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## Terms of Reference

### Community of Practice on Recognition of Prior Learning in Africa

This Community of Practice (CoP) is supported through the AUDA-NEPAD Skills Initiative for Africa (SIFA).

#### 1. Background

**Recognition of Prior Learning (RPL)** : also known as Prior Learning Assessment & Recognition (PLAR) is a process used by regulatory bodies, adult learning centres, career development practitioners, military organizations, human resource professionals, employers, training institutions, colleges and universities around the world to identify, access and certify a person's, knowledge, skills and competencies acquired in non-formal and informal learning. This include such work or life experiences matched against prescribed standards or learning outcomes. RPL is practiced for purposes of an individual's standing in a profession, trades qualifications, academic achievement, recruitment, performance management, career, and succession planning. The RPL Policy, standards, and guidelines in general provide candidates and learners with a fair and accessible process of evaluation, assessment, documentation and recognition of their skills, knowledge, and competencies. In general, the RPL process acknowledges the skills, knowledge, performance outcomes and learning achieved prior to undertaking a program of study through formal, informal, and non-formal learning pathways.

**Skills Initiative for Africa (SIFA)**: is a high-level continental initiative that is implemented by the African Union Development Agency (AUDA-NEPAD) and the African Union Commission (AUC) on behalf of the German Federal Ministry for Economic Cooperation and Development and the European Union. The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH advises the AUDA-NEPAD and the AUC in the implementation phase. SIFA aims at establishing continental structures for private sector involvement in skills development. The initiative initiates cooperation and partnerships between companies and training institutions to ensure demand orientation and relevance of skills development. In addition, SIFA promotes the establishment of Communities of Practice (CoPs), digital learning solutions as well as toolkits to enhance planning for job creation, quality assurance of skills development, and youth-led entrepreneurship. SIFA promotes knowledge sharing events on national, regional, and continental level for relevant skills development intermediaries like business communities, training providers, governments, academia, and civil society.

**2. Key Questions on Approaches and Practices to be addressed by the CoP:**

- i. What are the existing RPL policies & guidelines in the participating Countries and Regions?
- ii. What is the status and gaps of RPL systems in the participating Countries and Regions?
- iii. What approaches could be adopted in developing comprehensive assessment tools and learning outcomes for RPL systems?
- iv. How to apply digital tools in RPL processes & systems?
- v. How to develop and operationalise agile RPL quality assurance management framework?
- vi. How is RPL anchored within the Country and Regional qualification framework(s)?

**3. Expected Results:**

- i. Continental understanding of RPL systems and approaches.
- ii. Documentation of best practices in RPL implementation and development of continental guidelines in implementation of RPL.
- iii. Continental discourse on application of technology in RPL delivery
- iv. Setting roadmap for a continental RPL framework.

**4. The Community of Practice**

**Composition**

This CoP brings together RPL practitioners including, policy makers, curriculum developers, assessors, examination bodies, regulatory officials, trainers, and development partners within the skills development landscape within the African Union member states. The CoP envisages to onboard other RPL practitioners outside the African continent for learning and benchmarking purposes.

**CoP Facilitator:**

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**CoP Administrators:**

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**Registration on the RPL - CoP Platform**

The CoP will be hosted on AUDA-NEPAD ASPYEE platform. Follow the link below to register.

<https://www.nepad.org/user/register?destination=/skillsportalforyouth/cop/recognition-prior-learning-rpl>

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