HUMAN RESOURCE DEVELOPMENT FOR THE PUBLIC SERVICE

RECOGNITION OF PRIOR LEARNING IN THE PUBLIC SERVICE
BUILDING HUMAN CAPITAL FOR HIGH PERFORMANCE AND ENHANCED SERVICE DELIVERY

A VISION FOR HRD

A dedicated, responsive and productive Public Service

1. Fostering HEI & FETC Partnerships
2. E-Learning Programmes for the Public Service
3. A National/ Provincial Public Service Academy
4. Promoting Learnerships, Internships & Traineeships
5. Development Programme of Professional Bodies
6. Leadership Development Management Strategies
7. Integrated ABET framework
8. Workplace Learning Programmes

1. Mobilization of management support
   - Career Planning & Talent Management
   - Managing Employee Health & Wellness
   - Ensuring adequacy of Physical & Human resources & facilities
   - Promoting appropriate Org. Structures for HRD
   - Performance Management & Development Systems
   - Knowledge & Information Management
   - HR Planning - Supply & Demand Management

2. Utilization of the strategic role of SETAs
   - Values, Ethics & Professional Code of Practice
   - Promoting HR Learning Networks
   - Managing Effectiveness of Communication
   - Fostering Effective Monitoring, Evaluation & Impact Analysis
   - Managing HRD Policy & Planning Frameworks & Guidelines
   - Strengthening & aligning governance roles in HRD

3. Responsiveness to Millennium Development Goals
   - Promoting integrated & inter-sectoral approaches to developmental priorities
   - Capacity development to promote success of Industrial & Economic Plans
   - Awareness promotion of growth & development initiatives
   - Integrating NEPAD, AU, Regional & Global Programmes
   - ASGISA, JIPSA, EPWP, PGDP, IDPs

4. 4 KEY PILLARS FOR HIGH PERFORMANCE IN THE PUBLIC SERVICE THROUGH HRD
   - Focus on all perform levels of employment
   - Responding to needs of designated groups (women & persons with disabilities)
   - Cohesiveness & integration
   - Flexibility and adaptability
   - Recognizing contextual differences
   - Maintaining a performance focus

5. GOVERNANCE & INSTITUTIONAL DEV INITIATIVES
   - Responding to sectoral differences
   - Building learning communities & organizations
   - Promoting the agenda of development
   - Continuity through all spheres of government

6. ECONOMIC GROWTH & DEVELOPMENT INITIATIVES

10 CORE PRINCIPLES INFORMING IMPLEMENTATION OF HRD STRATEGY

LEGISLATIVE FRAMEWORK AS A FOUNDATION
RPL Strategy

RPL is a capacity development tool to fast track PS’ acquisition of formal qualifications by recognising workplace learning and informal learning which match the requirements of the qualification and/or the job profile
RPL Strategic Framework seeks to:

- Promote the National Skills Development agenda
- Ensure a continuous supply of qualified people & promote their absorption into the PS
- Enable RPL within the PS in the most effective and efficient manner
Fostering HEI and FETC partnerships

E-Learning for the Public Service

A National Public Service Academy associated with Provincial Academies

Promoting Learnerships, Internships & Traineeships

A More Strategic Role of Professional Bodies

Leadership Development & Management Strategies

ABET

Enhancing the quality and Workplace relevance of training materials

MoUs in place to recognize RPL

Accessibility to RPL via e-PoE

High quality RPL by centralising delivery

RPL used to fast track areas of competence

RPL used to meet academic requirements of proff. body

RPL used for the assessment of practical talents & to close competency gaps after competency assessments

Learners provided with credits prior to embarking on ABET

RPL used as input into process of evaluating interventions – information used to inform training design

PILLAR 1

RPL underpinning Capacity Development Initiatives

Growing Human Capital in Public Organizations

STRATEGIC FOCUS AREAS

INTENDED OUTCOMES
Why RPL?

• RPL for access into a qualification
• RPL for advanced standing – credited for part of a qualification
• RPL for credit results in the formal award of full or partial qualification
• RPL for employment or development
• RPL for professional standing
Most common reason for doing RPL

RPL for the awarding of a credit
SKILLS PLANNING PROCESS FLOW

HRD Skills Strategy

Sector Skills Plans

Organizational Objectives

Outcomes-based Job Profiles

Individual Skills Profiles

Skills Gap Audits

Individual Skills Plans (PDPs)

Unit Skills Plans

Organizational Skills Plan

SETA/Sector Skills Plan

Public Service Skills Plan

Progress Reporting
SKILLS PLANNING PROCESS FLOW

HRD Skills Strategy
- Includes RPL – especially pillar 1

Sector Skills Plans
- Includes RPL planning

Organizational Objectives
- Includes objectives for RPL

Outcomes-based Job Profiles
- Consider RPL

Individual Skills Profiles
- Consider RPL in profile and audit

Skills Gap Audits

Public Service Skills Plan

SETA/Sector Skills Plan

Organizational Skills Plan

Unit Skills Plans

Individual Skills Plans (PDPs)

Progress Reporting

RPL can be part of skills plan
RPL can be part of skills plan
RPL can be part of skills plan
RPL can be part of PDP
Principles guiding RPL implementation

• National interest
• Voluntarism
• Context & level specific assessment
• Developmental approach
• Contractually binding
• Skills enhancement
• Representivity
• Service delivery
• Cost - effectiveness
Principles guiding RPL implementation cont.

• Fairness
• Quality & credibility
• Commitment to the principles of equity, redress & inclusion
• Compliance with the objectives of the NQF
• RPL grounded in sound pedagogical theory to ensure local & international acceptability
Criteria applied to RPL process

- Only learning that is demonstrated to an assessor will be credited through RPL process
- Must be a balance between theory & practical application in order to get credit
- Credits awarded by appropriate subject matter/academic experts & assessors
- RPL process should not create unrealistic expectations
Vehicle to roll out RPL

- Centralised RPL “assessment centre” that services entire Public Service
- RPL “assessment centre” could operate from number of locations for easy access
- RPL “assessment centre” will act as “broker” between accredited providers & PS departments – ensuring quality & uniformity
RPL process

- Departmental readiness for RPL
- Internal communication & information about RPL & how to apply
- Self assessment to ensure readiness for RPL
- Enroll for RPL
- Prepare yourself for RPL session
- Compile portfolio
RPL process cont.

• Portfolio assessed by registered assessor & feedback given
• Submit more evidence if required
• Internal moderation & external moderation/verification
• Final feedback & certification
• Staff records updated (HR CONNECT/SDB)
Role Players & Stakeholders

• RPL advisors in each dept. (training for them – samdi – HRD Curriculum Learning Framework)
• RPL “assessment centre” – will manage entire RPL process
• Gov- SETAs - ETQAs
• The providers – will work under the direction of the “assessment centres”
RPL Pilot

• EU Funding to procure the services of a technical expert to “test case” the draft policy documents.

• The pilot will “test case” the “assessment center” concept for samdi.

• The pilot will “test case” the SOP for RPL within a department.
RPL Pilot cont.

• Identify potential RPL candidates from national departments

• The candidates to pilot the 5 models:
  – RPL for access into a qualification
  – RPL for advanced standing – credited for part of a qualification
  – RPL for credit results in the formal award of full or partial qualification
  – RPL for employment or development
  – RPL for professional standing
RPL Pilot cont.

• The **national** departments to have the capacity and capability to drive the pilot within their department – **financial** and human and “hierarchical/champion” leverage.

• Candidate selection – time and commitment to participate & to see the process to the end.

• 2 candidates per department covering the 5 models.
Way Forward

• Departments to apply/commit to dpsa to be pilot by **Monday 24 June** – [dumisanix@dpsa.gov.za](mailto:dumisanix@dpsa.gov.za)

• Meeting with the participating departments (HRD SMS and RPL advisor) first week of July.

• This meeting will discuss the criteria for the selection of candidates and the RPL models to be piloted in each department.