RPL in practice
Barriers and suggestions

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Points to share:

- Brief overview of RPL projects;
- Project highlights;
- Possible barriers;
- Useful tips and suggestions.
3 Nationwide RPL Projects
NQF 1-4

- Project 1 - Forestry industry
- Project 2 - Chemical industry
- Project 3 - Metals and Engineering sector
Highlights

- One-stop approach.
- Involved and informed candidates.
- Candidate screening.
- Sharing of best practices.
- ETQA and industry synergy.
Highlights (continues)

- Assessment tools and instruments.
- Matrices (evidence collection).
- Methodology.
Useful tips – A touch of humour

Little Johnny wasn't getting good marks in school. One day he surprised his teacher... He tapped her on the shoulder and said: "I don't want to scare you, but my daddy says if I don't get better grades, SOMEBODY is going to get a spanking."

- The assessor and candidate should form a learning team.
Useful tips (continues)

- **Communicate** actual RPL benefits and processes (otherwise barrier).
- **Planning** - Address language, training, resource and other needs.
- **Contingencies**.
- **SETA certificate/recognition** encourages candidates.
Possible barriers... Just for laughs

I've been taking a self-paced online training course to "sharpen my saw."

What's the subject?
I don't know.

How could you not know?

What part of "self-paced" is confusing you?
Possible barriers

- **Lack of commitment**
  
  RPL requires commitment from *all* RPL parties.
Possible barriers

- Misconceptions
  Immediate remuneration and promotion.

  The rule - Explain possible RPL benefits but **DO NOT** make promises that you or your workplace cannot keep.
Possible barriers (continues)

- Fear of exposure.
- Prior negative experiences.
- Lack of information, resources and support. (Planning, grants).
- Complex assessment terminology.
- Don’t overcomplicate/ oversimplify.
Workplace suggestions

- Union involvement.
- Assign RPL workplace champion.
- Align unit standard(s) to job descriptions and licensing system.
- Remember to include RPL in WSP.
- Management involvement.
- RPL awareness sessions.
General suggestions

- Register ‘RPL centres’.
- The current assessor unit standard – more on RPL.
- RPL funding for the individual.
- Encourage life long learning.
- RPL information sessions.
Thank you

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