



**ACQF**

African Continental  
Qualifications Framework

**KNQA**  
Shaping the future of Kenya

**RPL**  
**evolving, attracting &  
creating new  
opportunities:  
Case of Kenya**

**Presented By**

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**Stanley Maindi**

**Seychelles Workshop 17/April.**



1 Introduction;

2 How is RPL evolving?;

3 How is RPL attractive?;

4 Which opportunities is RPL creating?;

5 Conclusion.

RPL in Kenya is a simple philosophy that learning takes place everywhere and all the time...throughout life...from Cradle to Grave. *(Nafukho, Amutabi & Otunga, 2005).*

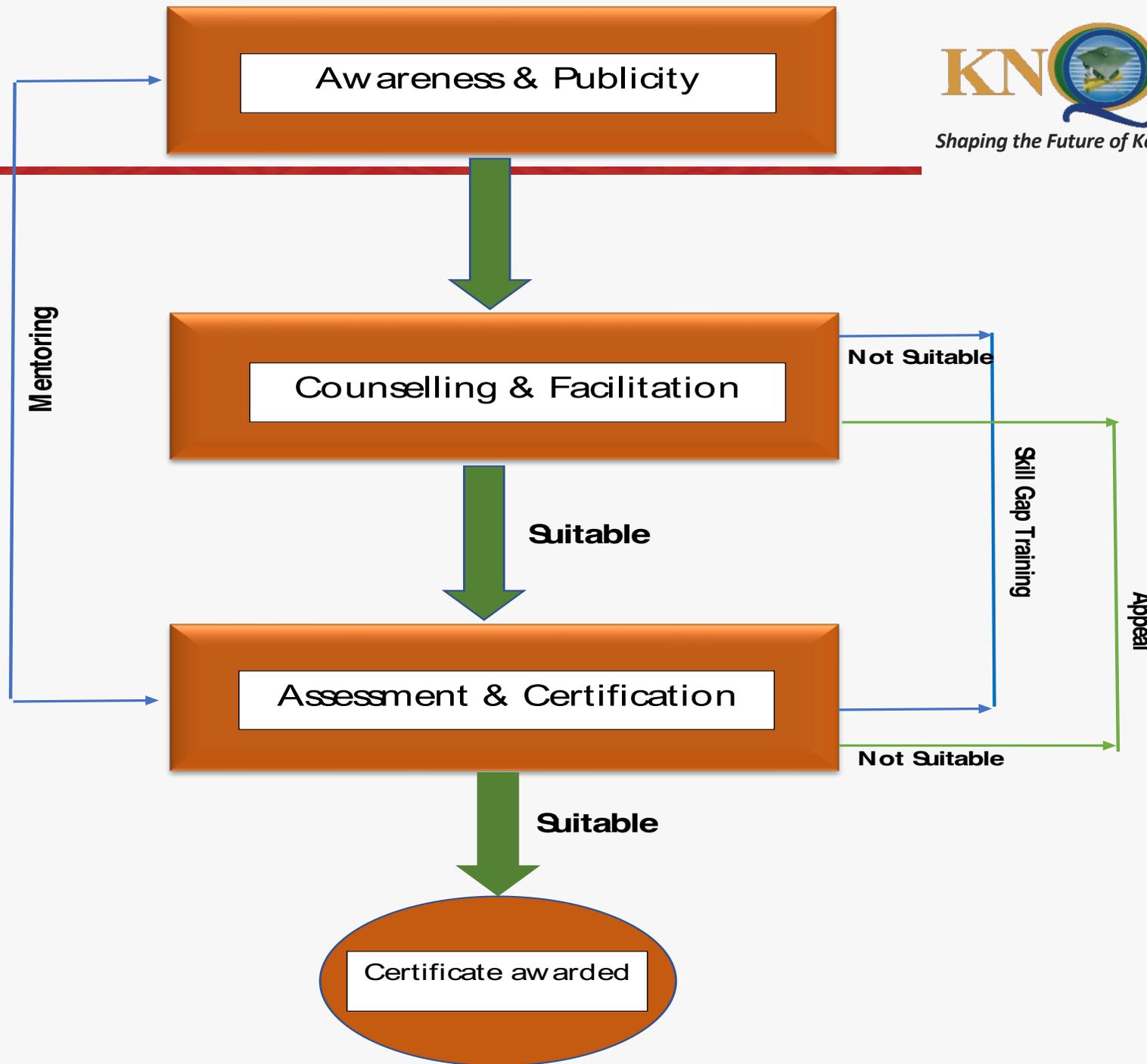
# Recognition of Prior Learning(RPL) – Kenya Context



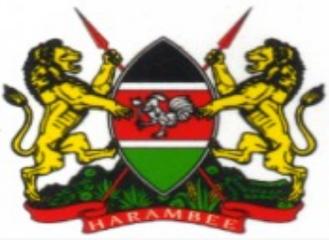
- ❖ It is process to identify, **assess** and **certify** knowledge, skills and competences of a person regardless of **how**, **when** & **where** learning occurred (*RPL Policy Framework in Kenya*);
- ❖ RPL outcome based- Learner centered;
- ❖ It's the Learning outcomes that are assessed and validated, not the learning process; (RLO).



# Process of RPL



- ✓ Reforms in Kenya has brought about diversity in the way individuals acquire knowledge, skills and competences
- ✓ 83% of workers in the workers in the informal economy have skills but no qualifications(ILO2019);
- ✓ 623,865 Refugees and asylum seekers have unrecognized competences.



# Evolution of RPL in Kenya



Towards a vibrant and globally competitive RPL system



1914

Established 1st government school for Africans, known as Government African School (GAS), was set up in Machakos for trades

1924

Established Kabete Native Industrial Training Depot (NITD) to support the construction of Kenya – Uganda Railways.

1939

Converted to a recruiting Barracks for world war II Solders;

2005

Sessional Paper No. 1 of 2005 recommended establishment of RPL system

2018

Revolution by the informal sector for recognition members skills & better wages

2019

1st Draft RPL Policy Framework

2024

RPL Official launch;

# RPL Journey in Kenya

**RPL Philosophy:**  
Learning *all the time* &  
*thro out life-cradle to*  
*grave*



Demand for a system for  
recognition of skills by  
informal sector



Presidential  
Directive on RPL



**2019-2024**  
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

Official  
Launch &  
Graduation

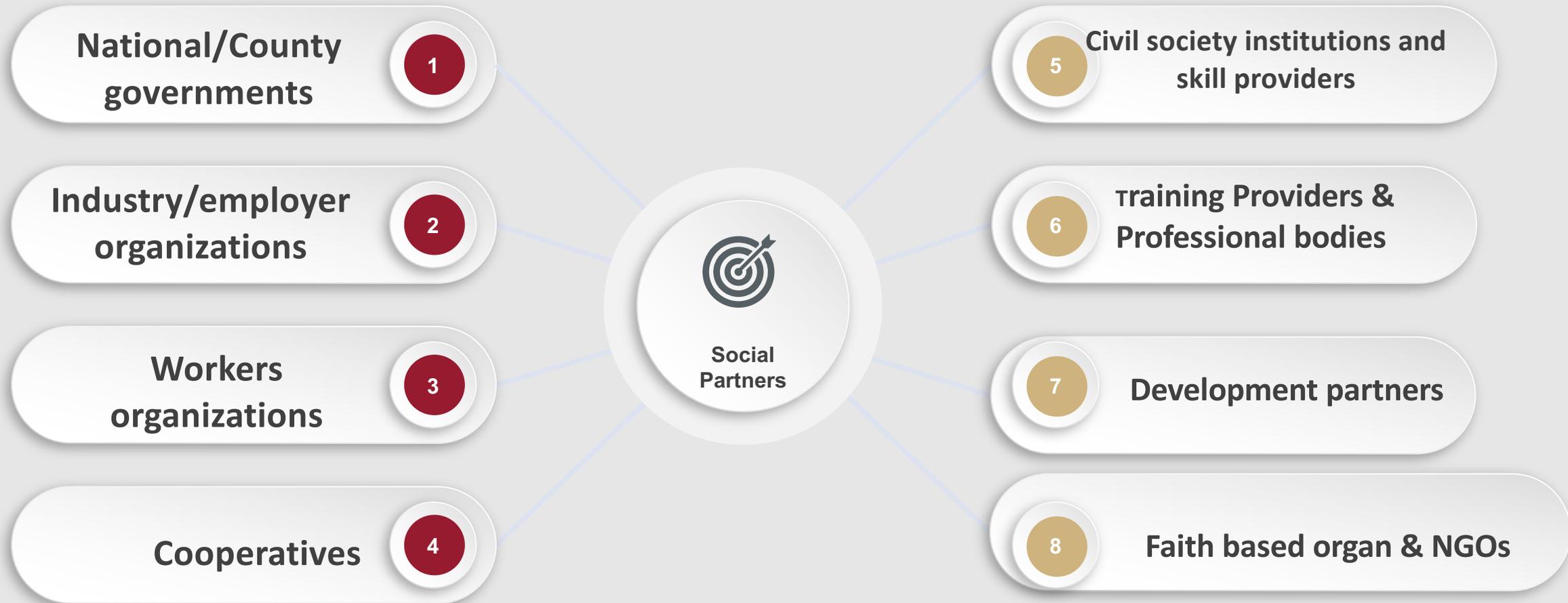


- ❑ Development of RPL Policy Framework and execution instruments;
- ❑ Integration into the Kenya National Qualifications Framework;
- ❑ Linked to Labour Market Information(LMI) and National Occupational Standards;
- ❑ Provision for digitalization- RPL Management Information System(RPL-MIS);
- ❑ integration with the Kenya National Qualifications Records Database;

- ✓ **Integration with Digital Credentials:** RPL processes are increasingly utilize digital badges, micro-credentials, and block chain technology to document and verify individuals' prior learning achievements. This enhances portability, security and accessibility of RPL outcomes;
- ✓ **Globalization and Mobility/Portability:** greater demand for internationally recognized RPL standards and qualifications. Harmonization efforts ACQF, IGADQF and EAQFHE facilitate RPL across borders.

- ✓ **Artificial Intelligence and Data Analytics:** Used in streamlining RPL processes, automating the assessment of prior learning evidence, and providing personalized recommendations for learning pathways. Machine learning algorithms identify patterns and correlations in individuals' learning profiles, informing more accurate RPL assessments;
- ✓ **Workforce Reskilling and Up skilling:** increased reskilling and up skilling the workforce to adapt to evolving job requirements requires RPL to recognize and validate the acquired competences to transition to new roles or industries, supporting lifelong learning and employability.

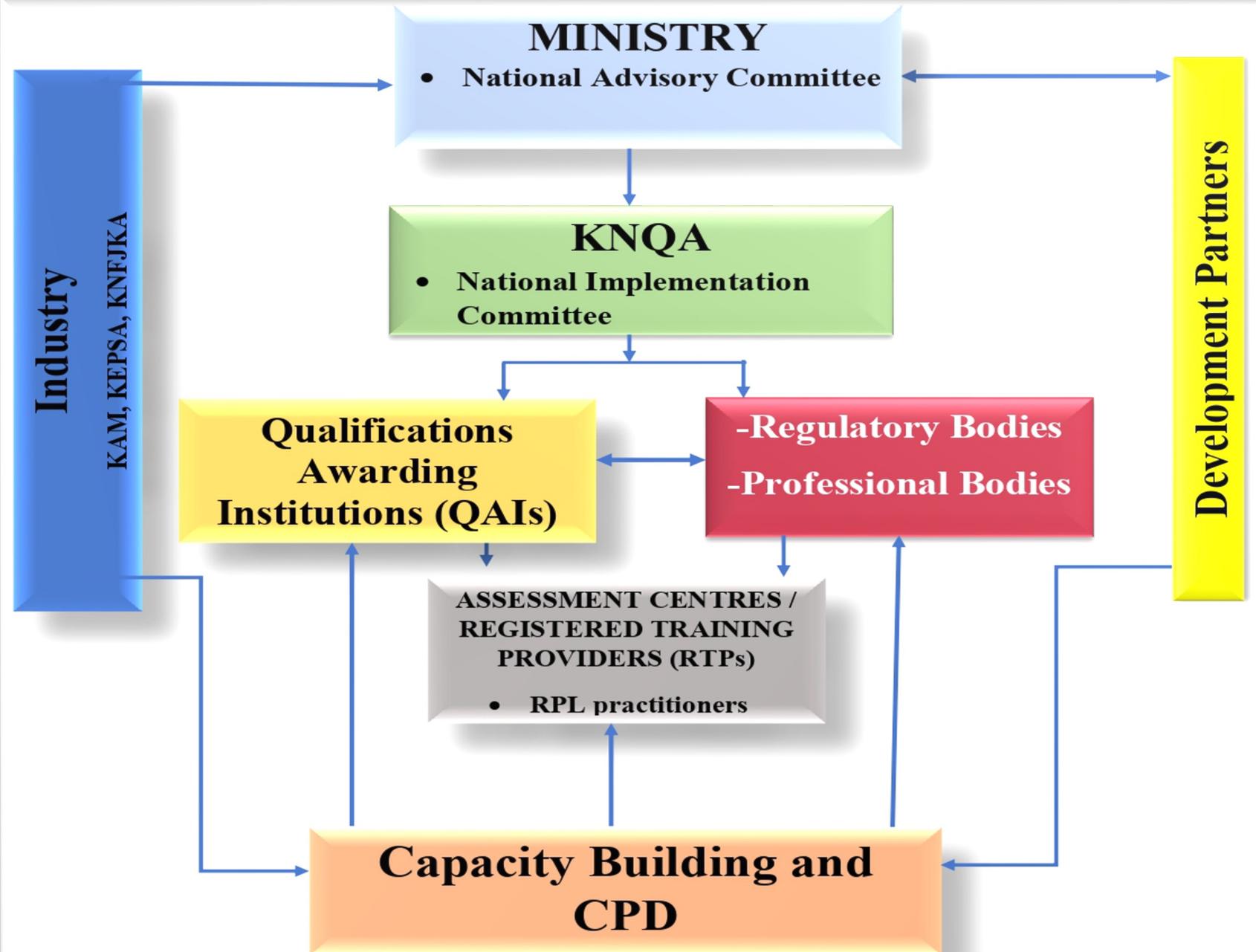
1. Implementation Approach- Multi agency- Multi-stakeholder;
2. Investment in Publicity and awareness campaigns- Developed a Communication & advocacy Strategy;
3. Top leadership involved in championing RPL- The head of State as the lead RPL champion;
4. Institutionalization of RPL in the existing skills development systems;
5. Financing model- capitation & levy systems to support RPL Assessment;
6. Alignment to Government's social economic policies;
7. Responsiveness to societal needs;
8. Linked to Labour Market Information(LMI) and National Occupational Standards;
9. Provision for digitalization- RPL Management Information System(RPL-MIS);



# Institutional Structure

**KNQF Act of 2014**

*Ensures the establishment of a national system for the recognition of competencies, skills, knowledge, attitudes and values.*



- ❑ Implementation is multi stakeholder- multi agency driven;
- ❑ Integrated into the existing legal and policy frameworks on skills development;
- ❑ Aligned to the Government's Bottom Up Economic Transformation Agenda(BETA);

**RPL has been identified as enabler to the following;**

- ✓ *National Housing & settlement scheme Programme- Construction of 200,000 Units per year;*
- ✓ *County Aggregation and Industrial Park(CAIP) Programme- Construction of 340 economic stimulus Markets.*

~~❑ Tailored to address the emerging challenge of changing occupations~~

□ RPL is creating opportunities in the following areas:

- ✓ education and training;
- ✓ Employment;
- ✓ entrepreneurship;
- ✓ better jobs;
- ✓ social inclusion;

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## ✓ For Individuals:

- 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 and employment opportunities: RPL can facilitate access to higher education, advanced training, and professional certifications, as well as eligibility for specific job roles or promotions.

☐ Aligned to the Government's Bottom Up Economic Transformation Agenda(BETA);

**RPL has been identified as *enabler to the following;***

- ✓ *National Housing & settlement scheme Programme- Construction of 200,000 Units per year;*
- ✓ *County Aggregation and Industrial Park(CAIP) Programme- Construction of 340 economic stimulus Markets;*
- ✓ *Establishment of 50 Billion Hustler fund;*
- ✓ *Lamu Port South – Sudan Ethiopia Transport (LAPSSET) Corridor . East African countries of Kenya, Ethiopia, South Sudan, and Uganda amongst others.*

☐ Tailored to address the emerging challenge of changing occupations,

- **For Educational Institutions:**

- **Increased enrollment 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.

- **For Employers:**

- **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.

- **For National & County Governments:**

- **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.

## Official Launch of RPL in Kenya

[https://youtu.be/yJ\\_9mAL97N4](https://youtu.be/yJ_9mAL97N4)

- <https://youtu.be/7BpnVklUP44>

<https://youtu.be/gAm2q58HXU8?si=owGkMZZOeOFS5xhy>

### 1) RPL in Workplace setting- Base Titanium mining company:

- [https://drive.google.com/file/d/1RB42iOJKNw6WbKsHy9U1zw987g3ILL\\_S/view?usp=drivesdk](https://drive.google.com/file/d/1RB42iOJKNw6WbKsHy9U1zw987g3ILL_S/view?usp=drivesdk)

# Thank you

*"Yes I will get there"*

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K P L

*Shaping the future of Kenya*

MINISTRY OF