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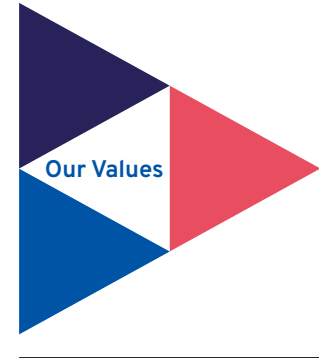
Wellington Chibebe,
Director of ILO Country Office for Tanzania, Kenya, Uganda, Rwanda and Burundi

The development of the Recognition of prior Learning Programme (RPL) is the result of joint efforts between the ILO and the Government of Tanzania through VETA. Since 2014, both have implemented the programme through a labour of love which has resulted in the success of the programme and its subsequent expansion by the Government of Tanzania.

The RPL system is perfectly aligned to Tanzania's skills development strategy as well as its vision for an industrialised middle income state. Indeed, we have seen that RPL, if applied properly, is a very useful tool for integrating marginalised populations who seek qualification to access better wage or self-employment opportunities. The RPL programme has taught us that Tanzania has a robust skilled labour force, who if given the opportunity, are of great benefit to the country's economic and industrial development. The ILO is honoured to keep working with the Government of Tanzania to strengthen and expand the RPL programme as a flexible and alternative learning pathway which fosters social inclusion and promotes equality and lifelong learning.

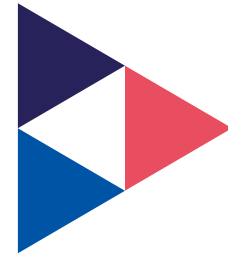
The ILO would therefore like to extend its gratitude and congratulations to the Government of Tanzania, VETA, Association of Tanzania Employers (ATE) and Trade Union congress of Tanzania (TUCTA) for their efforts to ensure that the RPL programme has been the success story it currently is.

Wellington Chibebe
Country Office, CO-Dar es Salaam
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RPL is one of the inclusive skills development strategies promoted by the ILO in Tanzania to build a skilled workforce and take advantage of new opportunities offered by emerging local and global labour demands.

It is aligned with the ILO's Global Commission on the Future of Work which calls for universal entitlement to lifelong learning enabling people to access new skills and to **reskill** and **upskill** themselves for the changing world of work.



The International Labour Organisation (ILO)

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PRL is currently implemented under the Skill-Up Programme with funding from the Government of Norway



Recognition of Prior Learning

What is RPL?

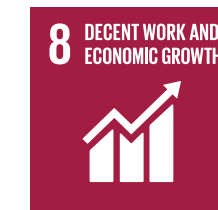


Did you know that most learning takes place out of school through non-formal means? For a majority of Tanzanians, learning takes place while working in the informal sector where 85% of the population works. Unfortunately, informal apprentices are not recognised by training institutions leaving many Tanzanians at a severe disadvantage. RPL, as a Government approved system, allows informally trained skilled workers to attain certification through the Vocational Education and Training Authority (VETA).

RPL is a process of **identifying, documenting, assessing** and **clarifying** informal learning against formal education and training standards. It places emphasis on accrediting prior learning, which is knowledge or skills acquired in earlier study and work through experience. RPL is a unique form of skills accrediting as it focuses on the outcomes of learning and not on the way skills have been acquired.

Therefore

RPL provides an opportunity for people to acquire qualifications for those who didn't go through formal education or training programmes. The ILO supports and provides policy and technical advice to its Constituents and has developed a series of tools to support RPL in Tanzania. ILO's added value includes the use of approaches like skills anticipation, skills policies and systems reforms with a focus on skills for social inclusion.



The Government on RPL

Jenista J. Mhagama: Minister of State in the Prime Minister's Office

"We call on young people who have skills in the relevant fields but do not have certificates to enrol into the RPL programme through VETA colleges. Given that the Government has a strong commitment to assist Tanzanian youth - the Prime Minister's Office - Labour, Youth, Employment and Disability has funded this training ranging from application forms, vocational training to certification. Young people who register will not need to pay any fee."

Anthony Mavunde: Deputy Minister in prime minister office for Labour, Youth and Employment

"For a country to achieve an industrialised economy its labour force should have at least a 12% highly skilled and a 34-54% middle to low skilled working population... We envision having a 40% labour force working in the industry sector by 2025 and embark on developing the skills of artisans without formal education through the RPL process."

Who can apply for the RPL Programme?

A candidate seeking RPL assessment should have at least three-five years of training/ working experience in their relevant occupation. The minimum age for candidates is 17 years, but there is no maximum age limit. The candidate should conduct a self-assessment of his/her eligibility from the supplied VETA competency check list for their occupation and discuss the requirements with an RPL facilitator before applying for assessment.

How Does RPL Work?

RPL STEPS

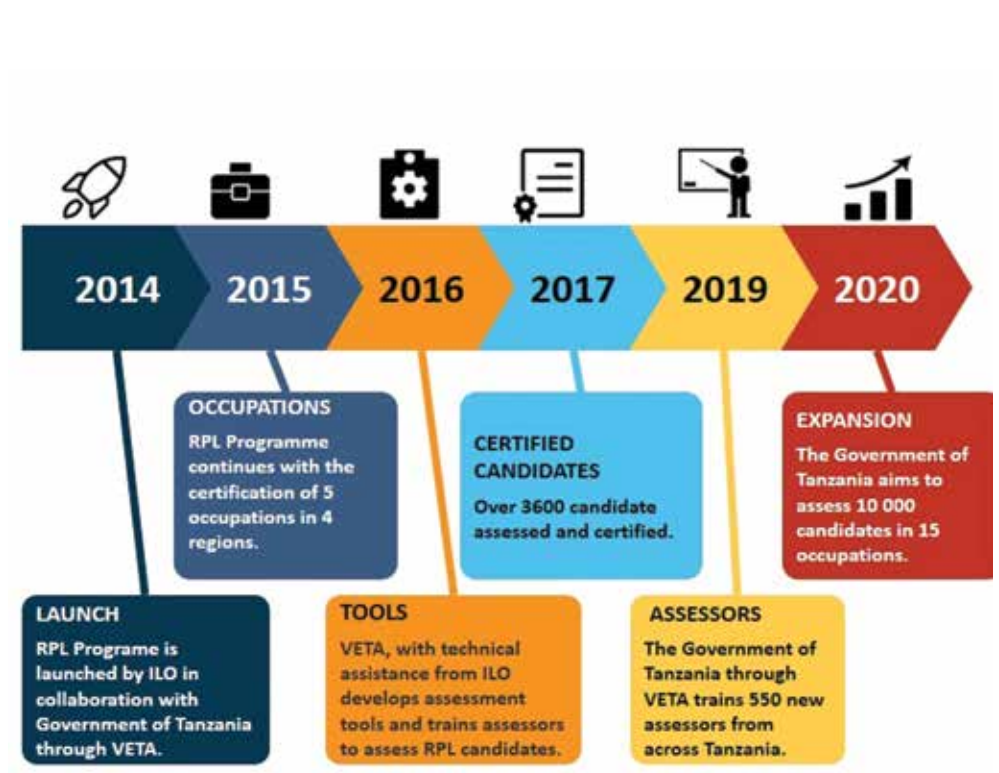


Candidates who do not meet the assessment criteria are given feedback on shortcomings, guided on how to overcome them and encouraged to apply again.

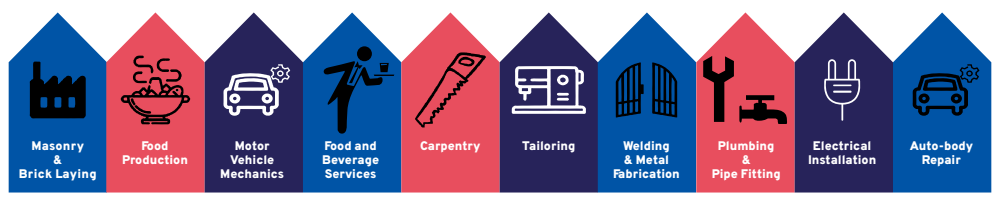
Why RPL Works

- ▶ Gives workers access to government tenders and financial services for businesses.
- ▶ Allows workers to meet regulatory requirements in specific sectors.
- ▶ Allows for flexible learning pathways, encourages lifelong learning and access to higher education.
- ▶ Improves workers' self-esteem and respect in business circles and wider society.
- ▶ Gives employers access to more qualified and skilled workers as required by the Government.
- ▶ Contributes to the country's transition from the informal to formal economy.

RPL: Then and Now



RPL Occupations



RPL Expands to Zanzibar



A large percentage of Zanzibar's labour force is trained and works in the informal sector and lacks formal qualifications. To rectify this, the Vocational Training Authority (VTA) is working closely with the ILO to develop an RPL system on the Island to formally recognize and award qualifications to thousands of its informal workers.

Under the current support, VTA in partnerships with master crafts persons, and guidance from the tripartite steering committee, are working on four priority occupations selected through consultative meetings in both Unguja and Pemba.

The occupations: welding and metal fabrication, motor vehicle mechanic, tailoring and garment design, masonry and bricklaying were selected based on their demand in the job market.

RPL Milestones in Zanzibar

- ▶ Successful piloting of the RPL programme in the four key occupations in 2019.
- ▶ Assessors trained to test candidates in the four selected occupations.
- ▶ VTA has developed RPL Assessment Guidelines which set the standards for the assessment process.
- ▶ Zanzibar's employers' and workers' organisations are committed to promoting RPL.

Target

The government of Zanzibar through VTA aims to assess 500 candidates as part of the pilot programme.