# Future Apprenticeships: Assessment Design & Delivery

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# Topics

- Emerging Assessment Designs

- Assessment Models

- Implications for providers

# Emerging Assessment & QA Designs



**Internal/External Assessment within Qualifications & QA of Assessment Process**

- 'Business as usual'
- Qualifications based
- Regulated by Ofqual
- Internal/External Assessment
- Onscreen/Paper based
- Either Pass/Fail or P/M/D
- Using existing systems and processes
- Both unit and qualification certification required
- Learner achieves qualification irrespective of Apprenticeship outcome
- Providing QA service to independent bodies/parties to ensure achievement of Standard
- Based on current Registration fee system

**Synoptic Independent Assessment linked to standard & QA of Assessment Process**

- Based on Apprenticeship Standards
- Not linked to qualification
- Ofqual regulated?
- Practical/Onscreen/ Paper based
- Either Pass/Fail or P/M/D
- Delivered at the end of the Apprenticeship (minimum 12 months)
- Assessment certificate may be required
- Providing QA service to independent bodies/parties to ensure achievement of Standard
- Would require a Registration/ Certification fee

**Quality Assurance of an Assessment Process**

- Not based on qualifications or units
- Based on Apprenticeship Standard (set by Employers)
- Providing QA service to independent bodies/parties to ensure achievement of Standard
- May involve the use of Independent Assessors provided by Pearson
- Possibly based on Pearson Assured Model?
- No certificate required
- Upon successful completion, learner achieves the Apprenticeship Standard
- Would require a Registration fee

# Assessment Models – STEM Sectors

❑ Qualifications are desirable in most approved/developing Apprenticeship Standards

  ❑ Aerospace & Aviation

  ❑ Automotive Manufacturing

  ❑ Rail Systems Design

  ❑ Rail Engineering

  ❑ Construction Occupations

  ❑ Life & Laboratory Science

❑ Business as Usual approach – may include some form of external assessment within units of qualifications

❑ Synoptic/End Point Assessment varies

❑ Professional Body recognition at Technician Level

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# Example STEM Sector Assessment Summary
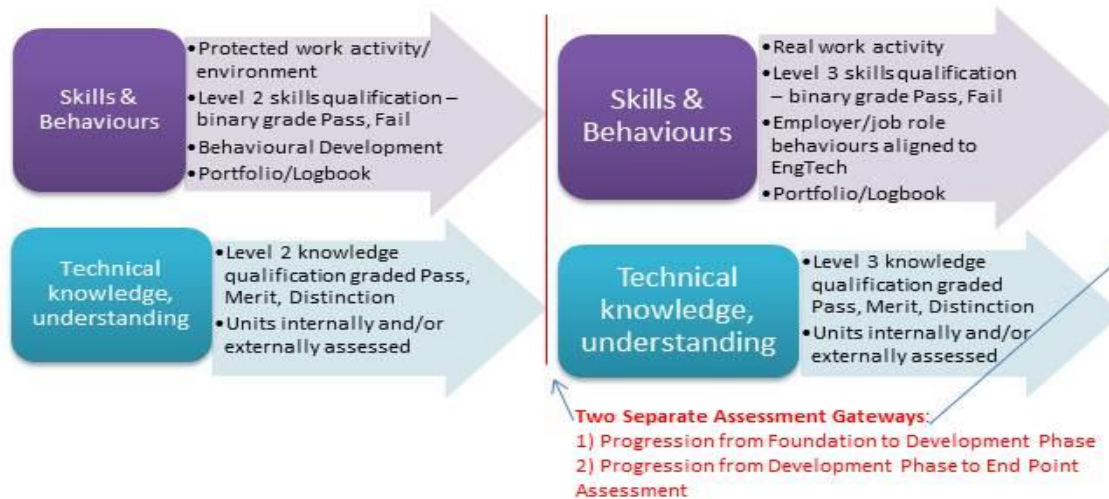
## Foundation Phase Assessment

- Assessment and Verification of Ofqual regulated Competence and Technical Knowledge qualifications at Level 2 designed to meet the Foundation Phase

- Development of a portfolio of evidence will be a key part of Ofqual regulated Level 2 assessment requirements

- Assessment of basic behaviours built into the Competency qualification

## Development Phase Assessment

- Assessment and Verification of Competence and Technical Knowledge qualifications at Level 3 designed to meet the Development Phase

- Development of a portfolio of evidence will be a key part of the Level 3 assessment requirements

- Development of a portfolio of evidence against Engineering Technician requirements

- Assessment of behaviours against Engineering Technician requirements built into qualifications and supported by additional evidence

## End Point Assessment & Employer Endorsement

- The apprentice passing the Occupational Competence Validation Interview (Viva) Annex 1, undertaken by the employer at End Point Assessment which includes:
    - a) Achieving either a Pass, Merit, Distinction in the Technical Knowledge Qualification
    - b) Achieving binary grade Pass in the Competence Qualification
    - c) Achieving the required Behaviours aligned to EngTech
    - d) Technical Validation

- As part of the End Point Assessment, an independent assessment will be undertaken by a nominated Professional Engineering Institution who will not have any connection with the learner, or have been involved in any previous assessment activity. The nominated Professional Engineering Institution will use the following information:
    - a) The Engineering Technician Performance Indicators Recording Form (Annex 2) to determine if the apprentice has met the Engineering Technician requirements as defined by the UK-SPEC and undertake a check of evidence.
    - b) Portfolio based Occupational Competence Validation Interview (Viva) (Annex 1)

- See Diagram 1 for illustrated details of End Point Assessment.

- Final stage employer Sign Off & applies for the Apprentice's certificate

**Skills & Behaviours**
- Protected work activity/ environment
- Level 2 skills qualification – binary grade Pass, Fail
- Behavioural Development
- Portfolio/Logbook

**Technical knowledge, understanding**
- Level 2 knowledge qualification graded Pass, Merit, Distinction
- Units internally and/or externally assessed

**Skills & Behaviours**
- Real work activity
- Level 3 skills qualification – binary grade Pass, Fail
- Employer/job role behaviours aligned to EngTech
- Portfolio/Logbook

**Technical knowledge, understanding**
- Level 3 knowledge qualification graded Pass, Merit, Distinction
- Units internally and/or externally assessed

**Two Separate Assessment Gateways:**
1) Progression from Foundation to Development Phase
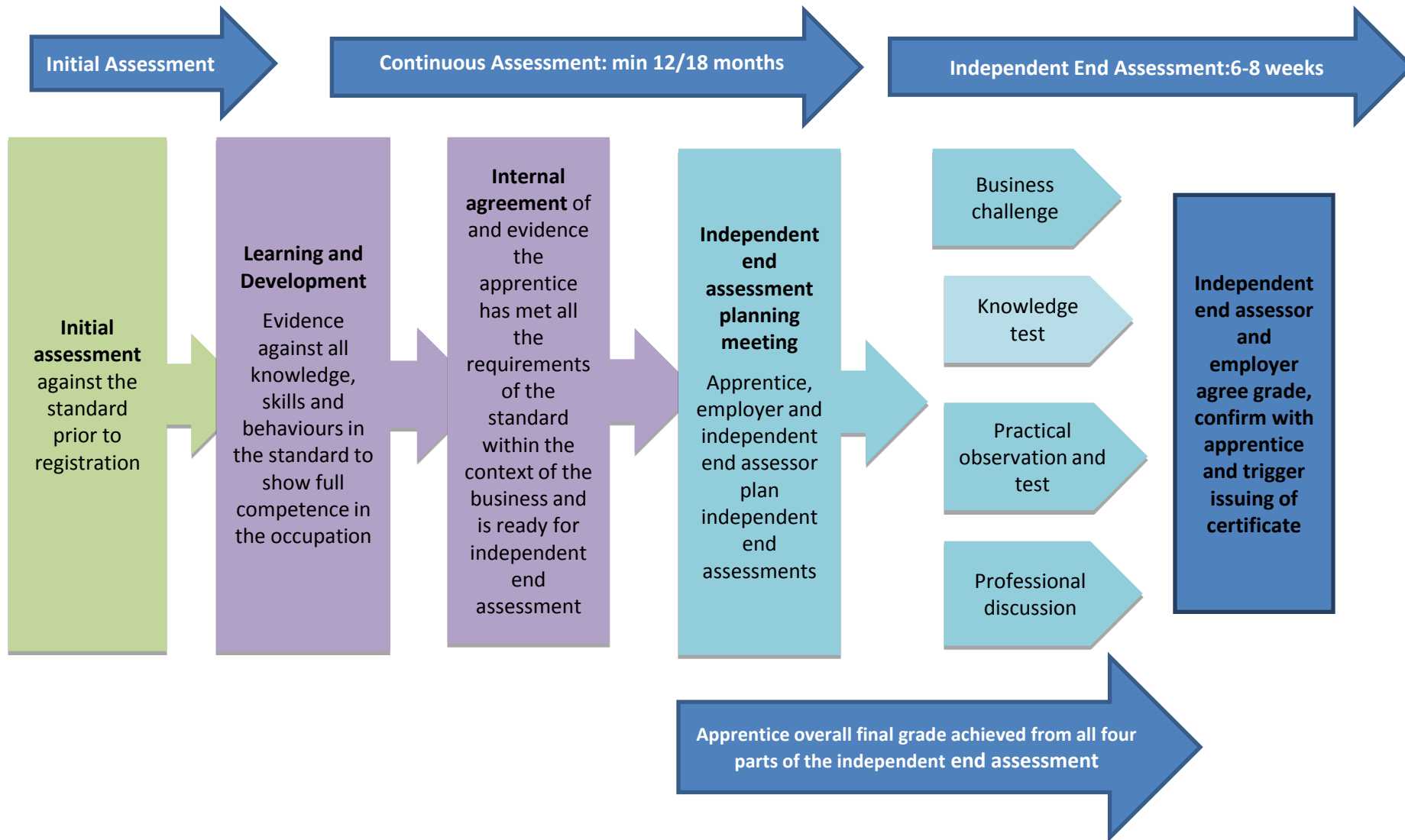2) Progression from Development Phase to End Point Assessment

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# Implications for Providers – STEM Sectors

❑ Changes to funding mechanisms – lead/subcontract arrangements

❑ More robust content of qualifications and unit assessment (i.e. external assessment)

❑ Limited numbers of Level 2 occupations (Construction Crafts), most Engineering are Level 3 and above

❑ Looking at 2 years + duration

❑ Links to Professional Bodies/Membership Bodies – Awareness within providers

❑ Behaviours – assessment of these by training providers – learning curve for delivery staff

❑ Ongoing end point assessment (approx. 3 months)

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# Assessment Models – Service Sectors

❑ Aligns with pillars 2

❑ Qualifications are not mandatory (Hospitality, Retail, Travel)

❑ On-programme assessment not prescribed (and not certificated unless an optional qualification is selected) and subjected to employer sign off against the standard

❑ Synoptic end point assessment carried out independently after a minimum defined period

❑ Planning meeting required

  ❑ Several graded activities taking place over a defined period of time

  ❑ Quality Assured by Awarding Organisation

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# Example Service Sector Assessment Summary

**Initial Assessment**

**Continuous Assessment: min 12/18 months**

**Independent End Assessment: 6-8 weeks**

**Initial assessment** against the standard prior to registration

**Learning and Development**

Evidence against all knowledge, skills and behaviours in the standard to show full competence in the occupation

**Internal agreement** of and evidence the apprentice has met all the requirements of the standard within the context of the business and is ready for independent end assessment

**Independent end assessment planning meeting**

Apprentice, employer and independent end assessor plan independent end assessments

Business challenge

Knowledge test

Practical observation and test

Professional discussion

**Independent end assessor and employer agree grade, confirm with apprentice and trigger issuing of certificate**

**Apprentice overall final grade achieved from all four parts of the independent end assessment**

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# Implications for Providers – Service Sectors

❑ Training delivery not using a qualification

❑ What is your offer to employers?

❑ Employers must make judgement

❑ Staffing – at least 3 people for each apprentice (tutor/coach; assessor and IQA)

❑ Assessors and IQA must be occupationally competent with relevant experience and hold qualifications

❑ Grading and behaviours

❑ Duration of programme (12 months Retail; 14 months Hospitality)

❑ Cost of any retakes charged to the employer (funding covers first attempt)

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# Questions and Thank You