



NATIONAL BOARD FOR TECHNICAL EDUCATION (NBTE) 2024

UNLOCKING THE POTENTIALS OF RECOGNITION OF PRIOR LEARNING (RPL) IN SKILLS DEVELOPMENT



RECOGNITION OF PRIOR LEARNING (RPL)

Recognition of Prior Learning (RPL), is a powerful tool for unlocking potential in the workforce, especially in the informal sector. This short brief gives the concept, benefits, process, and best practices for implementing RPL. This will surely be transformative in Nigeria's skills ecosystem, which is 75% informal.



What is RPL?

Formal Recognition

RPL formally acknowledges the skills, knowledge, and experience gained through work, volunteering, or life experiences.

Formal Assessment

It involves a structured assessment process to determine the equivalence of prior learning to formal qualifications.

Bridge Gap

RPL helps individuals bridge gaps between their informal learning and formal qualifications, opening doors to new opportunities.

Benefits of RPL

1. Enhanced Employability

- 1 RPL validates skills, making individuals more competitive in the job market.

2. Career Advancement

- 2 It can lead to promotions, higher salaries, and access to new career paths.

3. Increased Motivation

- 3 Recognition of prior learning boosts confidence and motivates individuals to pursue further education or training.

RPL Assessment Process

- 1 **1. Initial Consultation**
Individuals discuss their skills, experience, and desired qualifications.
- 2 **2. Evidence Gathering**
They gather evidence of their prior learning, such as work samples, certificates, and letters of reference.
- 3 **3. Assessment**
A qualified assessor evaluates the evidence and determines the level of competency achieved.
- 4 **4. Recognition**
Individuals receive formal recognition of their prior learning, often in the form of a certificate or statement of attainment.



Developing RPL Portfolios

1. Identify Skills

Individuals reflect on their work, volunteer, or life experiences to identify relevant skills and knowledge.

2. Gather Evidence

They collect supporting documentation, including work samples, projects, certificates, and letters of reference.

3. Organize Portfolio

A well-organized portfolio showcases skills and achievements in a clear and concise manner.

Challenges and Barriers to RPL

Time Commitment

Individuals often need to dedicate significant time to gather evidence and prepare for assessment.

Financial Costs

Assessment fees can be a barrier for some individuals, particularly those with limited resources.

Lack of Awareness

Many individuals are unaware of RPL options and how it can benefit them.

Best Practices for Implementing RPL

1. Promote Awareness

Disseminate information about RPL to individuals, employers, and educational institutions.

2. Streamline Processes

Simplify the RPL process to make it accessible and user-friendly.

3. Invest in Resources

Provide adequate funding and resources to support RPL initiatives.



Integrating RPL into Skills Development

1. Policy Support

Develop policies that recognize and value prior learning.

2. Provider Training

Ensure that RPL assessors are qualified and experienced.

3. Employer Engagement

Encourage employers to recognize and utilize RPL for hiring and promotion.

**For further information on
institutionalizing RPL,
pls contact:**



National Board for Technical Education NBTE, Kaduna, Nigeria
Email: es@nbte.gov.ng Or Sector Skill Councils in the trade area.