



Ministry of Education

State Department for Technical, Vocational
Education and Training(TVET)



Kenya- Recognition of Prior Learning Systems



Stanley Maindi

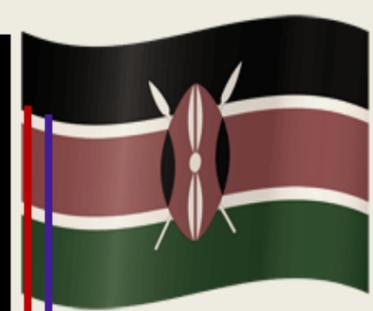
**Director, Recognition of Prior Learning
Delivery Unit**



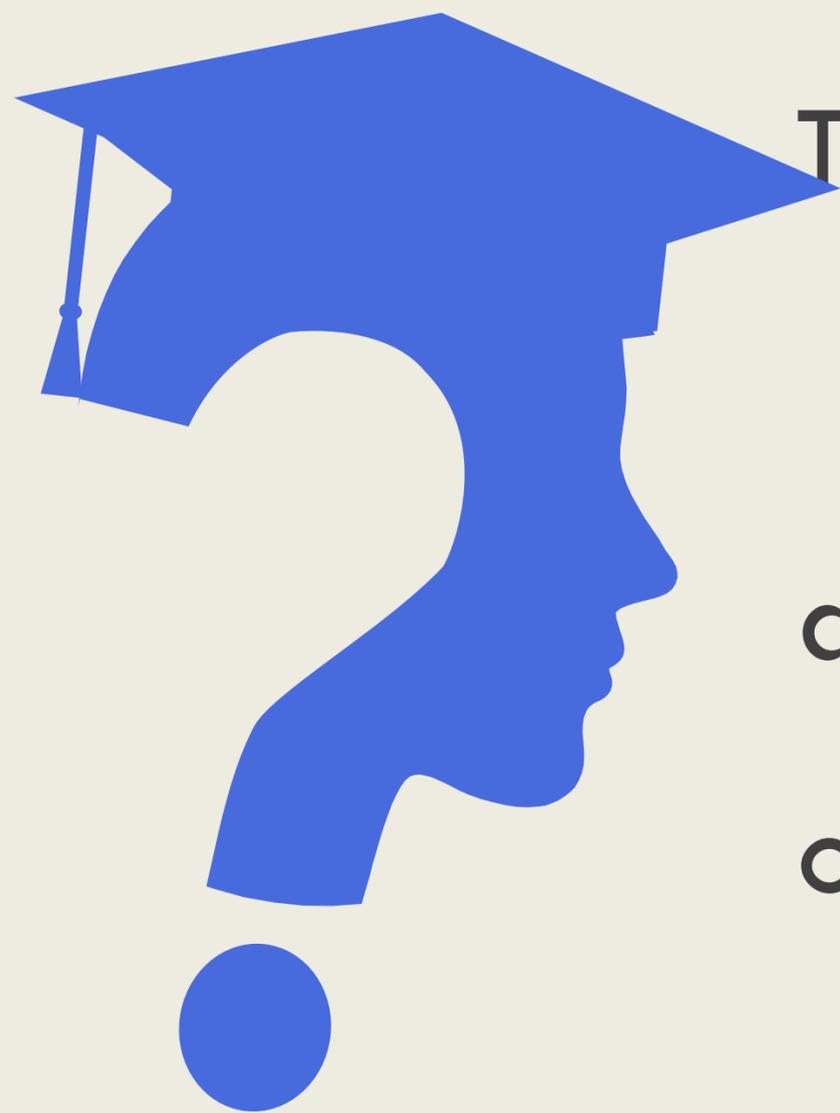
TOPICS

1. Kenya- Recognition of Prior Learning Systems;
2. Training of RPL Practitioners;
3. Assessment and Certification of Prior Learning;
4. New Developments in RPL in 2024;
 - ✓ RPL MIS;
 - ✓ Differentiated Unit cost of assessing Prior learning.





What is RPL- Kenya case?



The process of **identifying, assessing and certifying** competences of a person against prescribed standards regardless of **how, when & where** learning occurred

(RPL Policy Framework in Kenya);



RPL in Kenya:

Guided by comprehensive package of RPL policy & implementation tools





Why RPL matters in Kenya

1. **Enhances Access:** RPL provides opportunities for those without formal qualifications to access further education and training;
2. **Skill Validation :** It helps validate & recognize plenty of skills in the labor market but without corresponding formal certifications;
3. **Mechanism for Innovation:** learning context is industry/ work-based, hence current occupational standards in the labour market, Flexible assessment.
4. **Supports Lifelong Learning:** RPL encourages continuous learning and development, aligning with Kenya's goals for economic growth and development;
5. **Enhances Employability:** By recognizing diverse learning pathways leading to a qualification and ;
6. **Societal Recognition:** RPL empowers individuals, enhances their confidence and self-worth leading to greater participation in society and the workforce.

Responsibilities of the Main Actors

- 1) **SDTVET**- Policy direction, oversight and enabling environment;
- 2) **KNQA**-Oversee the RPL process & maintain a Database on all Qualifications including RPL;
- 3) **TVETA**-Quality Assurance of the RPL Process;
- 4) **KSTVET**-Build Capacity of TVET Trainers (RPL Practitioners) to implement RPL;
- 5) **QAIs**- Use OS from Industry, assess **prior** learning and award qualifications/part/micro-credential;
- 6) **Assessment Centres**- Provide conducive **environment, facilities & resources** for RPL assessment;
- 7) **Industry**- Develop OSs, assessment Centre & participate in RPL assessment. RPL Delivery Unit



New Developments in RPL in 2024





Intervention Approaches



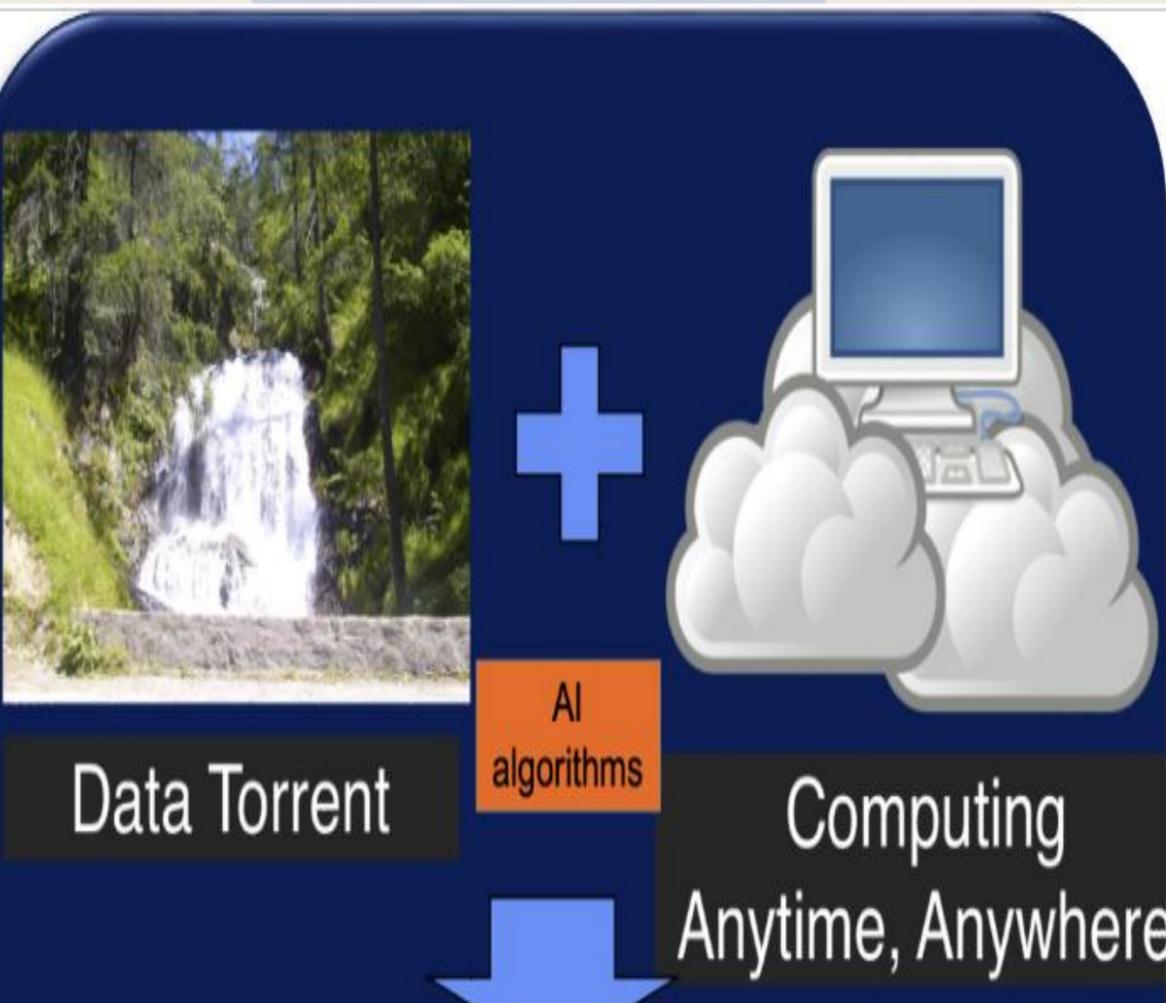
Kenya Blue Economy
Skills Training Program

KBEST

1. Establishment of the RPL Delivery Unit -state Department for TVET;
2. Adoption of A whole-of-government approach (**One- Stop- Government**) in the implementation of RPL;
 - ✓ a collaborative effort between government MDCAs to address emerging & pertinent issues & provide solutions;
 - ✓ Entails different institutions synergising to develop policies, manage programs, and deliver services.



New demands & perspectives;-



- Digitalization of RPL Process for efficient data management, transparency, and better decision-making;
- Societal demand for Micro-Credentials;
- Alignment of RPL with NQF, Industry and societal needs to ensure quality and relevance;
- Integration of Soft Skills (leadership, communication, problem-solving) in RPL for enhanced employability;
- Support for Lifelong Learning;
- Equity and Inclusivity - Targeting Marginalized Groups;
- Policy & Regulatory Frameworks;
 - ✓ Standardization & Quality Assurance;
 - ✓ institutional support for sustainability of RPL.

KNLRD



RPL Practitioner Training - Rationale



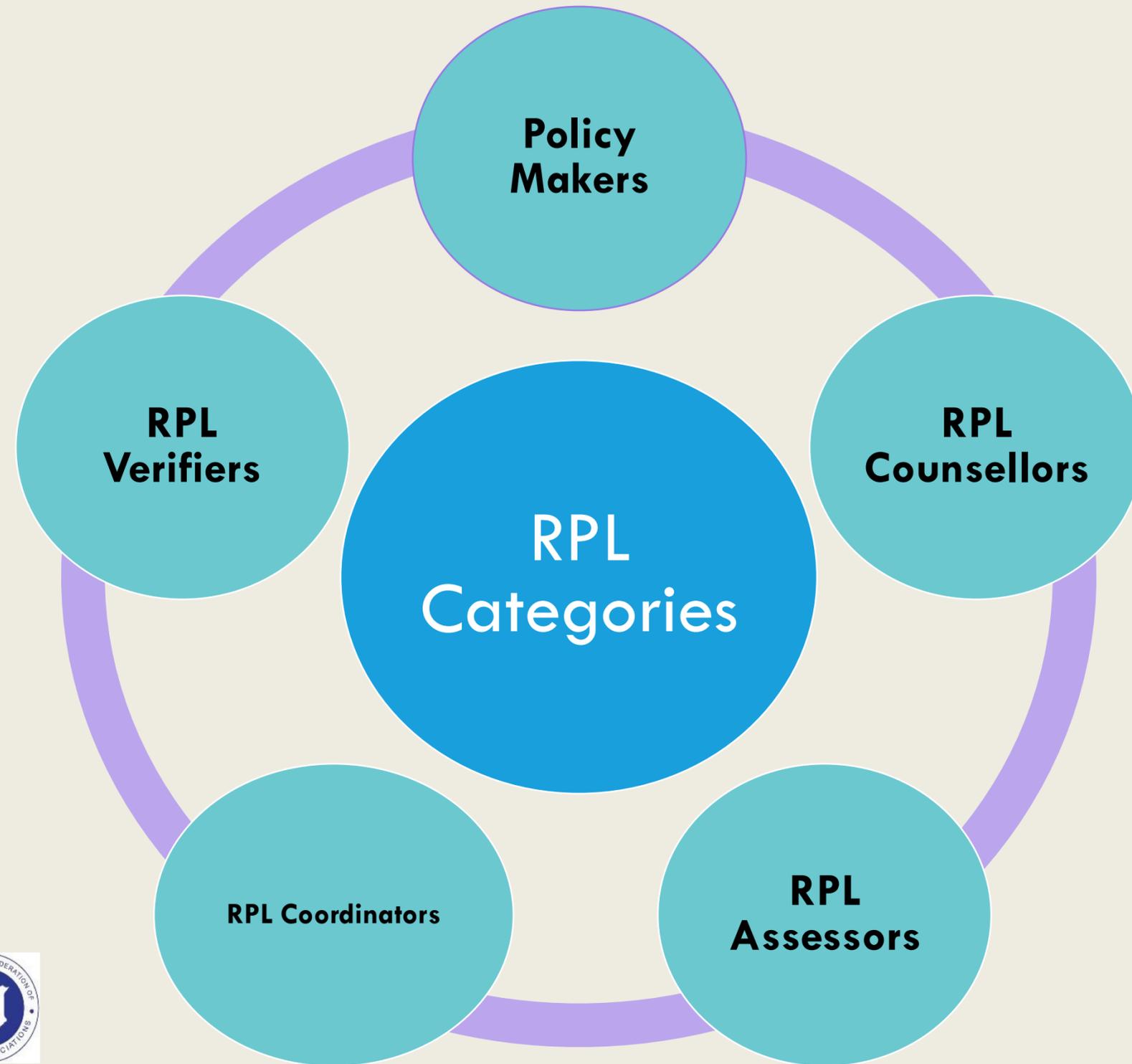
Kenya Blue Economy
Skills Training Program

KBEST

1. RPL Policy Framework was launched on 22nd March, 2024 to commence the rollout process;
2. Initial implementation reports have flagged out challenges that can hinder the realisation of its expected effectiveness & impact;-
 - ✓ Slow Implementation Pace;
 - ✓ Fragmented Implementation;
 - ✓ **Inadequate Capacity to Implement RPL;**
 - ✓ Low Publicity and Awareness;
 - ✓ Insufficient Funding;
3. Aim of training - ensure that RPL efforts are standardized, effective, and scalable;

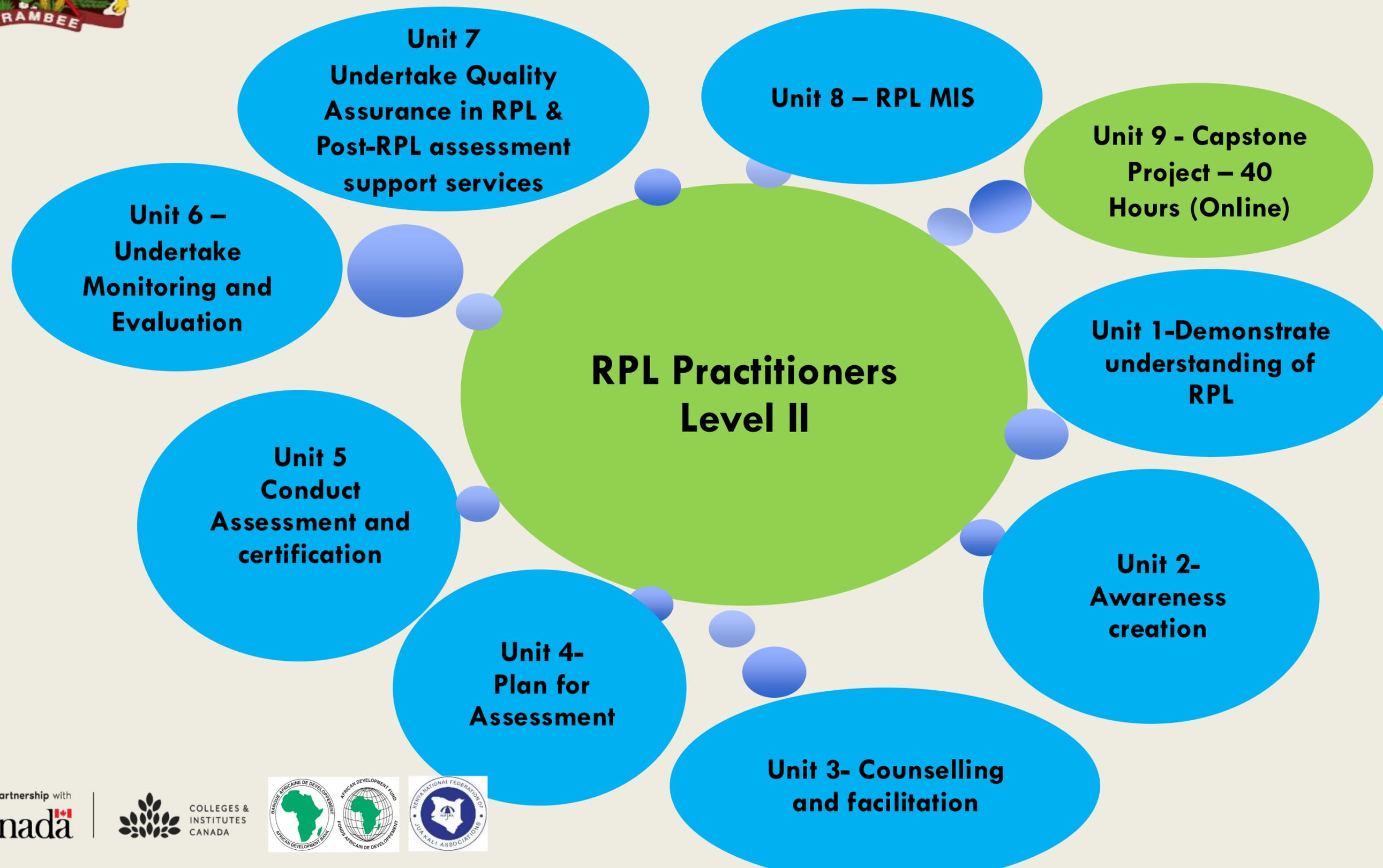


Categories of RPL Practitioners





Training Program Learning Units





Training of RPL Practitioners- Approach

Developed the Occupational Standards for RPL Practitioner Level 2 Programme;

- 1) Developed A curriculum for RPL Practitioner Level 2;
- 2) Target group-
 - ✓ TVET Trainers;
 - ✓ Industry Master Crafts Persons;
 - ✓ Workshop Technicians;
 - ✓ Government Policy Maker



Training of RPL Practitioners

- All RPL Practitioners should complete a professional RPL Practitioner training program;
- offered by Kenya School of TVET (KSTVET), as mandated under legal order No 123/2023;
- The training consists of 40 hours (5 days) of face-to-face instruction and 40 hours of online practical sessions;
- Successful completion of the program will result in the award of RPL Practitioner Level 2 Certificate, which is a mandatory requirement for conducting any RPL assessment;



Training Methodology

- ❑ Recruited 20 Master Trainers to carry out the training;
- ❑ The Training adopted regional in premise training hosted by National Polytechnics and the Technical Training Institutes(Potential Assessment Centers)
- ❑ Target group for training include:
 - ✓ TVET Trainers;
 - ✓ Master Crafts Persons;
 - ✓ Workshop/ Laboratory Technicians;



ASSESSMENT OF PRIOR LEARNING IN KENYA

A

Assessment It is a process of collecting evidence and judging it to decide on whether a candidate possess knowledge skills and attitudes to perform work activities to the standard expected in the workplace in line with the Learning Outcomes and as per the KNQF Level descriptors



Types of Assessment

1. Onsite Assessment;-

It is typically conducted at a workplace/site or institution by trained assessors. The aim is to formally recognize competencies for purposes such as earning academic credit, meeting job requirements, or career advancement.

Assessments involve task observation, interviews, or practical exams, and are tailored to the individual's background. In house assessment;

2. In The Institution Assessment;



Mapping & Twinning of TVETs to AHP Sites

The objectives of the mapping include:

- ✓ Facilitating Assessment, Certification, and Up skilling of Juakali/MSME artisans through Recognition of Prior Learning (RPL);
- ✓ Providing industrial and dual training opportunities for TVET trainees at AHP sites;
- ✓ Enabling use of TVET institution machines and equipment by Juakali artisans and MSMEs for production;
- ✓ Offering workspace and workshops within TVET institutions for Juakali/MSME artisans involved in AHP-related production;
- ✓ Creating employment opportunities for TVET graduates.



Steps of Conducting RPL Assessment

Step 1

- Conduct and grade assessment

Step 2

- Verification of the process and outcome

Step 3

- Approval and feedback

Step 4

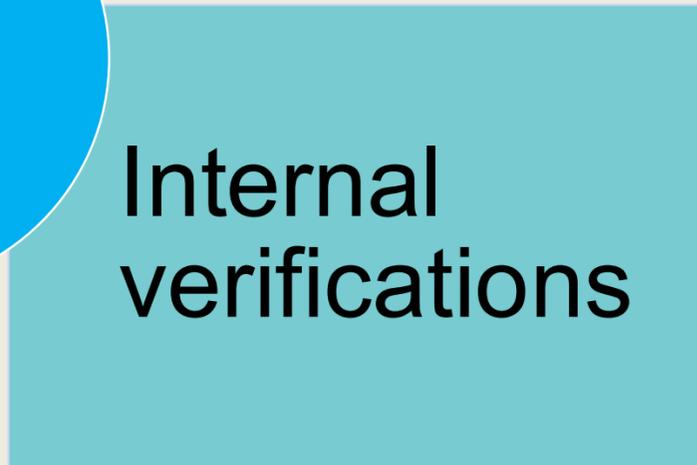
- Documentation in qualification database

Step 5

- Post assessment follow up

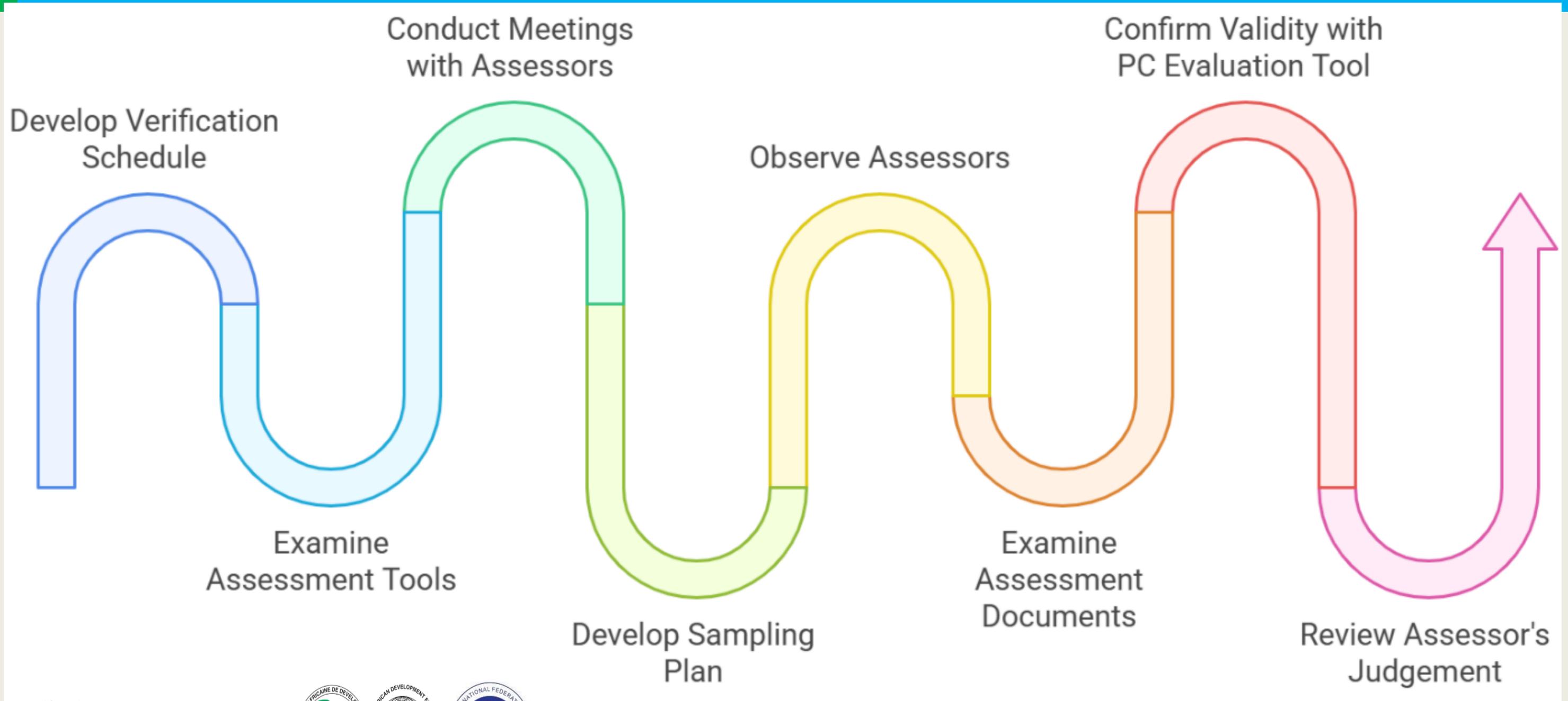


Levels of Verifications



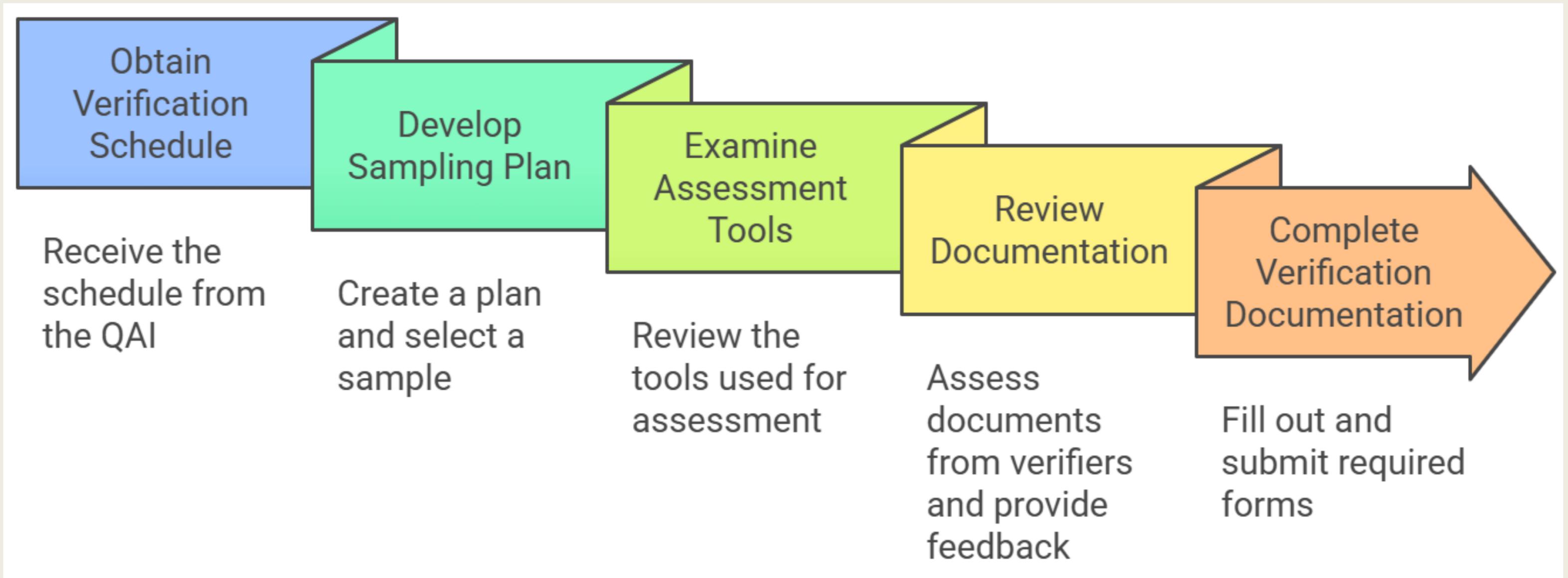


Internal Verification Process





External Verification Process





RPL Appeal Process

Step 1.

- Applicant completes appeal form and submits to QAI

Step 2.

- QAI acknowledges receipt of the appeal

Step 3

- The RPL appeal committee dispense the appeal

Step 4.

- Appeal decision communicated to the applicant i.e successful or Not and the way forward



Types of RPL Certificates

1.

Full Qualification

Issued on completion of a qualification on KNQF level

2.

Partial Qualification/Micro credential

Issued on Partial qualification (Unit of Competency)

3.

Statement of attainment

Issued as a recognition of competency in one or a few elements (tasks) in a give core unit of competency



Main focus of RPL Assessment



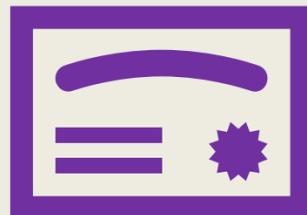
RPL Assessment

RPL Candidate competencies are measured against the expected learning outcomes linked to KNQF Level descriptors and specified by the Occupational Standards (OS).



Quality Assurance

RPL Candidate competencies are measured against the expected learning outcomes linked to KNQF Level descriptors and specified by the Occupational Standards (OS).



Award of Qualifications through RPL

RPL Candidate competencies are measured against the expected learning outcomes linked to KNQF Level descriptors and specified by the Occupational Standards (OS).



Assessment Methods

01

- ❖ Analysis of written or portfolio evidence and statements

02

- ❖ Presentation

03

- ❖ Debate
- ❖ Structured
- ❖ Unstructured

04

- ❖ Interviews
- ❖ Structured
- ❖ Unstructured



Assessment Methods

05

- ❖ **Theoretical Tests**
 - ❖ **Written Test**
 - ❖ **Oral Test**

06

- ❖ **Simulation and evidence extracted from work**

07

- ❖ **Observation in real-life conditions**

08

- ❖ **Declarative methods**



RPL Certification–Outcome based-Linked to KNQF





Good Practices in RPL Assessment Process in Kenya

- 1) Standardized Assessment Criteria:** Use clear, consistent benchmarks for evaluating prior learning to ensure fairness and transparency.
- 2) Diverse Assessment Methods:** Incorporate various assessment methods (portfolios, interviews, practical demonstrations) to capture a wide range of competencies;
- 3) Qualified Practitioners:** Involve qualified assessors who have expertise in both the subject area and assessment methodologies to ensure accurate evaluations;
- 4) Feedback Mechanism:** Provide constructive feedback to candidates after assessment, helping them understand strengths and areas for improvement;
- 5) Continuous Improvement:** Regularly review and update assessment processes based on feedback to enhance effectiveness.



Key Developments in RPL During the year 2024

- 1) Establishment of the Directorate of RPL Delivery Unit to over see the mass implementation of RPL;
- 2) Development of the RPL MIS;

<http://rplmis.knqa.go.ke>

- 3). Development of the differentiated Unit cost of assessing prior learning.

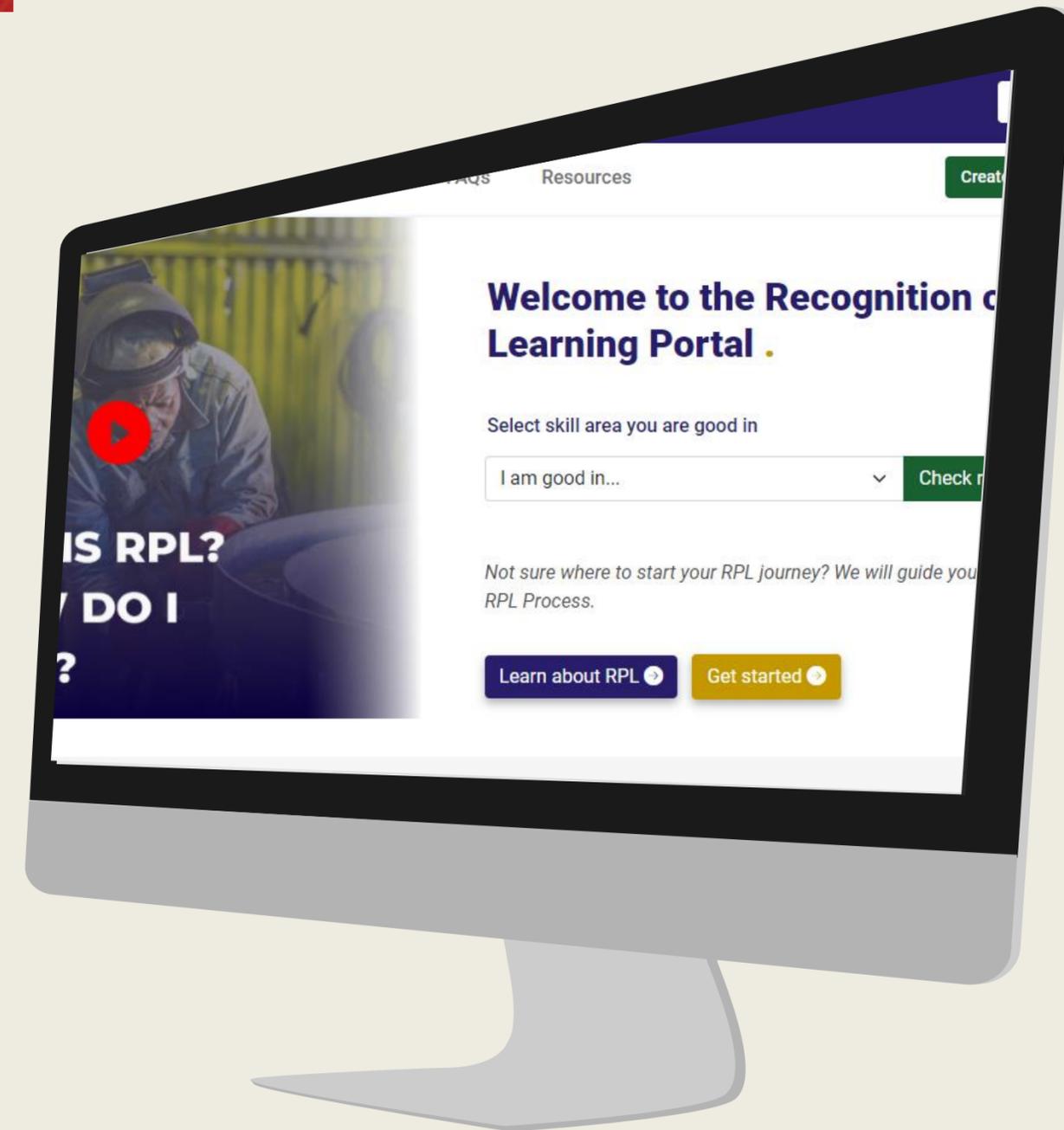


RPL MIS in Kenya

❖ **A management information system (MIS)** is a computer system consisting of hardware and software that serves as the backbone of an organization's operations.

❖ **RPL MIS**

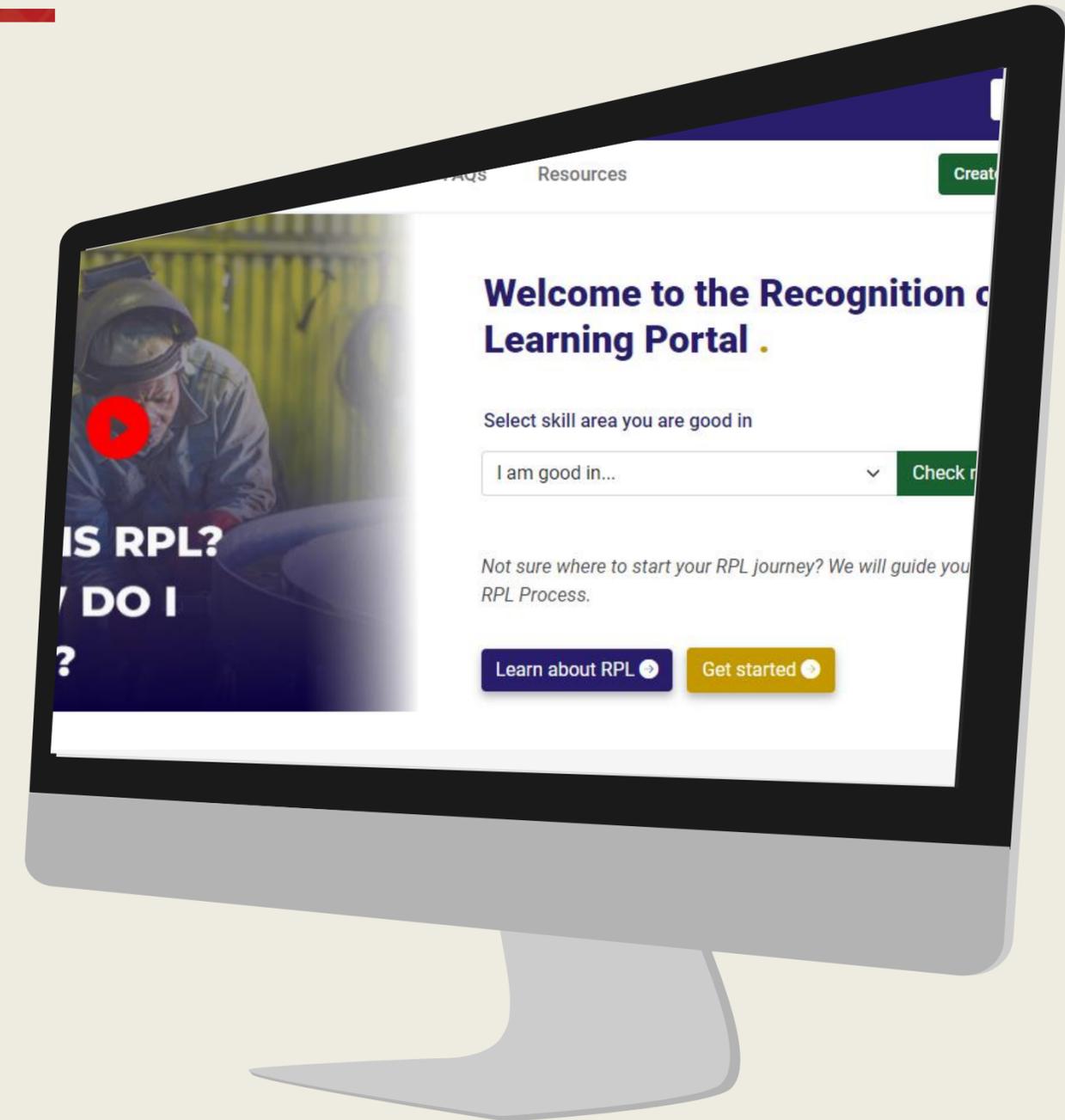
The RPL MIS will be used nation wide by all candidates interested in submitting their applications online.





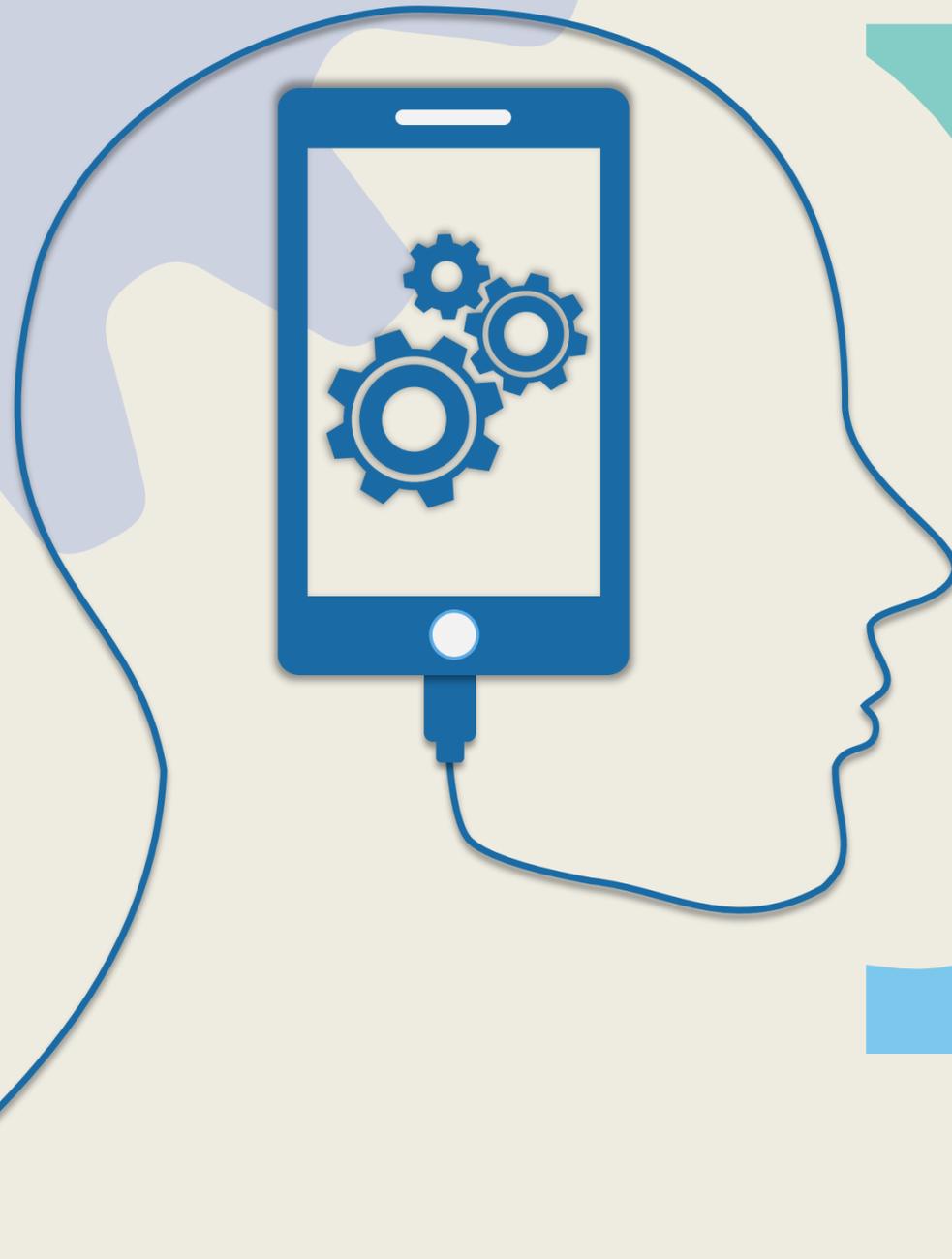
RPL MIS Features

- ❖ A user-friendly and well-designed online system
- ❖ Customization of start and endpoints
- ❖ Easy to understand and navigates
- ❖ Easily to assess and make the decision based on the portfolio provided
- ❖ Scheduled and booking of interviews online and the applicants get the information
- ❖ certificate guaranteed to the applicants
- ❖ Easy to use on different computer





RPL Portal Users



RPL Candidates

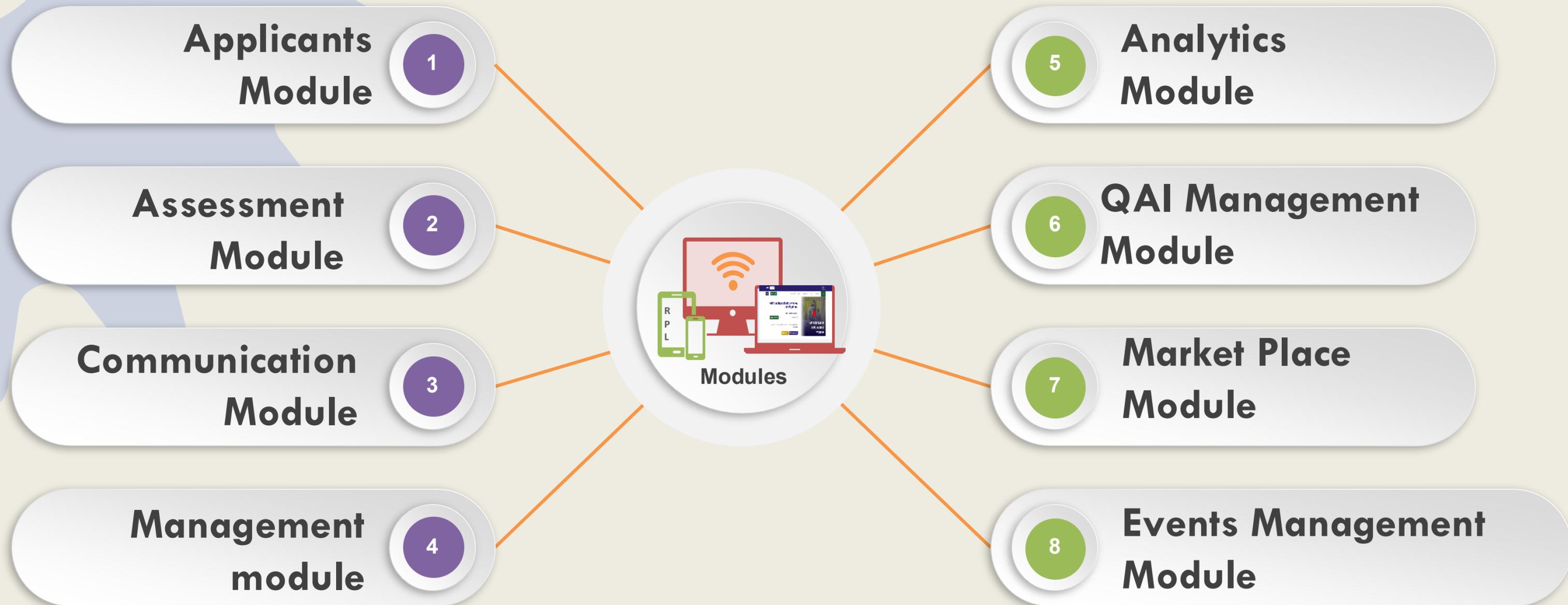
QAI, Assessment Centers,

KNQA, RPL Experts

Employers, Public



RPL Portal Modules





Recognition of Prior Learning(RPL)

Delivery Division

Stanley Maindi

Director, RPL Delivery Unit

29th April, 2025

