



EXPERIENCE ON RECOGNITION OF PRIOR LEARNING IN TANZANIA

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Presentation outline

1. Introduction
2. Background information (VETA/ILO pilot project)
3. The RPL concept
4. RPL procedures
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6. RPL field experience
7. Impact of RPL on skills development to youth
8. Challenges and their mitigation measures
9. Conclusion

1.0. INTRODUCTION

- RPL is important in Tanzania as majority (More than 70%) of the youth working in the informal sector obtained their skills through informal apprenticeship.
- Informal apprenticeship is the main entry point for drop-outs from basic and post-basic education.



1.0. INTRODUCTION CONT'D....

- Training is all hands-on with no formal instruction
BUT the system suffers:
- Low quality of goods and services and levels of productivity
- The system rarely encourages technological innovation.
- there are hardly ever written agreements between the trainer and trainee as a result the learners are exploited.



1.0 INTRODUCTION CONT'D..

- Considering the importance and amount of learning that takes place in the informal learning mode, VETA decided to establish a mechanism for assessing Prior Learning acquired outside the formal VET system and provide supplementary training for skills gap.

2.0. BACKGROUND INFORMATION

- VETA RPL framework was developed through VETA /ILO PROJECT under the framework of the Tanzanian Joint Programme on Wealth Creation, Employment and Economic Empowerment, ILO Project M.250/08/159/001.
- The project focused on two aspects:
 1. skills development of informal apprentices and
 2. How RPL could facilitate informal skills Assessment, certification and learning progression.
- It was piloted in Mtwara, Lindi, Mwanza and Morogoro between from 2011 to 2013 and rolled over in 2016.
- During the pilot phase, 88 (43F) were assessed, 82 (31 F) passed.
- In the beginning of the roll more than 4,000 were assessed

APPLICATIONS DURING THE ROLL OUT

CANDIDATES ACCEPTED FOR RPL ASSESSMENT BY GENDER

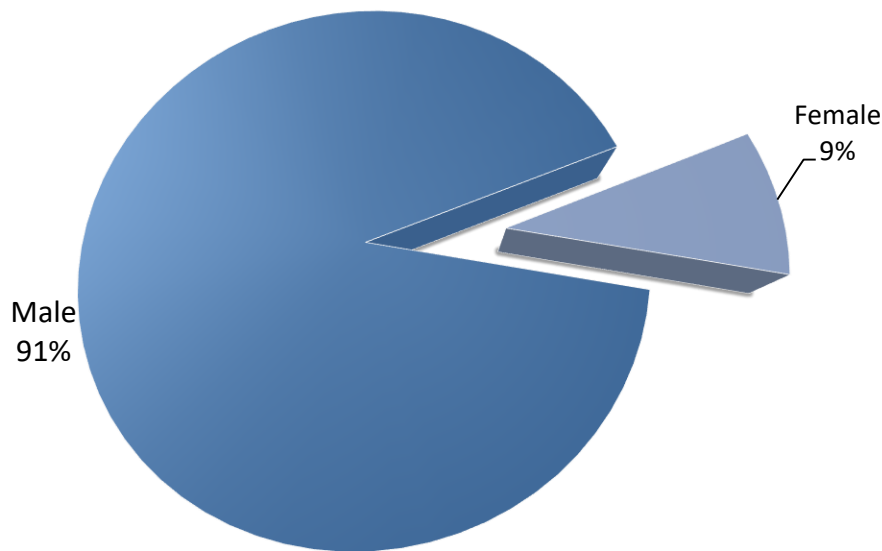
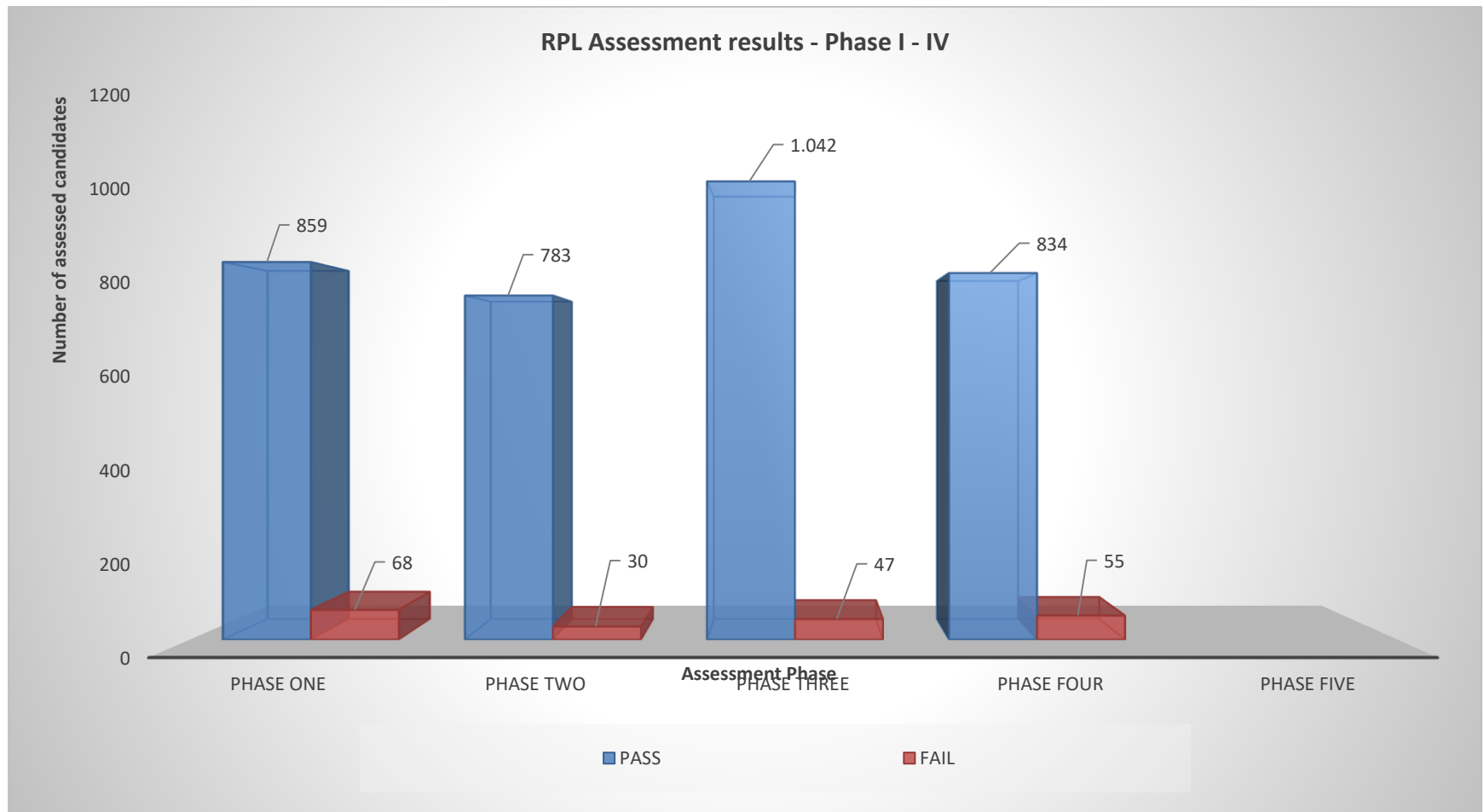


Figure. 2

- Out of **22,367** received applications, **14,424** candidates equivalent to **64.5%** met the minimum requirement for RPL assessment.

ASSESSMENT RESULTS DURING THE ROLL OUT



3.0. THE RPL CONCEPT

- Recognition of Prior Learning (RPL) – skills and knowledge gained by individuals outside formal learning processes are assessed and granted formal recognition (Certificate)



4.0. RPL PROCEDURES



Assessment takes place against national training standards to determine occupational competencies in line with the current demands of the labour market

4.0. RPL PROCEDURES CONT'D.....



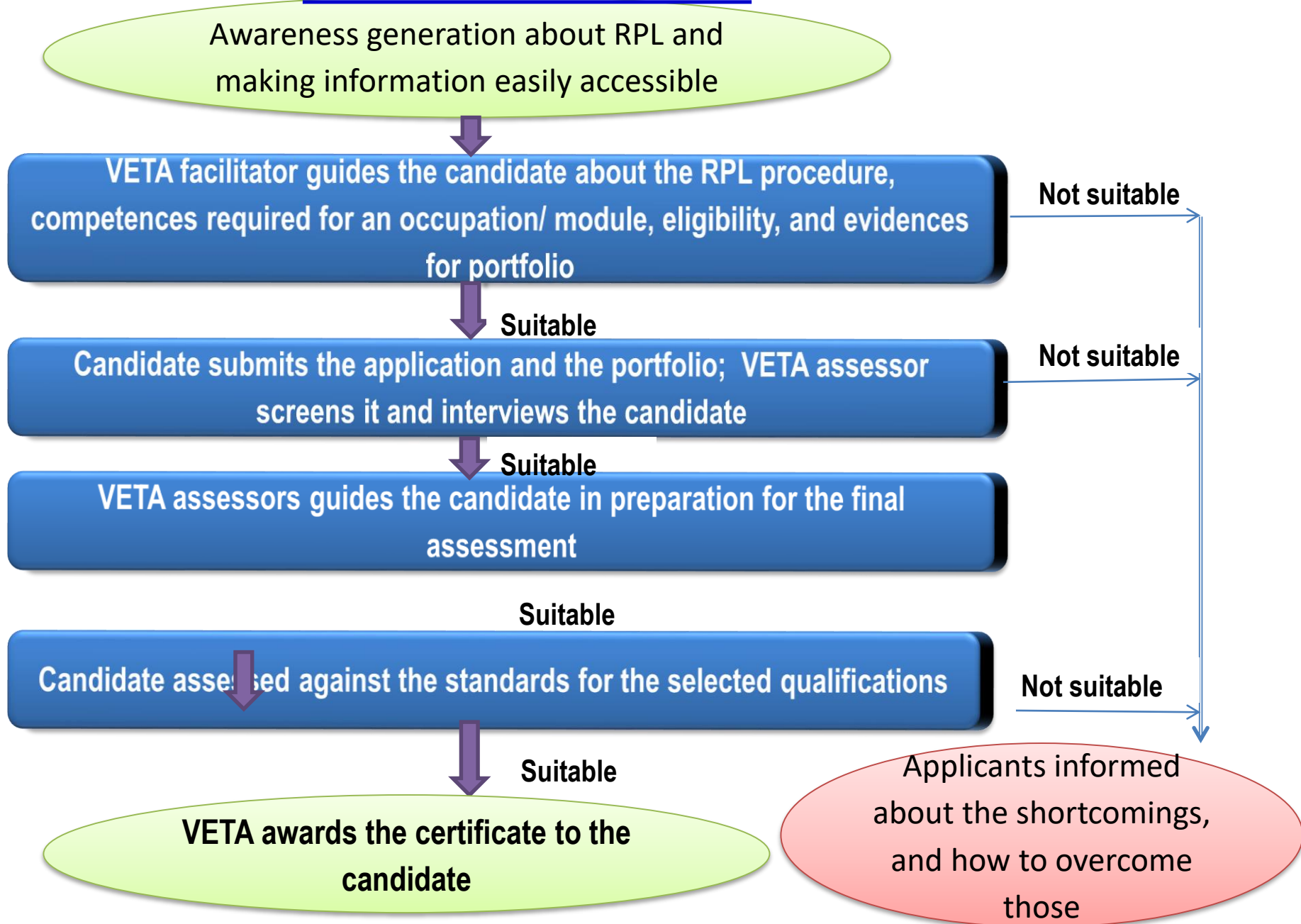
- A portfolio of evidences is established during the process (testimonials, work pieces, supervisors reports etc.)

4.0. RPL PROCEDURES CONT'D



Knowledge and practical tests are administered to validate candidate's claimed competencies

RPL Framework flow chart



5.0. Certification of modalities

Certification is done training to bridge the identified skills and knowledge gaps:

- Partial (modular) certification for candidates who pass in certain modules of the existing curriculum
- Level qualification or candidates who pass all the modules covered in a given curriculum

6.0. SOME EXPERIENCES FROM THE PILOT

- Lack of apprentice's learning records hence costly to collect evidence and establish ones competencies profile



- Even supervisors need RPL: some of them acquired skills through the same system

Women are integral part of the informal apprenticeship system even in the male dominated trades.



However, occupation safety and health rules are not observed (safety gears exposure to dust, toddlers in danger etc.)



6.0. SOME EXPERIENCES FROM THE PILOT CONT'D.....

- Emphasis on hands-on practical training which often is product/service specific.
- No time for lengthy theoretical aspects



7.0. IMPACT OF RPL ON SKILLS DEVELOPMENT FOR YOUTH

1. The 'candidate' discovers his/her strengths (competencies) and weakness (training needs)
2. Training institutions, employers and employees determine the course of action in terms of skills updating programmes;
3. Certification by an accrediting authority promotes decent and better rewarding jobs.



7.0. IMPACT OF RPL ON SKILLS DEVELOPMENT FOR YOUTH CONT'D.....

4. Career development: More people can reach higher levels of qualifications and gain sophisticated expertise.
5. Meet work standards: As a result of skills upgrading programmes resulting from RPL:
 - a) efficiency in respective workplaces is increased hence increasing productivity ; and
 - b) high quality services and products.
6. Save time to study: exemptions to undertake a full training programme are possible hence reducing time (avoid repetition) and cost of learning.
7. Better job opportunities in both the formal and informal sector

FINDINGS FROM A MIN TRACER STUDY

48 informal apprentices were interviewed and responded as follows

- RPLA and certification increased their confidence and self-esteem
- Some in wage employment were promoted to higher positions e.g. from waiters to shift supervisor
- others who are self-employed were performing complex tasks and earning more income.

FINDINGS FROM A MIN TRACER STUDY CONT'D

- Most of them (87%) showed interest to go for further training.
- Three(3) employers were interviewed and all indicated that RPLA had improved the performance of their employees and were ready to cooperate with VETA.
- They also indicated that, the training duration should be increased to build more competencies among the operators.

CHALLENGES AND MITIGATION MEASURES

| NO | CHALLENGES | PROPOSED MEASURES |
|----|---|--|
| 1. | There is a confusion around RPL's purpose and scepticism around its value. | Need to change mind set and policy to articulate its purpose |
| 2 | Informal apprentices are not used to theoretical written test | Use oral questions related to the performed task |
| 3 | Informal Apprentices have no capacity to cover the costs for their training | The Government should subsidize the costs |
| 4. | Informal apprentice's have limited time for training | Design programme to fit into their schedule |

conclusion

- There should be a guiding policy for RPL
- There are so many people in both the formal and informal sectors who need their skills to be recognised;
- RPL provides an opportunity for career progression and opportunity for long life learning.

THANK YOU FOR YOUR ATTENTION!