

VISION

An Authority transforming and enhancing competitive skills development for industry in Kenya.

MISSION

To enhance skills development, productivity and employability through effective regulation of demand driven training at all levels of industry.

CORE VALUES

Shared prosperity

Knowledge focus

Innovation and inclusivity

Leadership and integrity

Lifelong learning

Efficiency

Resilience



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RECOGNITION OF PRIOR LEARNING(RPL)

RPL is the process of identifying, assessing and certifying a person who possesses knowledge, skills and competencies acquired non-formally or informally through work or life experiences, against prescribed standards or learning outcomes (KNOA; 2020).

The main aim is to enable such persons gain access to a formal qualification that matches their knowledge and skills. Formalization of skills through RPL is an empowerment intervention to the beneficiaries leading to improved employability, enhanced labour mobility, lifelong learning, social inclusion and self-esteem

THE RPL PROCESS

1. Awareness Creation and Publicity: to communicate the RPL process, costs and benefits to the public, candidates and stakeholders.

2. Expression of Interest for RPL assessment – issue expressions of interest forms and invite the applicants for initial counselling.

3. Pre-application Counselling and Facilitation: to determine whether a person meets the preliminary requirements for RPL assessment in a trade and qualification level. The applicant is guided on how to make a formal application and evidence required. The persons found to be unsuitable for RPL at the interested trade and qualification level will be referred to apply for appropriate trade and or qualification level, undergo skills upgrading training or further exposure in industry.

4. Screening of Evidence Portfolio and Interviews – to confirm whether the evidence portfolio submitted by the applicant conforms to units of competence for the qualification level applied.

5. Preparation of Candidates for Final RPL Assessment: the preparatory activities the candidate must acquaint themselves with in readiness for assessment.

6. Final RPL Assessment of Candidates: a candidate(s) is subjected to a competence-based assessment as provided for in the framework of summative assessment for the industrial training qualifications.

7. Quality Assurance: undertaken on all stages of RPL process and outcomes to ensure adherence to the established standards and requirements.

8. Certification: issuance of Certificate of Competency (CoC) to successful candidates by NITA and Certificate of Experiential Learning (CoEL) by KNQA

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WHO NEEDS RPL?

a) Crafts persons in the formal or informal sector who acquired competencies informally in the first place, or furthered skills on the job, but do not hold any qualification, or holds one that is not recognized by employers, or holds a formal qualification for a lower skill level than the one attained on the job;

b) Workers employed in any job where qualification requirements have changed over the years or where qualification requirements differ across countries or where technology changes require fresh certification and the employee has already acquired the competencies on the job and wants to remain competitive on the labour market;

c) Unemployed person who possesses requisite skills in each trade area and realizes that formal certification is required for them to find a job;

d) Workers with informally and non-formally acquired skills at the workplace seeking recognition and certification to promote their employability, mobility, life-long learning, and self-esteem;

e) Employers wishing to advance or promote workers who have undergone workplace-based training to acquire the relevant skills and experience for a particular job role;

RPL BENEFITS

Recognition of Prior Learning (RPL) offers numerous benefits:

1. Acknowledgment of Informal Learning- RPL acknowledges that learning occurs in various settings, not just through formal education. Skills and knowledge gained through work experience, community involvement, and self-study are formally recognized.

2. Enhanced Career Opportunities: through validating skills and competencies, RPL can open up new job opportunities. It helps individuals to meet the qualification requirements for certain positions or promotions.

3. Access to Further Education: RPL can provide a pathway to further education by allowing learners to gain entry into programs without having the traditionally required qualifications.

4. Closing Skills Gaps : For employers and the economy, RPL helps identify and formally acknowledge existing skills in the workforce. This can aid in closing skills gaps and ensuring that employees' qualifications are accurately aligned with their job roles.

5. Cost and Time Efficiency: By recognizing existing competencies, RPL can reduce the time and cost associated with obtaining formal qualifications. Individuals can avoid repeating learning in areas where they are already competent.

6. Lifelong Learning Promotion: RPL supports the principle of lifelong learning by acknowledging that learning is a continuous process that extends beyond traditional educational environments.

7. Improved Productivity and Competitiveness: For employers, recognizing and certifying the skills of their workforce through RPL can lead to improved productivity. A skilled workforce is better equipped to meet the demands of competitive markets.

8. Social Inclusion: RPL can play a crucial role in social inclusion by providing opportunities for marginalized or disadvantaged groups to have their skills and knowledge formally recognized, which may otherwise be overlooked in traditional education.



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