

Skills
for prosperity

Nigeria



Lagos Employment Summit

March 2022

Alternative Education Pathways - RPL

Work together. Learn together. Grow together.

How recognition of prior learning from immersion, freelancing, informal apprenticeship can be recognized and leveraged as a pathway to self or waged employment.

Implemented by:



Alternative education to employment Pathways

Four main Categories

Community and
Technical Colleges

Apprenticeships

Workforce
Development
Programmes

Other support
programmes i.e.
CSR, CSOs,
livelihood
programmes

Problem Statement

Whilst there is a high demand for alternative education to employment pathways, and their need cannot be over emphasized, the following issues arise:

- Training often not recognized
- Beneficiaries of these programmes are often stuck in low-waged employment
- No opportunity for educational progression
- Lack of career progression opportunities

How do we solve this problem??????????

Recognition of Prior Learning

What is RPL?

REGONITION OF PRIOR LEARNING

1

Recognition of Prior Learning (RPL) is an assessment process that makes use of evidence of a candidate's previous non - certificated achievements to demonstrate competence or achievement.



2

Through the RPL process, evidence of a candidate's previous achievement (learning) is assessed against Occupational Standards.



3

RPL is a specific application of normal assessment practice, not a replacement for it.



Key Ideas on RPL

RPL is for unqualified competent people.

1

RPL is about making competencies visible (through assessment and guidance).

4

RPL offers a double currency: in the education and (formal) training system and the labour market. RPL is useful for applicants, enterprises & society. RPL addresses unemployment, poverty reduction, occupational promotion & decent jobs, etc.

7

RPL is a process during which learning outcomes are assessed, not the learning itself.

2

RPL offers a new route to qualifications (or parts thereof).

5

RPL is relevant in all education & training sectors TVET as well as secondary & tertiary education. It is more relevant for adults than young people because applicants need to prove their competencies (acquired through experience).

8

Assessment is at the heart of RPL.

3

RPL is therefore about **equity**: it is one of the most inclusive approaches to achieving a qualification (or parts thereof).

6

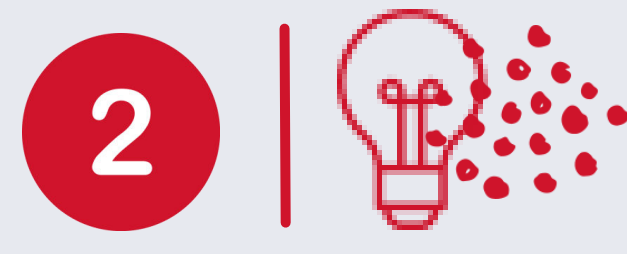
There is no universal RPL system, rather different systems that best fit the needs of specific countries. RPL systems differ in their design and scope.

9

Why is RPL Important



Globalisation
and migration
(Labour
mobility)



Emphasis on
lifelong learning to
remain relevant in
an ever changing
economy



Potential to move
informal economy
towards
formalization



Increase access
to formal
education &
training



Promote private
sector
participation in
the NSQF



Increase wages
and promotes
progression in
the workplace



Promotes equity & inclusion
in education & training &
inclusive economic
participation of previously
marginalised groups

Benefits of RPL

ECONOMIC & EDUCATIONAL LEVEL

- 1 Increased employability for a healthier labour market/Human CDI
- 2 Increased labour mobility
- 3 Strengthened qualification system
- 4 Improved access to formal education and training



SOCIETAL LEVEL

- 1 Social Inclusion & Recognition
- 2 More motivated Labour Force
- 3 More interest in lifelong learning



PERSONAL LEVEL

- 1 Psychological Benefits
- 2 Higher individual returns to work experience



Benefits of RPL in TVET



DURATION

Shorten duration
trainee spends in
training



COST

Reduces the cost
of training



SCHOOL TO WORK

Ease the transition
from school to work

Skills for prosperity

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