

# RPL Practitioner

**UNIT STANDARD  
SAQA ID 116587**

**Develop, support and  
promote RPL practices**

**NQF LEVEL 7**

**10 CREDITS**

Accredited by



## ABOUT THE SKILLS PROGRAMME



### DURATION

8 weeks  
Each week is made up of between 4-7 short, bite sized lectures for easy viewing



### AVERAGE TIME COMMITMENT

4-5 hours a week (including time to work on your portfolio)



### ASSESSMENT

Submission of a Portfolio of Evidence



### ENTRY REQUIREMENTS

The credit value is based on the assumption that people learning towards this unit standard already understand and can practice the key principles of an outcomes-based system in general, and standards-based assessment in particular. Ideally students should be SETA registered assessors (but this is not essential if the student comes from higher education or the schooling sector).

## LECTURERS

### Dr Karen Deller



Karen's doctoral thesis was on RPL implementation in the vocational sub framework.

She developed an RPL implementation model that is still widely used today.

### John Arneson

John's career spans over 40 years with experience at major institutions such as IMM, FPI and SAQA.

He has a BCom (Honours) and is grinding through his Masters degree.



## RECOGNITION OF PRIOR LEARNING

Recognition of Prior Learning (RPL) is not a uniquely South African concept. RPL is practiced in most countries in the world, where it is used to help minority groups access the workplace and further educational opportunities. But in South Africa and many other African countries, RPL is about transformation and redress. In South Africa, the promise of RPL is that it will open up access to further education and workplaces that were previously denied to the majority of citizens. But this promise of RPL remains largely unfulfilled. RPL has not been taken to scale in most sectors and there remains what SAQA refers to as “islands of RPL excellence” driven by RPL champions who will not give up.

Dr Karen Deller is one of the South African RPL champions. She has been instrumental in the design and implementation of many large scale RPL projects in southern Africa. She was also the designer of the world-first online RPL portal that Chartall Business College developed in conjunction with BANKSETA to massify RPL in SA. This RPL portal was recognised for its innovation at the third international VPL Biennale conference held in Berlin, Germany in May 2019. International recognition for pioneering RPL work in South Africa.

Other projects that Dr Deller has worked on include those in agriculture, banking, insurance, real estate and management, as well as a four-year longitudinal RPL research project funded by SAQA which resulted in a book published by the HSRC. As Dr Deller teaches you about RPL practices in accordance with the SAQA registered unit standard 116587 [Develop, support and promote RPL practices], she also brings the material to life by relating the theory back to her own research and experiences.

In addition to the practical application and experience that Dr Deller brings to this skills programme, the advocacy section (week 7) has been curated and delivered by John Arneson who was the SAQA Director of the Advocacy, Communication and Support for five years. It was under John’s skilful watch that SAQA developed the initial national RPL advocacy campaign, so you are learning first hand from the person who sketched the blueprint for RPL advocacy in South Africa as way back as 2004 and then again from 2009 when he returned to SAQA after a time back in the corporate world.

## THE PURPOSE OF THIS UNIT STANDARD

is to enable students to

demonstrate an understanding of the conceptual underpinnings and purposes of the recognition of prior learning,

investigate current RPL practice and opportunities in an organisation or sector,

develop RPL policies, procedures and plans for an organisation,

provide RPL advice and support, and promote RPL practices.

## DELIVERY METHODOLOGY

This skills programme can be completed fully online, fully face-to-face or through blended learning. Online programmes are completed at your own pace and in your own space with the added benefit of receiving personalised support.

Alternatively, the skills programme can be acquired by experienced candidates through **Recognition of Prior Learning (RPL)**.

RPL is an **assessment process** that captures a candidate's existing knowledge and skill and matches it to the skills programme requirements. With RPL there is no formal training but the RPL adviser will spend time with the students to assist them to match their workplace learning to the requirements of the qualification.



## Flexibility

Chartall Business College believes in flexibility. We have an in-house team of professionals who are able to customise the training curriculum to the needs of your organisation.

When offering full qualifications, this may include the addition of job-specific unit standards, the selection of particular elective unit standards or even the inclusion of non-unit standard based content.

In addition, we ensure that the content of the skills programme does not conflict with the values and standard operating procedures prescribed by your company.



## Support

Although the programme is offered online, it does not mean that the students will not have access to additional support.

Each student will have access to assistance via email, as well as access to a lecturer who is able to provide extra assistance should the need arise.

This support can be used to assist students who are not progressing at the same pace as the rest of the class.

We also have experienced lecturers who can manage projects involving students with disabilities.

## Other requirements



A computer or tablet



Reliable internet access (minimum 2 Mbps)



Own email address



Video capability



Sound capability

# PROGRAMME CURRICULUM

THE CONTENT IS CURATED INTO EIGHT WEEKS AS FOLLOWS:

Week 1	Introduction to RPL and the online course
Week 2	Relevant legislation & the concept of RPL
Week 3	RPL purpose & RPL models
Week 4	Drafting RPL policies, procedures & plans
Week 5	The RPL process & role players
Week 6	RPL assessment in the three sub-frameworks of the South African NQF as well as professional bodies
Week 7	RPL advocacy with John Arneson
Week 8	Practical examples and lessons learnt from Karen's RPL experience spanning 15 years



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