

## **GIVING CREDIT WHERE CREDIT IS DUE**

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*According to the Institute of People Development (IPD), the Recognition of Prior Learning (RPL) process is designed to expedite the journey to a qualification, without compromising on quality. Particularly in terms of management positions, candidates may be competent in certain learning outcomes that form part of a full qualification. Where these are identified through RPL, the candidate would therefore not be required to re-train these outcomes.*

The South African Qualifications Authority (SAQA) defines RPL as; “a process through which formal, non-formal and informal learning are measured, mediated for recognition across different contexts and certified against the requirements for credit, access, inclusion or advancement in the formal education and training system or workplace.” SAQA confirms that the RPL process entails providing support to a candidate to ensure that knowledge is discovered and displayed in terms of a relevant qualification registered on the National Qualifications Framework (NQF).

RPL aims to enable candidates to obtain formal recognition for knowledge gained throughout their lives. “Learning does not only happen in the classroom,” says IPD’s Chief Executive Officer, Mark Orpen. “Employees are exposed to on-the-job learning in the workplace, consciously and sub-consciously. People also develop in their own time through reading and personal experiences.”

Through the application of RPL, employees can accelerate their move into a leadership role, gaining recognition for their competence and earning credits towards a full qualification.

At IPD, the management RPL process begins with the choice of career path. Once this has been established, a one day RPL advising session is held. During this session, a needs analysis is conducted and competence gaps are identified. Tailored training then takes place, running over five days and focussing on the areas where gaps were identified. Candidates are then required to gather a portfolio of evidence, a one day review is held and assessment, moderation and certification follow.

The presence of managers in the workplace is essential to enable them to lead effectively. “The benefit of RPL is that it decreases the amount of time managers need to be out of the office to attend training,” concludes Orpen. “Knowing that targeted top-up training will only

run for a few days enables managers to learn without feeling pressurised to leave the office continuously, facilitating more effective learning.”

Managers lead the workforce; they often determine whether a department or organisation is productive, profitable and successful. An investment in managers and the recognition of their capabilities, giving them credit where credit is due, is an investment in the future prosperity of any organisation.

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*IPD Management Training Courses:*

[http://www.peopledevelopment.co.za/training\\_man.asp](http://www.peopledevelopment.co.za/training_man.asp)

*Sources:*

- <http://www.saqa.org.za/show.php?id=5688#sthash.zc9vMC1Z.dpuf>
- *National Policy for the Implementation of RPL: par 30*

*Boilerplate:*

Founded in 1999, Workplace Skills Solutions t/a The Institute of People Development (IPD) strives to equip, prepare and certify practitioners in order to serve South Africa’s skills development strategy as well as facilitating the transformation of education and training. Over the years, IPD has become the preferred people development partner to most state owned and private enterprises in Southern Africa. For more information, please contact IPD at [trainingenquiries@peopledev.co.za](mailto:trainingenquiries@peopledev.co.za) on (011) 315 2913 or visit [www.peopledevelopment.co.za](http://www.peopledevelopment.co.za)

*Mark Orpen Biography:*

Mark Orpen is the Chief Executive Officer of The Institute of People Development (IPD). With an undying entrepreneurial spirit, Orpen founded IPD in 2000. Having completed a National Diploma in Marketing and Sales, another in Learning and Development and a National Higher Certificate in Occupationally-Directed Education, Training and Development Practices, Orpen has the skills necessary to execute his duties as CEO of IPD. With a keen desire for the acquisition of knowledge, he has also completed training courses in Human Resource Development, International Network Marketing, Corporate Governance and Commercial Property Investment. Orpen can be contacted at [mark.orpen@peopledev.co.za](mailto:mark.orpen@peopledev.co.za).