

**RECOGNITION
OF PRIOR
LEARNING
(RPL)
POLICY**

IoDSA

Table of Contents

1. PREAMBLE.....	3
2. RPL FOR ACCELERATED DIRECTOR PROGRAMME	3
3. RPL FOR CERTIFIED DIRECTOR® PURPOSES	4
4. RPL FOR CHARTERED DIRECTOR SA® PURPOSES	4

1. PREAMBLE

- 1.1 Recognition of Prior Learning (RPL) is defined as the principles and processes through which the prior knowledge and skills of a person are made visible, mediated and assessed for the purposes of alternative access and admission, recognition and certification, or for further learning and development.
- 1.2 The South African Qualifications Authority (SAQA) requires SAQA-recognised professional bodies to encourage the provision of alternative access routes into professional designations through RPL.
- 1.3 The IoDSA applies RPL to provide access to its designations through recognition of prior knowledge and skills evaluations as an alternative to the formal education requirements.
- 1.4 All words in capitals in this Policy carry the same meaning as defined in the Certifications Policy.

2. RPL FOR ACCELERATED DIRECTOR PROGRAMME

- 2.1 Applicants may apply for RPL in lieu of the training criteria in any of the following circumstances:
 - 2.1.1 Applicants who have one year of directorship experience on a governing body in the last 36 months prior to applying for exemption may qualify to be exempted from attending the *Being a Director Part 5* programme.
 - 2.1.2 Applicants who have been awarded recognition as a Certified Ethics Officer by The Ethics Institute or attended the Governance of Ethics training by The Ethics Institute in the last 36 months prior to applying for exemption may qualify to be exempted from attending the *Governance of Ethics* programme.
 - 2.1.3 Applicants who hold an accounting or financial designation may qualify to be exempted from the *Finance for Non-financial Director* programme.
 - 2.1.4 Applicants who obtained an Approved Education Programme for Certified Director® designation purposes may qualify to be exempted from attending the full or partial Accelerated Director Programme pathway programmes required to register for the Certified Director designation.
- 2.2 Applicants who have been RPL'ed for any of the above will be required to register and pass the Accelerated Director Programme assessment in order to qualify to receive the Accelerated Director Certificate of Completion.

3. RPL FOR CERTIFIED DIRECTOR® PURPOSES

- 3.1 Applicants may apply for RPL in lieu of the minimum NQF 7 level qualification, if Applicants are able to demonstrate experience as an Executive Manager or Director for at least 5 years.
- 3.2 Applicants who have been RPL'ed for the above will be required to register and pass the Certified Director® exam in order to qualify to be awarded the Certified Director® designation.

4. RPL FOR CHARTERED DIRECTOR SA® PURPOSES

- 4.1 Applicants may apply for RPL in lieu of the minimum NQF 8 level qualification, if Applicants are able to demonstrate substantial and appropriate directorship experience of at least 8 years, and/or have obtained an Approved Education Programme for Chartered Director SA® purposes.
- 4.2 Applicants with extensive directorship experience on Board and Board Committees may be considered for RPL at the discretion of the IoDSA Certification Committee in the following instances:
 - 4.2.1 The Applicant has extensive experience as a Director and has considerable standing in his/her industry.
 - 4.2.2 The Applicant serves in an office-bearer capacity on a committee, working group, forum or other representative group that could serve to raise the profile of the CDSA® designation and the candidate would serve as an ambassador for the CDSA® designation.
- 4.3 Approval to participate in the RPL process as described in 4.2 above is at the discretion of the Certification Committee, and the Certification Committee has full discretion as to which evaluation phases the candidates will be exempt from.
- 4.4 If exempted evaluation phases are not completed successfully, candidates will be required to complete all assessment phases included in the full CDSA® evaluation process, or specific phases as determined by the Certification Committee.