



RECOGNITION OF PRIOR LEARNING (RPL)

SEYCHELLES QUALIFICATIONS AUTHORITY

APRIL 2024

WHAT IS RECOGNITION OF PRIOR LEARNING?

- The SQA Act 2021 defines Recognition of Prior Learning (RPL) as *‘principles and processes through which the prior knowledge and skills of a person are made visible, mediated and assessed for the purposes of alternative access and admission, recognition and certification, or further learning and development’*
- Therefore, RPL means to recognise and validate knowledge, skills and competencies obtained inside and outside the formal education and training systems, for a variety of purposes.
- It is a process whereby prior learning acquired formally, non-formally and informally is assessed against unit standards or learning outcomes of a qualification, and is given recognition.

LEGAL DIMENSION

- The SQA has been mandated through the *Seychelles Qualifications Authority Act, 2021 (Act 57 of 2021)* to: ‘establish policy, criteria and procedures for, and monitor the process of evaluation and recognition of, competencies acquired formally, informally and non-formally through Recognition of Prior Learning’ (4. (2) (i))
- The Act therefore provides for the development and implementation of Recognition of Prior Learning (RPL).

REGULATIONS

The Regulations of the National Qualifications Framework (2008) stipulates the following:

(35.) The Seychelles Qualifications Authority shall take the overall responsibility for the recognition of prior learning in collaboration with relevant partners, if the credits awarded exceed twenty-five (25) percent of the total credits of the qualification.

RPL IN SEYCHELLES

- Introduced in line with the Seychelles Government's strategy to create a knowledge-based society, promote life-long learning and open access to individuals so that they are given the opportunity to reach their full potential.
- RPL pilot exercises took place from 2008 to 2015.
- The national implementation of RPL started in July 2018 following the approval from the Cabinet of Ministers.

LIST OF DOCUMENTS FOR RPL

- National Policy for the Recognition of Prior Learning (RPL)
- National Guidelines for the Implementation of Recognition of Prior Learning (RPL)
- Schedules of Allowances for RPL Practitioners
- Guidelines on Fees for RPL Candidates
- Guide for RPL Candidates
- Guide for RPL Practitioner
- Leaflet for RPL Candidate
- Leaflet for the general public

Purposes of RPL

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graph TD; A[Purposes of RPL] --> B[Progression into learning programme]; A --> C[Promotion and salary enhancement]; A --> D[Changing a career path]; A --> E[Meeting requirements of present employment]; A --> F[Meeting regulatory requirements of some sectors in terms of employing qualified persons]; A --> G[Personal development by gaining credits towards a qualification];
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Progression into learning programme

Promotion and salary enhancement

Changing a career path

Personal development by gaining credits towards a qualification

Meeting regulatory requirements of some sectors in terms of employing qualified persons

Meeting requirements of present employment

POTENTIAL CANDIDATES FOR RPL

- have exited prematurely from the formal education system
- desire access into further or higher education programmes
- have recently been made redundant or retrenched and need to validate their knowledge, skills and competence to seek employment
- want to upgrade their qualifications
- have attended non-formal short learning programmes and want to achieve a formal award for the learning
- have gained knowledge, skills and competencies through informal learning

TYPES OF LEARNING

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graph TD; A[TYPES OF LEARNING] --> B[FORMAL LEARNING]; A --> C[NON-FORMAL LEARNING]; A --> D[INFORMAL LEARNING];
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FORMAL LEARNING

Delivered by a recognised and accredited education and training institution

NON-FORMAL LEARNING

Obtained through short training courses and workshops

INFORMAL LEARNING

Obtained through work experience, self-study, volunteer activities, leisure and life experiences or any achievements.

A CANDIDATE'S COMPETENCIES ARE EVALUATED AGAINST

Nationally developed unit standards or learning outcomes of qualifications approved by the SQA and registered on the National Qualifications Framework (NQF).

CONDITIONS / CRITERIA

- Can be considered for an individual or for a group.
- Must have **at least three years** relevant occupational, trade or professional experience (paid or voluntary) supported by evidence in the profession or occupation wishing to be repl'd against.

INITIATION OF THE PROCESS OF RPL

BY A POTENTIAL RPL CANDIDATE

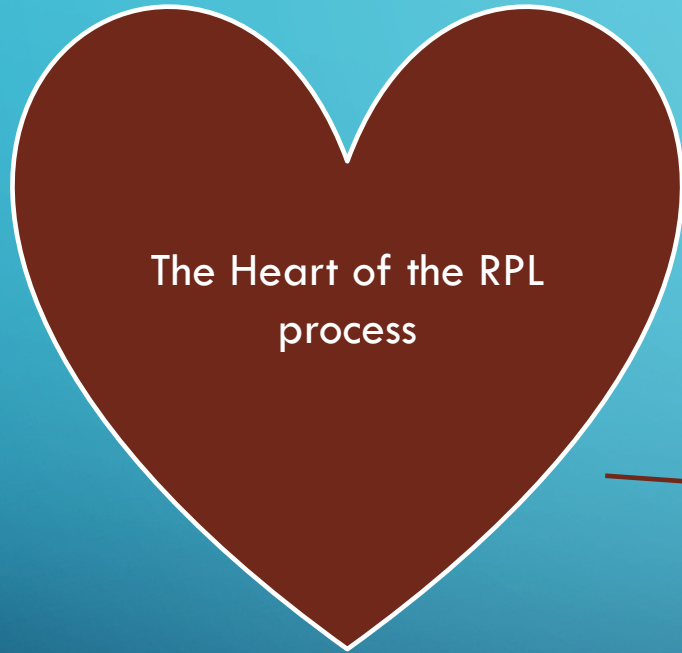
A person may decide to apply for an RPL process.

BY PARENT ORGANISATION

An organisation may decide to have its employees undergo RPL process to achieve a specific qualification or part qualification/credits, in which case, the *parent organisation* will initiate the process.

BY THE SQA

In exceptional cases or for the benefit of national interest, the SQA may take the lead and initiate an RPL process.



Portfolio
development



Assessment of
Portfolio



Assessment at
the Institutional
level

CREDITS AWARDED

- A Candidate may be rpl'd against a full or part of a qualification.
- During the RPL process, all the units credited to an individual are indicators of success. Should the RPL candidate be awarded credit for part of a qualification, this will shorten the process for the Candidate to obtain the complete qualification.

PROCEDURE FOR RPL

[The RPL Process Pathway.docx](#)

GAP (TOP UP) TRAINING

- RPL Candidates receive gap (top-up) training in those unit standards/competencies where they were found not yet competent to enable them to achieve a full qualification. The Provider will be responsible for organising gap training for RPL Candidates.
- Once candidates have successfully completed the top-up training, they will be re-assessed on the unit standards/competencies in which they did gap training.

AWARD

An RPL candidate who is successful shall be awarded **same certificate** for which a full time learner qualifies, which underscores the principle of equal treatment.

Hence, there shall be no difference made on a certificate which has been obtained through RPL and one which has been obtained from full time study.

RPL CANDIDATES

No. of candidates awarded with a full qualification	146
No. of candidates successfully completed waiting to be awarded the certificate	2
No. of candidates gap bridging at institutions	13
No. of candidates in Phase 1 of the process (done at SQA)	32
No. of candidates in Phase 2 of the process (done at institutions)	24
No. of applications being processed	08
No. of candidates who discontinued the process	54
TOTAL	279

Institution	Qualification	No. of Candidates awarded
Seychelles Business Studies Academy	Certificate in Office Administration	2
	Certificate in Office Administration (Pilot Group)	5
	Certificate in Business Administration	8
	Advanced Certificate in Business Management and Administration	2
	Diploma in Business Management and Administration	35
	Certificate in Accounting	1
	Advanced Certificate in Accounting and Finance	4
	Diploma in Accounting and Finance	1
	Diploma in Human Resource Management	2
Seychelles Tourism Academy	Advanced Certificate in Food Preparation and Culinary Arts	2
	Certificate in Food Preparation and Culinary Arts	1

Institution	Qualification	No. of Candidates awarded
National Institute of Health and Social Studies	Diploma in Nursing	4
	Diploma in Emergency Medical Care	8
	Diploma in Biomedical and Laboratory Services	2
	Diploma in Biomedical (Pilot Group)	2
	Diploma in Physiotherapy Technician	3
The Guy Morel Institute	Diploma in General Management	1
Seychelles Institute of Teacher Education	Certificate in Childcare and Development	26

Institution	Qualification	No. of Candidates awarded
Seychelles Institute of Technology	Advanced Certificate in Electrical Installation	1
	Advanced Certificate in Refrigeration and Air Conditioning	2
	Advanced Certificate in Mechanical Engineering	1
	Certificate in Refrigeration and Air Conditioning	1
	Certificate in Electrical Installation	1
	Certificate in Mechanical Engineering	1
	Certificate in Carpentry and Joinery (Pilot Group)	1
	Certificate in Masonry (Pilot Group)	1
	Certificate in Motor Vehicle Mechanics	1
Seychelles Institute of Agriculture and Horticulture	Certificate in General Agriculture	9
	Advanced Certificate in General Agriculture	3
	Advanced Certificate in Agriculture and Horticulture (Pilot Group)	2
	Certificate in Ornamental Horticulture and Landscaping	9
	Advanced Certificate in Ornamental Horticulture and Landscaping	1
	TOTAL	146

RPL PRACTITIONERS TRAINED & REGISTERED WITH THE SQA

Institution	Number of RPL Practitioner (Co-ordinators/ Assessors/ Moderators)
SBSA	17
SIAD	10
SIAH	05
SITE	18
SMA	06
NIHSS/Ministry of Health	26
SIT	08
STA	08
TGMI	04
UNISEY	03
SIDOL	0
External to Providers	09
TOTAL	114

CHALLENGES

Implementation of RPL has not been without its challenges, of which some of the most pertinent are highlighted herein:

- Some existing qualifications that RPL applicants want to be rpl'd against have not yet been submitted to the SQA to be accredited/reaccredited;
- In some domains, e.g. Hairdressing, Statistics, Home Care, Land Waste and Management, there are no programmes on offer locally;
- Inadequate trained RPL practitioners due to limited staff in some institutions;
- Limited support for RPL candidates from the workplace and financial and/or time constraint, hence the dropouts.

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THANK YOU!