THE CHALLENGE

- Regulatory compliance requires people in the banking sector (approximately 75,000) who give financial advice to have a formal qualification.
- Consequence of non-compliance is job loss.
- Employees have a lot of experience/learning but no formal qualifications.
- Banks spend an average of R5,000 per employee per annum on training but it is not credit bearing however it is formally structured (just not assessed).
- Employees are geographically dispersed throughout South Africa - over 5,000 bank branches from the top 5 banks – 3 to 4 people per branch.

THE SOLUTION

- On-line, self-service RPL portal – for RPL readiness assessment, information, support and mediation to make learning visible so it can be assessed.
- Funded by industry training regulator.
- Internal bank (employer) and other formal training aligned to unit standards* to allow credit transfer.

THE PROCESS

1. Select up to three employers from the list that have submitted their internal training courses to the training regulator for review and mapping.

2. Review the list of in-house courses that have been mapped to unit standards for each selected employer.

3. Check off the areas that you have completed.

4. Select which SAQA qualifications you want to apply to complete the qualification through RPL.

5. Submit supporting documents such as your ID and the official course transcript from your employer.

6. You will be given a voucher and the training regulator will fund your RPL.

7. Submit supporting documents to complete the balance of the qualification through RPL.

8. Your documents will be reviewed and an official transcript of exemption will be sent to you.

9. Decide if you want to complete the qualification through RPL.

10. Complete the pre-assessment questions for that qualification.

11. You will be given a transcript of exemption.

12. Submit your pre-assessment report.

* In South Africa qualifications are made up of modules called unit standards.

INNOVATION

- Worklist system
- Candidate control panel and progress (Confidentially)
- Log in and out of the portal
- On-demand, online, full-service RPL, and credit transfer solution
- Can match current learning and unit standards to formal qualification to suit your needs
- Credit transfer arrangements can be used to articulate into higher education

SUSTAINABILITY

- Portal has been live for five years
- RPL process is manual/face-to-face for four years prior to this
- 3,456 people remain in sustainable employment thanks to the RPL/CAT process
- Learning is transferred to workplace as part of a formal qualification
- Previous graduates are now online and in company coaches
- Reduces the cost of RPL
- Provides mechanism to recognize learning from workplace and/or formal learning
- Three providers are accredited to offer RPL services through the portal – more have applied

TRANSFERABILITY

- On-line, self-help portal – for RPL readiness assessment, information, support and mediation to make learning visible so it can be assessed.
- Funding is stable (funding for another 5 years)
- Qualifications can be RPL-ed through the portal – more have applied
- Provides mechanism to recognize workplace learning as part of a formal qualification
- By providing information, qualifications and support through RPL/CAT

- Access is open to employed and unemployed in the sector
- Lifelong learning is supported, with ongoing information through the portal about new opportunities

INFORMATION

- People have accessed the portal
- People have achieved a formal qualification
- People have accessed online support
- People have accessed information via the portal
- People have accessed the portal – for RPL readiness assessment, information, support and mediation to make learning visible so it can be assessed.

- Qualifications achieved through RPL can be used to articulate into higher education
- Ownership of the RPL process is transferred to the candidate

www.rplbankseta.org.za