

## Recognition of Prior Learning (RPL)



### **Chartall Business College is an innovative and modern provider of education and training.**

We use multiple modes of training delivery to enhance our course offering and we can tailor a unique solution for each client. Once we understand your particular needs, we will design a training solution that reaches as many people as possible in the most cost-effective way. For example, some clients prefer face-to-face (classroom) as the main delivery method with online top up and support including video copies of the training sessions for those who missed a class. Other clients have embraced our online, tablet or computer delivery with periodic webinar tutorials because it allows them to reach staff in the more remote areas.

**Recognition of Prior Learning (RPL)** is an alternative way to earn a qualification. The RPL process recognises that some working adults have learnt a great deal in the workplace and that some of what they have learnt may be assessed for purposes of awarding a full or partial qualification. RPL is an assessment process that recognises and gives credits towards a qualification for workplace experience and previous formal or non-formal training.

With RPL there is no training provided in the subjects that candidates are assessed against because it is assumed that they already have the learning. Through RPL people who have extensive workplace experience can earn a full or partial qualification without attending formal classroom training sessions.

Chartall Business College offers Recognition of Prior Learning support and assessment. In addition, we have experience in designing and implementing a Credit Accumulation and Transfer (CAT) system which we have used to shorten training time.

**RPL is aimed mainly at adults who have at least five years' relevant workplace experience in a particular field. People with slightly less experience may also apply for the RPL process but they may find that they are unable to RPL a full qualification and may still have a few gaps that need to be filled with traditional classroom or distance training.**

Where a partial qualification is earned through the RPL process, candidates are advised to attend formal training to close the gaps in their knowledge so that they can earn the full, national certificate.

**Chartall Business College offers RPL to individuals and to companies who want to fast-track their staff through a full qualification. Companies often do this to cut the cost and time required to deliver a full qualification where staff have selected workplace experience that can be assessed.**

The RPL process and underlying pedagogy used by Chartall Business College are based on the LearnSys model developed by Dr Karen Deller. Dr Deller completed her doctoral thesis on the development of an RPL model for the South African workplace and is currently involved with RPL research with the South African Qualifications Authority (SAQA). As such she remains up-to-date with current thinking on RPL practices both locally and internationally.

#### **Chartall Business College offers training for:**

- Full qualifications
- Learnerships
- Short courses (accredited and non-accredited)

A full list of current qualifications can be found on our website ([www.chartall.co.za](http://www.chartall.co.za)).

Most qualifications can also be offered as learnerships, which require a specific combination of theory and workplace learning. SARS allows for learnership tax allowances, both when learners register for and when they complete the registered learnership. These can provide employers with additional funding to cover all or some of the cost of the learnership training.

Companies wishing to discuss skills development needs should contact Chartall Business College to arrange a meeting with a training solutions consultant. At this meeting we will help you to identify the most suitable skills programme, select the optimal delivery method and assist you to select staff who have the potential to complete the programme. Chartall Business College also has experienced facilitators who can manage projects involving learners with disabilities.

The Chartall Business College campus, situated in Broadacres (Fourways), has five fully equipped training venues which are available should the client wish to train off-site.

#### **Chartall Business College Registration and Accreditation**

Chartall Business College is registered with the Department of Higher Education and Training (DHET) as both a private college and a private higher education institute. For qualifications on the occupational qualifications sub-framework, Chartall Business College has primary accreditation with the BANKSETA and secondary accreditation with FASSET, SABPP, ETDP SETA and SERVICES SETA. For qualifications on the higher education qualifications sub-framework, Chartall Business College is accredited by the Council on Higher Education (CHE).



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