



Session 5

**THE SYSTEM OF RECOGNITION OF ACQUIRED SKILLS IN MOZAMBIQUE (SRCA = RPL)**

- **15<sup>th</sup> ACQF Peer Learning Webinar (PLW)**
  - *24 March 2022* -

## SUMMARY

- 1. The Legal Framework of SRCA (RPL)**
- 2. The Governance of SRCA**
- 3. The Concept of Professional Education**
- 4. The RCA System (SRCA = RPL)**
  - 4.1. Characterization and General Objective of SRCA
  - 4.2. Reference Documents
  - 4.3. RCA candidates
  - 4.4. Competence Standards
  - 4.5. Quality Assurance
  - 4.6. The RCA Process
  - 4.7. The RCA Centers
  - 4.8. The Skills Assessment Process
  - 4.9. Certification
  - 4.10. Financing
- 5. Implemented activities**
- 6. Activities to be carried out in 2022**
- 7. Challenges**

## 1. THE LEGAL FRAMEWORK OF THE RCA SYSTEM

- **Law n°. 23/2014** reviewed and republished by **Law n°. 6/2016 – Professional Education Law**
- **Decree 58/2021** august 17 approving the **System de Recognition of Acquired Skills (SRCA) (=RPL)**
- **Order** de 03 de November de 2021, of the Secretary of State for Vocational Technical Education, which approves the **SRCA Regulation**.

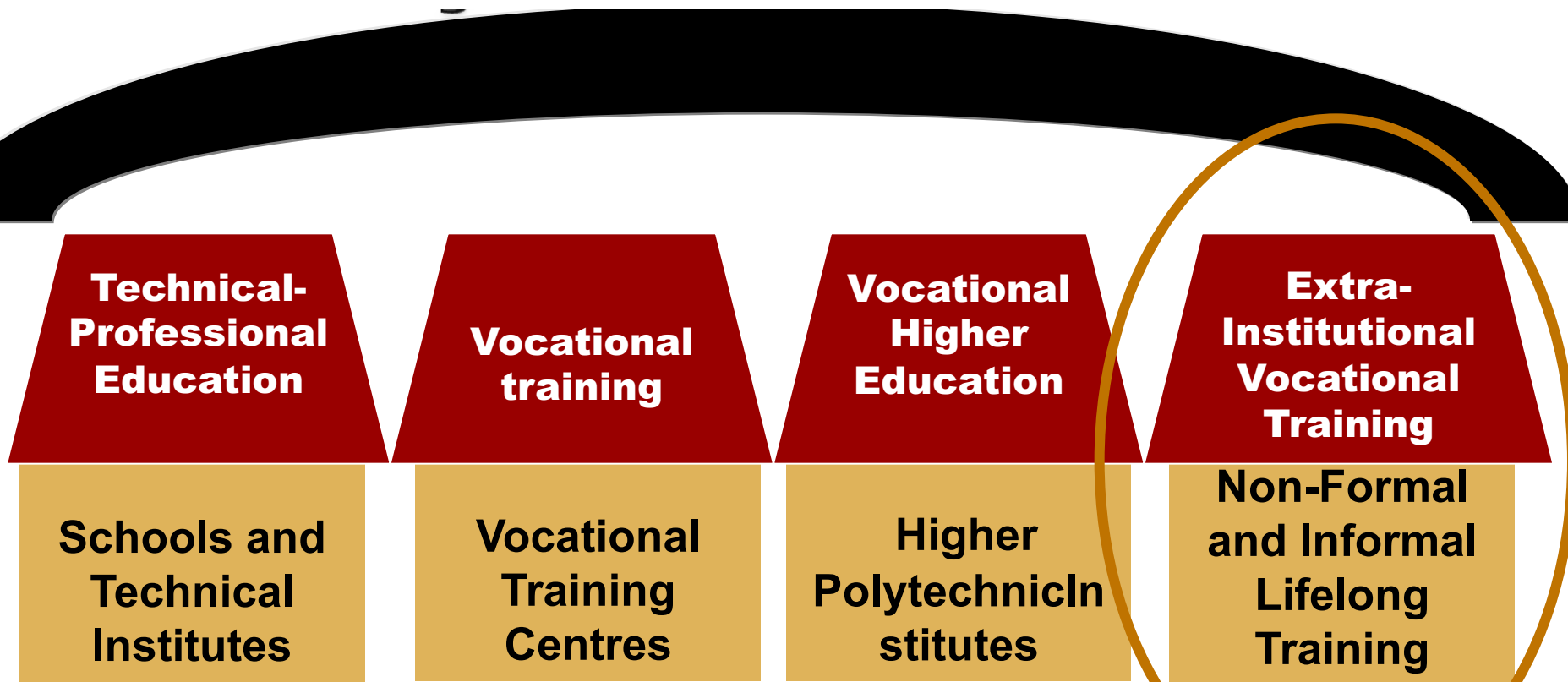
## 2. THE GOVERNANCE OF THE RCA SYSTEM

**Law n°. 23/2014** reviewed and republished by **Law n°. 6/2016** establishes the **National Professional Education Authority (ANEP)**, Regulatory and Quality Assurance body of Professional Education in Mozambique

The governance of the SRCA is guaranteed by the **ANEP**

### 3. CONCEPT OF PROFESSIONAL EDUCATION

## Professional education



## 4. The RCA (RPL) SYSTEM

### 4.1 CHARACTERIZATION AND GENERAL PURPOSE OF SRCA (RPL)

- **Characterization (definition) of SRCA:**

Mechanism through which extra-institutional professional training is integrated / included in the Sub-system of Professional Education

- **Objectivo Geral do SRCA:**

Valorizar, avaliar, reconhecer e certificar competências obtidas pelos cidadãos ao longo da vida, em percursos formais, não-formais ou informais.

## 4. O SISTEMA DE RCA

### 4.2. REFERENCE DOCUMENTS

- **Decree 58/2021** of August 17 approving the **System of Recognition of Acquired Skills (SRCA)**
  - **SRCA Regulation – Order** of the State Secretariat for Vocational Technical Education of 16 December 2021
  - **Methodological Guidelines for the Implementation of the SRCA** - ANEP, 2022
- 
- Methodological Guidelines and Instruments for the Development of Qualifications (ANEP, 2011)
  - Manual for the Development of Qualifications and Curricular Modules (ANEP, 2011)

## 4. The RCA (RPL) SYSTEM

### 4.3. RCA CANDIDATES

The SRCA is applicable to individuals:

- 18 years of age and older and
- with proven **experience** of at least **3 years** in an area related to the qualification to which they apply



## 4. The RCA SYSTEM

### 4.4. COMPETENCE STANDARDS

The SRCA obliges the use of **Competence standards**, registered in the **National Catalogue of Professional Qualifications (CNQP)**

## 4. The RCA (RPL) SYSTEM

### 4.5. QUALITY ASSURANCE

- National Professional Qualifications Framework (**QNQP**)
- National Catalogue Professional Qualifications (**CNQP**)

**Certification of candidates**, by ANEP

## Qualidade Assurance

**External Verification** of the Gathered Evidence

**Certification of Facilitators/ Evaluators** for RCA / RPL

Procedures for **Skills Assessment** of Candidates

**Accreditation of RCA Centers** by ANEP

## 4. The RCA (RPL) SYSTEM

### 4.6. The RCA (RPL) PROCESS

Preparation of  
RCA  
**Standards**

Certification of  
**Facilitators/  
/Evaluators**

Accreditation  
of **RCA  
Centers**

Advertising and  
**Admission of  
Candidates**

Reception and  
**Evaluation of  
candidates**

**External Verification of**  
assessment  
evidence

Validation of the  
assessment results of by  
the **Validation Jury**

**Certification** of  
Candidates  
(complete or partial)

**Counselling** to candidates  
(complementary training needs  
and possibilities)

## 4. The RCA / RPL SYSTEM

### 4.7. THE RCA CENTERS

#### RCA Centers (CRCA)

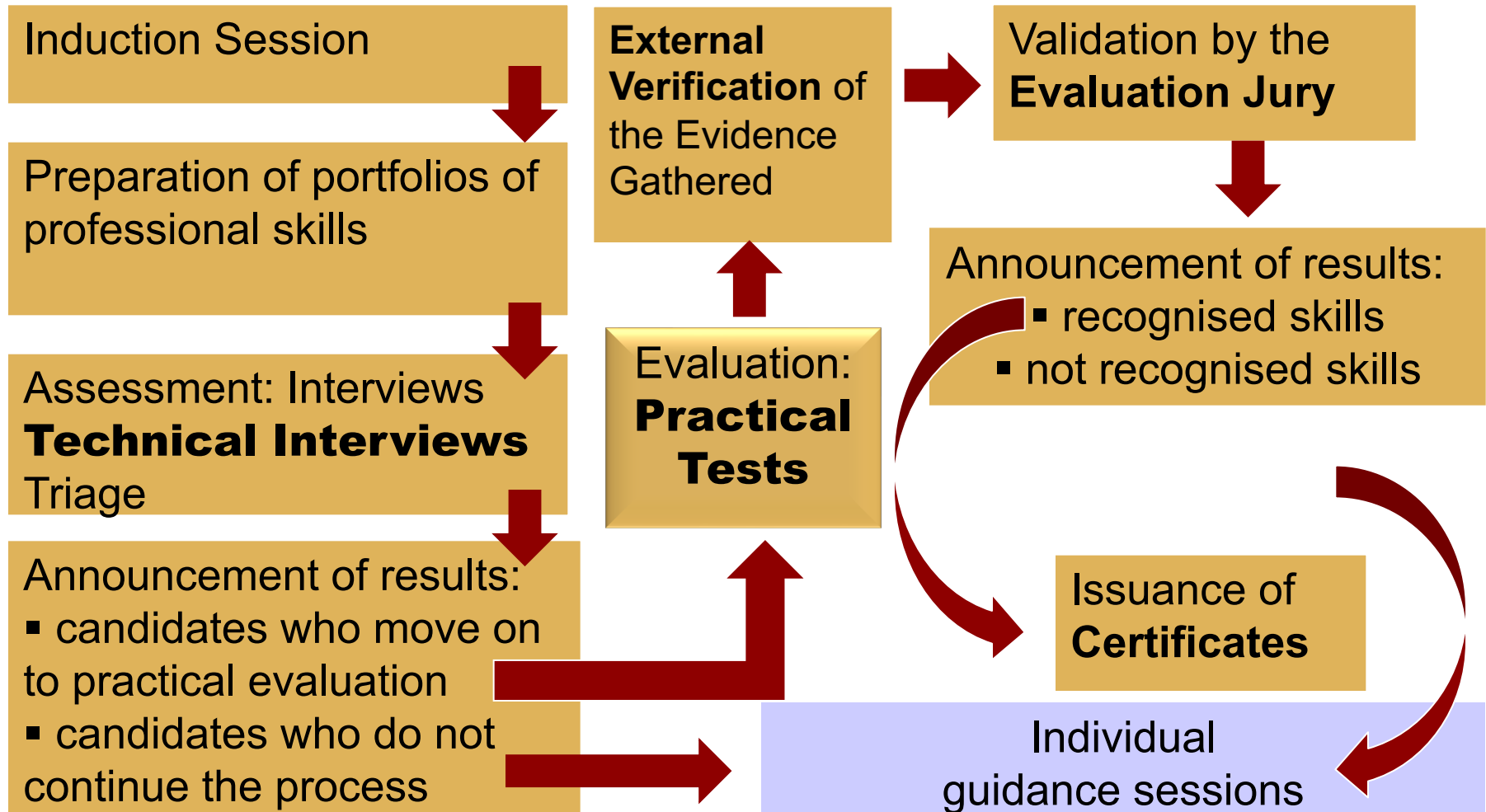
**Professional  
Education  
Institutions**

**Companies  
/  
enterprises**

**Public or  
private  
institutions**

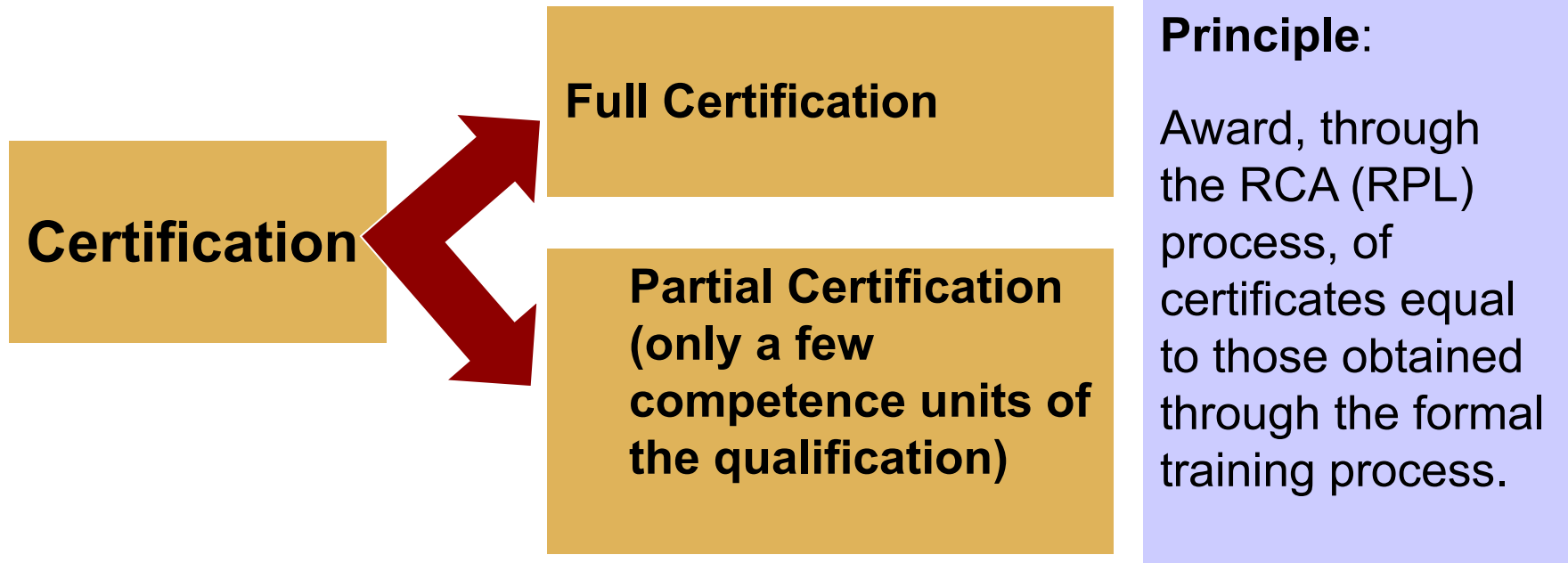
## 4. The RCA / RPL SYSTEM

### 4.8. THE SKILLS ASSESSMENT PROCESS



## 4. The RCA / RPL SYSTEM

### 4.9 THE CERTIFICATION OF SKILLS



Certifying Entity: **ANEP**

Process Management Instrument: **SEGI** (Electronic Information Management System)

## 4. The RCA / RPL SYSTEM

### 4.10. FINANCING

Key Players	Main Actions/Responsibilities	Possible sources of funding
<b>ANEP</b>	<ul style="list-style-type: none"> <li>▪ Ensure RCA standards in CNQP</li> <li>▪ Perform External Verification</li> <li>▪ Keep the RCA records and data up-to-date in SEGI</li> <li>▪ Provide training for RCA facilitators/evaluators</li> </ul>	<ul style="list-style-type: none"> <li>▪ State Budget</li> <li>▪ Partnerships with companies and organizations</li> </ul>
<b>RCA Centers</b>	<ul style="list-style-type: none"> <li>▪ Ensure the training of their RCA facilitators/Evaluators</li> <li>▪ Advertise and "recruit" candidates</li> <li>▪ Ensure infrastructure, equipment and consumables for conducting competencies assessment tests</li> </ul>	<ul style="list-style-type: none"> <li>▪ Self-financing</li> <li>▪ "Fees" paid by applicants</li> <li>▪ Partnerships with companies and organizations</li> <li>▪ FNEP</li> </ul>
<b>Candidates</b>	<ul style="list-style-type: none"> <li>▪ Pay the fee</li> <li>▪ Pay for the issuance of the certificate</li> </ul>	<ul style="list-style-type: none"> <li>▪ Self-financing</li> <li>▪ Companies</li> <li>▪ Organizations</li> <li>▪ FNEP</li> </ul>

## 5. ACTIONS CARRIED OUT

- Continuous development of the CNQP: **164** Qualifications currently
- Implementation of a **pilot project** for the implementation of SRCA, in partnership with SWISSCONTACT:

### Preparation of 5 RCA Standards:

- Plumber - assembler and repairman
- Oxyacetylenic Welding
- Welding with Coated Electrodes
- Electricity Built-in Installations
- Mason

### Accredited 3 RCA Centers

### Training of RCA Facilitators/Evaluators

- Formed 14 trainers
- Certificates 8 of these trainers

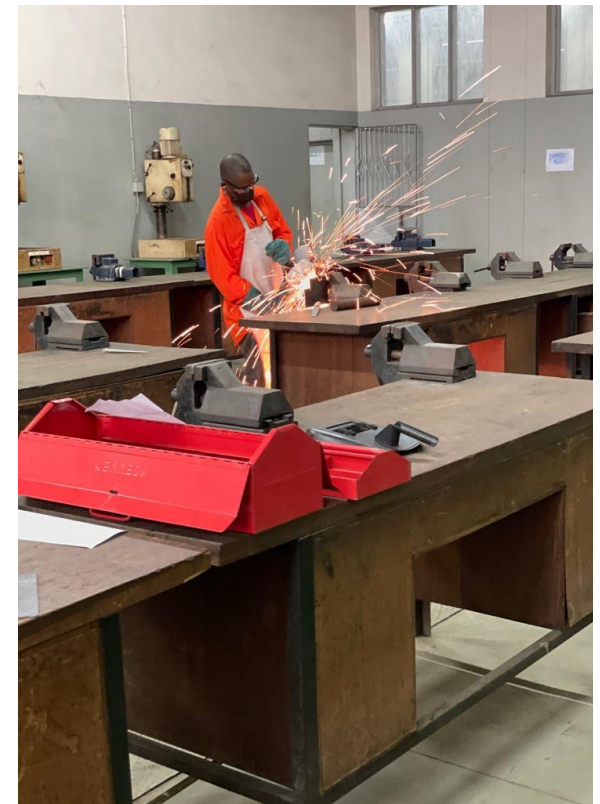
### Candidates:

- Registered: 44
- Admitted to Practical Assessment: 36
- Certified: **25**
  - **11** in **Plumbing**
  - **7** in **Oxyacetylenic Welding**
  - **7** in **Electricity**



## 5. ACTIONS CARRIED OUT

### Evaluation Tests in the Pilot Project:





## 5. ACTIONS CARRIED OUT

### Evaluation Tests in the Pilot Project:



## 6. ACTIONS TO BE CARRIED OUT IN 2022

- Publicize / disseminate the SRCA
  - Edit and distribute the brochure "Methodological Guidelines for the Implementation of SRCA"
  - Make available on the ANEP *webpage*:
    - RCA Standards
    - the reference documents of this system
    - information/data on the implementation of the SRCA
  
- Register in CNQP the RCA Facilitator/Evaluator Certificate
- Elaborate RCA Standards in the areas of Agriculture, Civil Construction, Industrial maintenance and Hospitality and Tourism
- Train at least 25 RCA Facilitators/Evaluators
- Consolidate the training previously given to Facilitators/Evaluators
- Believe at least 5 RCA Centers
- Ensure the registration in the SEGI of the implementation data of the SRCA

## 7. CHALLENGES

### Expansion and Consolidation of the SRCA / RPL

Mapping, at national level:

- existing regulation on the requirement of certification for the exercise of occupations
- RCA needs

Increase and diversification of RCA Standards in CNQP

Extension of the network of RCA Centres

Continuous training of ANEP staff, in topics such as: elaboration of RCA References, definition and evaluation of blocks of competences, among others.

Adequacy of the SEGI to the SRCA, including the introduction of an interaction functionality with candidates and stakeholders in general

**Muito obrigada pela  
atenção!**

**Many thanks for your  
attention**

**[www.anep.gov.mz](http://www.anep.gov.mz)**