

# **Guidelines for Implementation of Recognition of Prior Learning (RPL) Under National Action Plan for Skill Development of PwDs. 04.09.2020**

1. The Department of Empowerment of Persons with Disabilities (DEPwD), Ministry of Social Justice and Empowerment implements a National Action Plan (NAP) for skill development of Persons with Disabilities. The scheme was launched in March 2015 with objective to enhance skills of Persons with Disabilities and enable them to meet the job requirements both in the Public and Private Sector which will help in their engagement in gainful wage employment or self-employment. It's a Central Sector scheme and implemented across the country through various organizations (Govt. or Non-Govt.) empanelled with the Department as Training Partners (ETPs) and organizations under administrative control of the Department such as NHFDC, NIs and CRCs. Training under this scheme is conducted as per Common Norms/ guidelines of M/o Skill Development and Entrepreneurship (MSDE).

## **2. Skill Development:**

As per the Common Norms Notifications issued by the Ministry of Skill Development and Entrepreneurship (MSDE) on 15th July 2015, "Skill Development, for the purpose of any Government scheme", is defined as any domain specific demand led skill training activity leading to employment or any outcome oriented activity that enables a participant to acquire a Skill, duly assessed and certified by an independent third party agency, and which enables him/her to get wage/self-employment leading to increased earnings, and/or improved working conditions, such as getting formal certification for hitherto informal skills, and/or moving from informal to formal sector jobs or pursue higher education/training and shall fall in the categories of short term training to fresh entrants, re-skilling or skill up-gradation of persons already engaged in an occupation or who have acquired skill through informal, non-formal or experimental training.

## **3. Concept of Recognition of Prior Learning (RPL):**

It is one of the prescribed Categories /components of skill development as defined in the Common Norms. RPL is the process of skill training by assessment and certification of such persons who have acquired Skill through informal, non-formal or experiential training in any vocational trade or craft, formal recognition and certification of such skill, if necessary, after imparting

bridge courses. It is a process to evaluate skills and knowledge acquired outside the classroom for the purpose of recognizing competence against a given set of standards, competencies, or learning outcomes. It is an assessment of evidence provided by an individual to support their claim for competence against a given set of standards or learning outcomes.

**4. Objectives of RPL:**

RPL is basically an assessment process used to evaluate a person's existing skill sets, knowledge and experience gained either by formal, non-formal or informal learning which aims to:

- i. Align the competencies of the un-regulated workforce of the country to the standardized National Skills Qualification Framework (NSQF),
- ii. Enhance the employability opportunities of an individual as well as provide alternative routes to higher education and
- iii. Provide opportunities for reducing inequalities based on privileging certain forms of knowledge over others.
- iv. Thus, the RPL is a platform to provide recognition to the informal learning or learning through work to get equal acceptance as the formal levels of education. It is a process of assessment of an individual's prior learning to give due importance to learning as an outcome rather than learning as a process.

**5. Applicability of Common Norms and provisions of PMKVY in case of RPL under NAP:**

It is Common Norms which provides platform for RPL as one of the important components of Skill Development. Since, NAP is implemented under SIPDA (guidelines at [www.disabilityaffairs.gov.in](http://www.disabilityaffairs.gov.in)) as per Common Norms, RPL under NAP will also be implemented as per common norms. Accordingly, training cost and other financial aspects including course curriculum, assessment/certification and placement etc. for RPL under NAP will be as per common norms.

**6. Period of Orientation Programme:**

In order to address the knowledge gaps identified during the counselling stage, the orientation programme under RPL for PwDs under NAP of DEPwD will be as under:

SN	Activities	Proposed for NAP-RPL
1	Domain specific	12 hours
2	Soft skills	08 hours

3	Familiarization	02 hours
4	Total	22 hours

### 7. Assessment:

Assessment of candidates will be conducted either by SCPwD or concerned Sector Skill Councils (SSCs). Assessment process and criteria will be same as followed under PMKVY RPL in which the candidate is assessed on both Core as well as Non-Core NOS (National Occupational Standards) of a (QP) Qualification Pack. Core NOSs will carry 70% weightage and Non-Core NOSs will carry 30% weightage in the total assessment score of the candidate. SSCs may choose to conduct offline as well as online assessment depending upon the characteristic of the sector and availability of online modules.

### 8. Certification, Mark-sheet and Pay-out distribution to candidates:

Following procedures shall be followed for certification, mark-sheet and pay-out to PwD beneficiaries under RPL:

SN	Category of result	Award component
1	Candidate with 70% or above marks	RPL Certificate, Mark sheet and Rs.1000/-
2	Candidates with less than 70% but 30% and above marks	Mark sheet and Rs.1000/-
3	Candidates with less than 30% marks	Only mark sheet*

\* Candidates scoring less than 30% of the total marks may be encouraged to undergo Short Term Training under NAP.

### 9. Centre for training or delivery channels and pay-outs for TPs/PIAs:

Whereas process of implementation largely remains the same in all the modes, RPL can be implemented via four different modes. Accordingly, RPL under NAP of DEPwD will also be implemented in four different modes and payment to PIAs shall vary depending upon modes which are as under:

SN	Mode of training	Details of training	Payment to PIA (Rs/PwD)

1	Camp mode	TP/PIA targets a particular location where a certain group/ cluster of candidates with particular skill set are consolidated. These can be industrial or traditional clusters. of 5 RPL processes, 4 processes (except mobilization) take place at RPL camp/centre.	Rs.2200/-
2	Employer' s Premise	RPL of already employed candidates is majorly conducted in this mode. The Training partner/PIA may partner with an employer wherein it may choose to mobilize already employed candidates (either on permanent or contractual terms of the employer) or engage potential job seekers in that industry. All 5 processes take place at premises.	Rs.1900/-
3	Training Centre	RPL will be conducted at designated training centres operated by TPs/PIAs also. This mode of training channel is more suitable for candidates who are desirous of participating under RPL during weekends. RPL at Centres acts as an effective way to function as a walk-in centre for obtaining RPL certification.	Rs.2100/-
4	RPL with Best in Class Employers	This mode focuses on flexible and direct collaboration with top reputed employers in different sectors through SSC which functions as PIA with aim to put the top employer in the center of the activities, and extend the NSQF certification to the large uncertified workforce existing across employers in various sectors. The proposed projects in this mode look to utilize Top chef/ Departmental Head/ Supervisors/ Workshop Managers/ Senior Supervisors/ Master Trainers of employers as 'Employer Assessor'. RPL in this mode intends to encourage organized sectors of the economy, and bring more objectivity.	Rs.1200/- (No payment to be made to the Employer)

#### **10. Bridge Course Option:**

If require, PIAs may propose Bridge Courses to be imparted to candidates in addition to the Standardized Orientation Activities listed under Para8. The Bridge Course will be of 60-80 hours duration and based on core NOSs of the job role. PIAs may undertake the Bridge Course, subject to the approval of the Selection Committee. Payment to PIA for Bridge Course shall be in accordance with the Common Norms and over and above the total payment to PIA per candidate as specified under Para11 above. PwD trainees shall also be provided Conveyance and Boarding-lodging charges as per the rates prescribed in Common Cost Norms as is done in the case of Short-Term Training under National Action Plan.

#### **11. Target Beneficiaries and their eligibility criteria for RPL under NAP:**

The target beneficiaries under RPL may be PwDs as per the eligibility criteria mentioned below:

- i. A citizen of India.
- ii. A person with disability with not less than 40% disability and having a disability certificate to this effect issued by any competent medical authority.
- iii. The applicant should not have undergone any other skill training course sponsored by Govt. of India during the period of six months prior to the date of commencement of training being considered for.
- iv. PwDs between age group of 15 to 59 are eligible for skill training under NAP. Accordingly, under RPL also, this will be the age criteria subject to requirement of age criteria for different QPs in addition to the condition that they fit the pre-screening criteria defined by SSC for the respective job role.

#### **12. Training Curriculum or Job roles:**

RPL under NAP for PwDs will be provided in NSQF aligned job roles. No. of hours will be as per the provisions of existing Model Curriculum.

#### **13. Selection Committee:**

Empanelment of PIA/Training Partners (other than existing ETPs) and approval of proposals/allocation of targets will be done by the existing Selection Committee of the Department for National Action Plan.

#### **14. Payment to PIA in installments:**

Payment to PIAs shall be made in following two installments:

<b>Installment</b>	<b>% of Cost Per PwD</b>	<b>Milestone/ Output Parameters</b>
1 <sup>st</sup>	30%	On enrolment of a candidate
2 <sup>nd</sup>	70%	On successful certification of a candidate

**15. Review of the guidelines:**

The Department may review the guidelines for RPL training as per requirements.

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