#### THE NATIONAL QUALIFICATIONS FRAMEWORK

LEVEL	PRIMARY / SECONDARY EDUCATION	TVET / WORKPLACE	TERTIARY EDUCATION	LEVEL
10			Doctorate	10
9			Masters Degrees e.g. MA, MSc, M Phil Post-Graduate Diploma Post-Graduate Certificate	9
8			Bachelor Degree with Honours	8
7			Bachelor (Ordinary Degree)	7
6		National Diploma Level 6	Diploma	6
5	HSC / GCE 'A' Level / BAC / IBAC / HSC Professional	National Certificate Level 5	Certificate	5
4		National Certificate Level 4		4
3	SC / GCE 'O' Level	National Certificate Level 3		3
2	National Certificate of Education (NCE)	National Certificate Level 2		2
1	Primary School Achievement Certificate (PSAC)	National Certificate Level 1		1

## NQF: AN ENABLER FOR RPL

- **▶ Development of National Qualifications at Levels 1 to 6**
- >Clear and accurate information/qualification titles
- **➤ Qualifications based on Unit Standards**
- **➤ Unit Standards based on Learning Outcomes**
- Credits assigned to Unit Standards
- > Flexible education and learning pathways

## **NEED FOR RPL**



#### **PERSON**

- Recognition of prior work experience to value PEOPLE
- ➤ Allow people to acquire a qualification for further training and career progression
- > Access to higher education
- Promotion of lifelong learning

#### **EMPLOYER**

- > Reduction on cost of training of people
- > Reduce mismatch of skills requirements

#### **COUNTRY**

- > A move towards a qualified skilled workforce
- Promote social inclusion and equity for disadvantaged groups
- > Attract investors
- Optimisation on the use of human capital

# **Definitions and Terminologies**

Various terminologies worldwide

**Accreditation of Prior Learning (APL)** 

**Prior Learning Assessment (PLA)** 

Accreditation of Prior and Experiential Learning (APEL)

La Validation des Acquis de L'Expérience (VAE)

Recognition of Prior Learning is a process used to identify, assess and certify a person's knowledge, skills and competencies, regardless of how, when and where the learning occurred, against prescribed standards for a part or full qualification. (ILO, 2015)

#### In a nutshell

- Drawing evidence of learning out of candidate experience.
- Evaluating whether evidence is strong enough
- Development of a document that makes the evidence clear

## 2007: TOWARDS THE MAURITIAN RPL MODEL

As per the MQA Act validates and recognises experience obtained outside the formal education and training system

Commonwealth

of
Learning
collaborated
with MQA to
launch a
National
Sensitisation
Campaign

For
Lifelong
Learning
assisted
MQA to
develop the
policy and criteria
for
RPL

L'Académie de la Réunion trained MQA staff, **RPL Facilitators** and Assessors Conducted Audit

## 2007: RPL GUIDELINES

#### > PRE-APPLICATION

Candidate is provided information about the process of RPL

#### > PRE-SCREENING

 The candidate submits his/her application and identifies the qualification against which RPL will be claimed.

#### **FACILITATION**

The facilitator guides the RPL candidate in the preparation of the portfolio.

#### > ASSESSMENT & CERTIFICATION

 The candidate is assessed against the unit standards of the selected qualification

(The Guidelines for RPL were reviewed to include Pre-Application in 2016)

## 2008: PILOT PROJECTS

#### 1. TOURISM INDUSTRY

- > Employees of the Hotel sector
- Unemployed people from the formal and informal hospitality sector
- **➤ VRS people from the Sugar industry**

#### 2. CONSTRUCTION INDUSTRY

➤ RPL Candidates identified by Building and Civil Engineering Contractor's Association (BACECA)





## LAUNCHING OF RPL AT NATIONAL LEVEL

## 2009: RPL launched in Mauritius in the following sectors:

- Tourism;
- Construction;
- Printing and
- Plumbing.

### 2010: RPL opened to all sectors of the Mauritian economy





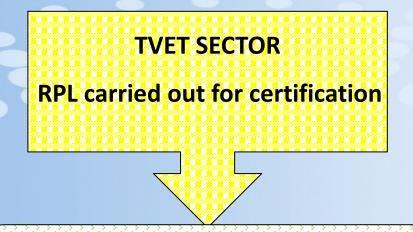




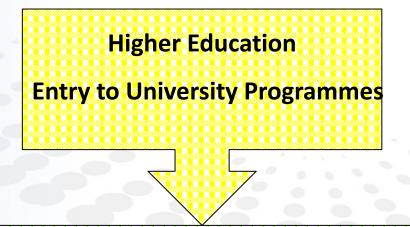


- > 2010-2011: Low intake of RPL Candidates
  - High cost of RPL: Facilitation cost; Assessment cost and Application fee for RPL
- > 2012: Round Table with ILO for RPL Policy review
- > 2013: Change in strategy individual-based v/s project-based
- > 2014: Project-based with various institutions (e.g. Ministry of Education, NEF)
- > 2015: RPL in new areas (e.g. Special Education Needs) and at higher NQF Levels (Level 6)
- > 2016: Task Team for development of RPL Guidelines for SADC countries
- > 2019: Financial assistance from the HRDC as RPL support scheme
- > 2019: 2<sup>nd</sup> prize winner for the 3<sup>rd</sup> VPL Biennale for RPL Policy
- > 2022: Introduction of e-application and portfolio development for RPL
- > To date: Among 800+ candidates, 65% have acquired either a full or partial awards.

## **RPL: UPCOMING CHALLENGES**



- Inadequate RPL Facilitators
- Lack of motivation by candidates
- Access to evidence limited in many cases
   (Validity, Reliability, Currency, Authenticity, Adequacy)
- Resilient Awarding Bodies is crucial
- Massive RPL campaign underway



Need to harmonise RPL across all sectors of the education and training system in Mauritius

The Higher Education Commission and Mauritius Qualifications Authority working together towards a National Policy Framework for RPL in Mauritius

and the journey continues...





#### Dr Ramesh Ramdass Officer in Charge

Mauritius Qualifications Authority Pont Fer, Phoenix, Mauritius

Email: <u>rramdass@mqa.mu</u>

Website: www.mqa.mu