

Papermaking Apprenticeship Assessment Plan



Assessment Plan

Papermaking Apprenticeship

Introduction

The Papermaking Apprenticeship standard has been designed to operate as the professional standard for people working as Papermakers at Level 3 across the sector.

The assessment plan ensures that the completion of a Papermaker Apprenticeship meets the requirements of the standard in terms of Skill, Knowledge and Behaviours.

On completion of the Apprenticeship the individual will be recognised as competent to perform in the role of Papermaker across the sector. This will be achieved by passing the final end point assessment.

The structure of the assessment plan will;

1. Ensure maximum relevance to the job role wherever possible
2. Integrate with day to day responsibilities of the job role
3. Add value to the Papermaker journey, both during and at the end of the Apprenticeship

Assessment Overview

On program:

<p>PORTFOLIO OF EVIDENCE</p> <p>&</p> <p>Level 2 NVQ Diploma in Performing Engineering Operations</p>

Assessment Gateway:

<p>RECORD OF ACHIEVEMENT</p>

Knowledge and Synoptic End Point Assessment:

<p>KNOWLEDGE TEST</p>	<p>PRACTICAL ASSESSMENT</p>	<p>PROFESSIONAL DISCUSSION /INTERVIEW</p>
-----------------------	-----------------------------	---

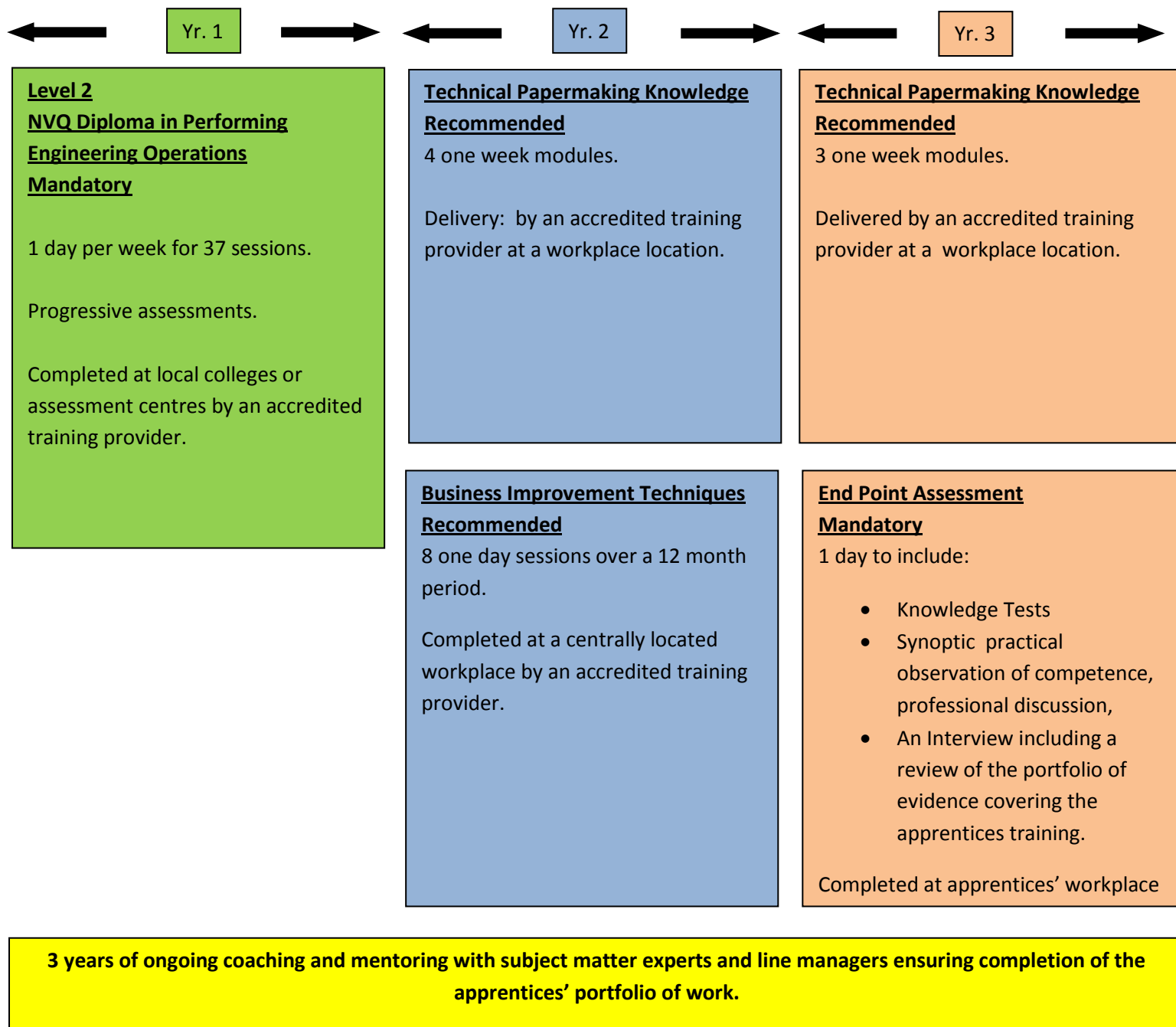
Assessment Methods

Method	Coverage	Assessed	Grading	Grade Weighting
Knowledge Test	Technical Knowledge	RoAAO approved body	Pass/Fail	30%
Practical Assessment	Synoptic/Applied practical	RoAAO approved body	Pass/Merit/Distinction	50%
Portfolio Evidence Professional Discussion and Interview	Competencies and Behaviours Synoptic	Employer/training Provider and RoAAO approved body	Pass/Merit/Distinction	20%

Competence Evidence	Timescale	Requirement	On Programme Assessment
Development of a portfolio of evidence. (Level 2 NVQ Diploma in Performing Engineering Operations) delivered by designated competent provider.	Before the end point assessment date.	Mandatory	Level 2 Diploma as stated in the Papermaker standard.
Completion of a work based continuous improvement project following completion of Business Improvement Techniques (BIT) training delivered by designated competent provider.	Before end point assessment date.	Recommended by the industry	Portfolio
Technical Papermaking knowledge and expertise following on the job training and attendance at training sessions delivered by appointed competent provider.	Before end point assessment date.	Recommended by the industry	Knowledge Test
Documented development reviews to ensure progress to achieve standard. Carried out by the employer and training providers.	Duration of Apprenticeship 3 monthly intervals recommended	Recommended by the industry	Employer and training providers.
Final Competence Assessment	Timescale	Requirement	End point Assessment
1 day synoptic assessment to include: Validation of portfolio of evidence for the apprenticeship to include PEO, BIT project, performance reviews (2 hours) Practical assessment/observation (2.5 hours) Professional discussion (1 Hours) Validation of knowledge theory exam (0.5 hours)	End of apprenticeship.	Mandatory	Employer and appointed RoAAO assessment body.

Proposed Papermaker Apprenticeship 3 Year Programme

While it is up to employers to programme; this is a typical model that the Trailblazers are considering.



Learning Content

Professional Qualifications

As stated in the Papermaker standard, supported by Industry organisations and as a requirement for recruitment, employers require Apprentices to undertake and successfully complete the following Ofqual registered qualification;

- Level 2 – NVQ Diploma in Performing Engineering Operations

In addition Apprentices will need to have achieved Level 2 in Mathematics and English before attempting end point assessment.

Participation and successful completion of the above qualification will ensure Apprentices are able to demonstrate both practically and theoretically that they are capable Papermakers.

Operational training and development, coaching and mentoring together with completion of the above qualification will provide the trigger point for the Apprentice to be put forward for the end point Assessment.

On programme Assessment

The apprenticeship will typically take 3 years to complete. An apprentice is unlikely to be in a position to undertake the synoptic assessment before they have completed 30 months to ensure they have had the opportunity to develop in all areas of the Standard.

A robust process of on programme assessments will ensure that apprentices make good progress towards the final end point assessment, which itself will be of sufficient quality to attest to the level of skills, knowledge and behaviours.

Employers may wish to use their normal performance management processes to monitor the progress of the apprentice, provide feedback and guide development.

- Training providers may wish to support this by ensuring that the requirements of the apprenticeship are reflected in these processes, and by filling any gaps through their work with apprentices.
- Employers and training providers can carry out joint reviews of progress at regular intervals, involving apprentices, line managers and others directly involved e.g. mentors, workplace coaches, etc.
- Apprentices will develop and maintain a portfolio of evidence throughout their apprenticeship.
- Apprentices should achieve the Mandatory Qualifications;
 - Level 2 NVQ Diploma in Performing Engineering Operations,
 - English and Maths

Assessment Gateway

It is recommended that by reviewing the 'Portfolio of Evidence' the employer and assessor organisation should agree and sign off that the Papermaking Apprentice has met the requirements of the Standard and Technical Training Specification (skills, knowledge and behaviours). This will then allow the Papermaker to access the End Assessment.

The candidate would be required to demonstrate the skills, knowledge/understanding and behaviours of a competent Papermaker at the gateway stage. If unsuccessful, feedback would be given and remedial action would be required by the apprentice before progressing to the knowledge test, practical test and interview.

End Point Assessment

End Assessment forms the largest part of the assessment of the Papermaker. The assessment will be developed, implemented and assessed by organisations on the RoAAO. The assessment comprises three components;

1. **Knowledge tests** to consist of multiple-choice or structured questions (short-answer) to assess the bulk of the technical knowledge across the apprenticeship. The knowledge tests will take place prior to the rest of the end point assessment, but within the end point phase of the Apprenticeship, and will be set by approved assessor and examination centre. These will be sat under invigilated conditions and results will be assessed by the chosen RoAAO body (i.e. external and independent). This will be graded as Pass or Fail.
2. A **Synoptic Practical assessment** assessed by an independent assessor/s from RoAAO. This will require the Apprentice to be observed in the workplace demonstrating the skills and knowledge learnt as a result of the apprenticeship. This challenge draws together core practical occupational responsibilities developed in conjunction with employers. Evidence will be externally marked. This will be graded distinction/merit/pass/fail. There will be set criteria for observation to ensure that the key competencies as set in the Papermaker standard are observed. An example of part of the process that may be observed is below.

Apprentice Observation

Prepare processes for paper manufacturing and finishing

This is about setting up processes in preparation for manufacturing or finishing. Carrying out tasks associated with preparing for the manufacture or finishing of paper, board, tissue or non-wovens. It includes making sure machinery is set up to run safely and efficiently to produce the outputs specified in job requirements.

Performance criteria

Check that the apprentice competently achieves the following;

- has all the details required for the job from reliable sources
- identifies there are sufficient available quantities of the materials required for the job
- checks that the work area is safe and ready for production in line with organisational guidelines
- checks appropriate machinery or equipment in line with job requirements
- prepares and load the materials in line with operating procedures
- make processes ready to run in an efficient and safe manner
- make sure processes will produce products to the required standard and meet requirements outlined in job details, making adjustments when necessary
- make sure processes will comply with environmental legislation and organisational guidelines
- identify and correct mechanical faults which you are able to rectify in line with organisational guidelines
- report mechanical faults or other problems which you are unable to rectify to appropriate people without delay

3. Interview (professional discussion) to assess the Papermaker on:

- a. Skills not covered by the Practical assessment
- b. Performance in the practical and the knowledge test
- c. Validate the Performing Operations outcome
- d. Validate behaviours using the portfolio of evidence and associated project work as a basis for the oral assessment and discussion.

This will be carried out by an independent assessor and represents the third stage of the End Assessment. The interview will have two roles and act as an assessment device and confirmatory device.

The first role of the interview - an assessment device - will orally examine overall skills, knowledge and behaviour and it will be graded as Distinction/Merit/Pass and Fail. The 'Portfolio of Evidence' can be used to inform questioning during this interview.

The second role of the interview - a confirmatory device – will check the Distinction/Merit/Pass/Fail decisions of the Practical tests and the Pass/Fail decisions of the Knowledge tests, as well as the assessment part of the Interview. These roles will help to address any issues of coverage and check on the reliability of the grade boundary decisions with the other assessment instruments and the validity of the aggregated proposed final grade. There will be an interview schedule and Specification made available.

All of the three components will contribute to grading and all components must be passed, for the Papermaker to be deemed competent at Level 3 Apprenticeship. The end point assessment will establish the following;

The Papermaker Apprentice has the required skill, knowledge and understanding to perform competently in all aspects of their role with respect to:

Performance in Role	Behaviours
Communication	The required attitudes, behaviours and interpersonal skills associated with the professional workplace.
Health, Safety & Environment	Active promotion of positive safety behaviours at all times
Quality and Testing	The ability to work effectively as an individual and as part of a team
Stock Preparation	Proactivity in finding solutions to problems.
Stock Approach and Wet End Chemistry	A commitment to quality and continuous improvement.
Sheet Forming systems	A recognition and appreciation of equality and diversity in the workplace
Press and Drying Sections	The ability to handle change and respond to change management processes.
Coating and Calendering	
Reel Up and Slitting	
Engineering	
Continuous Improvement	

The End Point Assessment Requirements in Practice

The Apprentice on achieving the requirement of the assessment gateway will be put forward for the End Point Assessment (the EPA). The employer will arrange with the assessment organisation a suitable time to carry out the EPA assessment process.

The end point assessor will be required to validate the knowledge test results, carry out an observation of the Apprentice in the workplace assessing skills and knowledge achieved by witnessing practical application of skill, knowledge and behaviour. It is anticipated that the EPA assessment, time spent with the Apprentice, will be one day.

Knowledge Assessment

The knowledge tests will usually take place before the rest of the EPA, but as part of the end-point assessment phase of the Apprenticeship. The tests will be set by a competent and experienced training organisation. The tests will be validated by the assessment organisation at EPA. The knowledge tested is shown in the following tables.

Total examination time for all modules will be 4.5 hours. Apprentices will be examined on 12 Units and must achieve at least a 50% score in each Unit to achieve a Pass overall in the knowledge test.

Module Title (Complete all listed below)	Module Title Mandatory Units (M)– Learners must complete ONE Pathway Specific Mandatory Unit:
<i>The History of Papermaking</i>	Sheet Formation of Paper in Papermaking (M)
<i>Basic Science for Papermaking</i>	Sheet Formation of Board in Papermaking (M)
<i>Fibres used in Papermaking</i>	Sheet Formation of Tissue in Papermaking (M)
<i>Process Water and Chemical Additives used in Papermaking</i>	Module Title Optional Units – Learners must complete FOUR Optional units from the following:
<i>Wet End Processes in Papermaking</i>	Pulping Processes in Papermaking
<i>Dry End Processes in Papermaking</i>	Processing New Fibres in Papermaking
<i>Plant Services in Papermaking</i>	Processing Recycled Fibres in Papermaking
	Pressing Water from Paper and Board
	Drying Paper and Board
	Coating and Surface Modifications used in Paper and Board Finishing
	West End Chemistry in Papermaking

A synoptic practical demonstration

Observation of Apprentice will be undertaken at the time of assessment. The competence of the Apprentice will be assessed on a part of the process they are working on at the EPA. They will be expected to demonstrate the knowledge, skill and behaviours they have learnt through completion of the apprenticeship process through;

- Communicating with team members/others in the process chain.
- Demonstrating appropriate behaviour expected in the professional workplace.
- Look to apply improvement methods.

The above is will be referenced to the relevant National Occupational Standards for Paper Manufacture. <http://www.proskills.co.uk/apprenticeship-standards-england/> - paper apprenticeship resources.

It is anticipated that knowledge gained throughout the apprenticeship will be witnessed via a practical demonstration of skills at the EPA. The employer will select the skill area for assessment dependent upon the process area the Apprentice is working at the time of the EPA. The employer will ensure that the applied skills and knowledge cover those listed in the standard. It will be the RoAAO assessor will also assess performance with reference to the Papermaking standard.

<https://www.gov.uk/government/.../apprenticeship-standard-papermaker>

A Professional Discussion/Synoptic Interview

The professional discussion will be a synoptic interview with an assessor/s from the designated RoAAO. The interview will assess the experience, knowledge base and behaviours of a Papermaker.

This will be a structured discussion between the apprentice and their independent assessor, focusing on the gaps that were not established by practical or theory elements. It covers apprentice achievements, the standard of their work, and their approach. This enables the assessment to cover a broad range of knowledge and understanding, skills and behaviours, such as:

- Structured problem solving on the machines.
- Evidence of operator maintenance.
- Internal and external customer and stakeholder relationships.

During the assessment part of the Interview, the Papermaking Apprentice overall skills, knowledge and behaviours will be orally examined. The 'Portfolio of Evidence' can be used to inform questioning during the interview.

These steps will help to address any issues of coverage and check on the reliability of the grade boundary decisions with the other assessment instruments and the validity of the aggregated proposed final grade.

Grading Scores:

The apprentice will be scored against the following criteria depending on what level of competence they show or articulate.

	Pass	Merit	Distinction
Practical	<p>The apprentice demonstrates the ability to run the equipment;</p> <ul style="list-style-type: none"> ▪ Safely. ▪ Within specification. ▪ Making adjustments when the product is out of specification. ▪ Has some knowledge of running the equipment more efficiently. ▪ Has an understanding of what engineering maintenance is carried out and why. 	<p>The apprentice demonstrates the ability to run the equipment;</p> <ul style="list-style-type: none"> ▪ Safely. ▪ Within specification. ▪ Making adjustments when the product is out of specification and understands why the product is going out of specification. ▪ Puts ideas forward in order for the machine to run more efficiently. ▪ Fully understands what engineering maintenance is carried out and why. 	<p>The apprentice demonstrates the ability to run the equipment;</p> <ul style="list-style-type: none"> ▪ Safely. ▪ Within specification. ▪ Making adjustments before the product is out of spec using trending analysis and fully understanding why the product is going out of spec. ▪ Actively peruses better way of working and driving efficiencies. ▪ Taking responsibility for operator maintenance and driving the machine to optimise performance.
Discussion/ Interview	<p>The apprentice can articulate the following;</p> <ul style="list-style-type: none"> ▪ Why safety is important. ▪ What specifications you are measuring. ▪ When to make adjustments to the machine. ▪ What is continuous Improvement. ▪ Why do we do operator Maintenance. 	<p>The apprentice can articulate the following;</p> <ul style="list-style-type: none"> ▪ Why safety is important and how to minimise risks. ▪ What specification you are measuring and what effect it has on the product when it is out of specification. ▪ When to make Adjustments to the specifications and why it is necessary. ▪ What is continuous Improvement and how it is implemented. ▪ Why do we do operator Maintenance and what benefits you get. 	<p>The apprentice can articulate the following;</p> <ul style="list-style-type: none"> ▪ How to actively minimise risks using the appropriate tools. ▪ How to optimise the machine so the specifications stay in tolerance. ▪ Analysing trends to ensure product maximisation. ▪ The tools and techniques used to implement continuous improvement. ▪ The tools and techniques used to maximise your asset in terms of maintenance.

End Assessment Timings and Activities:

It is suggested that the process of setting up the End Assessment, as recommended and outlined in the table below, should begin around 3 months before the completion of the apprenticeship:

Timescale	Who	Activity
On-program	Employer Training providers On SFA register	To keep an evidence of completed tasks in the workplace (e.g. logbooks of work completed, performance review records, learning/training evidence) covering competencies, behaviours and performance on occupational tasks To review progress and ensure on track as part of regular tracking of progress Completion of PEO Qualification on program Employer and Training Provider to identify any gaps and produce a plan for the final 3 months to complete the learning
Up to 3 months prior completion	Employer	Employer to decide timing of the end assessment based on the outcomes of the on-program assessment demonstrated in the apprentice's portfolio of evidence.
EPA	External Assessment organisation on RoAAO	The EPA pulls together all activity which has taken place during Apprenticeship and provides the overall final decision as to the competence of the Apprentice.

Appointment of Assessment Organisations

The end point assessment will be carried out by an appointed assessment organisation selected by employers from the RoAAO. The assessment organisation must be able to demonstrate that they have sufficient resources and expertise to undertake the end point assessment and their assessors can demonstrate;

- 3-5 years relevant experience of working in the Paper Industry
- Vocational competence to assess Papermaker Apprenticeship validated by an appropriate assessment qualification at A1 /A2.
- Relevant experience in assessment and validation

The estimated cost for the EPA will be around £600 per Apprentice which it is anticipated will be invoiced to the employer for payment on completion of the EPA.

Independence & Impartiality

There will be a range of employer-defined requirements and criteria for assessment organisations and training providers including:

- Experience in delivering assessments.
- Sector knowledge and understanding.
- Internal quality assurance processes.
- Customer service processes.
- Training and development plans.
- Leadership and management arrangements.
- Infrastructure and geographical coverage.

Independence and impartiality are achieved when the EPA is undertaken by through independent assessment organisations employing independent assessors and registered on the Register of Assessment organisations.

The independent assessor will make a holistic assessment of each apprentice's work, including the grade to be awarded, on the basis of evidence supplied. The independent assessors provide a consistent, objective and independent approach. The group of employers will be responsible for the moderation. This manages any risk around a single assessor approach.

Impartiality will be assured by **not allowing** the training providers or employers to make the sole decision on the End Point Assessment. The End Point Assessment will be assessed and verified independently of the employer or training provider used for the on-program assessment.

Some employers may wish to volunteer staff to be independent assessors. Given the technical elements of the Apprenticeship this structure was agreed by the group of employers to ensure standardisation and consistency across the industry and the country. To enable this to happen the assessors must be registered appropriately.

End Point Summary of Roles and Responsibilities

Employer

- ✓ Creates opportunity for the Apprentice to carry out work and produce outcomes
- ✓ Sets up the PEO training and qualification with accredited providers
- ✓ Appoints training providers in line with guidelines set for Employers through the Apprenticeship process.
- ✓ Ensures level 2 maths and English have been achieved before EPA
- ✓ Supports the generation of workplace evidence to show how the Apprentice Papermaker has demonstrated the competencies required of the standard and technical specification
- ✓ Participates in consensus decision with training provider on behaviours
- ✓ Decides on the timing of final assessment with the support of training provider/assessor
- ✓ Works with the training provider to carry out a continuous review of the evidence generated by the Papermaker Apprentice against the training standards as part of the formative on-program assessment process
- ✓ Applications for funding as specified
- ✓ Paying providers of training and Assessment
- ✓ Ensuring attendance at standardisation and QA meetings.

Training Provider

- ✓ Brings a view of the Apprentice from supporting them through the apprenticeship
- ✓ Maps and assesses work against the Technical Specification (specifies the technical content that must be taught and potentially assessed)
- ✓ Participates in consensus decision with the employer behaviours of the Apprentice.
- ✓ Supports the employer on deciding the timing of final assessment
- ✓ Works with the employer to carry out a continuous review of the evidence generated by the Apprentice against the standard and meeting the agreed assessment strategy as part of the formative on-program assessment process
- ✓ Supporting the Employer to organize and coordinate the process
- ✓ Supporting the Employer in contacting and securing the services of an appropriately qualified RoAAOs as appointed assessors.
- ✓ Providing training in the on-program assessment process (including use of tools and application to ensure consistency) for staff involved in the formative on-program assessment.
- ✓ Training Providers, with their experience, can support and add value to the employer.

Organisation on the Register of Apprenticeship Assessment Organisations (RoAAO)

- ✓ External and independent assessment of knowledge through the EPA requirement
- ✓ Independent view as they will not have any prior involvement in the apprenticeship.
- ✓ Brings added rigour and consistency to the assessment through their wider industry perspective, knowledge and experience
- ✓ Supplies assessor guidance and templates for use in the on-program assessment process
- ✓ Participates in the assessment and confirmatory synoptic Interview
- ✓ Assesses against pass/merit/ distinction criteria for final achievement
- ✓ Participates/Hosts annual standardisation event for the Apprenticeship.

Internal Quality Assurance

The assessment methods described above are designed to produce assessment outcomes consistent and reliable and which allow fair and proper comparison between apprentices employed in different sectors and sizes of organisations. The processes described in this section are designed to ensure consistent application of the assessment process.

The apprenticeship Standard defines what is required in terms of skills, knowledge and behaviours. Our approach puts the Standard at the heart of the assessment process, ensuring that judgements on occupational competence are consistent and that there is standardisation and comparability between employers.

All assessment and quality assurance organisations will be asked to sample a minimum of 10% of Skills, knowledge and behaviours covered in the common Papermaker standard.

Every organisation offering a Knowledge or synoptic Practical assessment will be asked to follow Assessment Specifications.

External Moderation

A panel of Employers will provide external moderation for the Papermaking Apprenticeship. The structure and constitution of this panel will be as follows:

- A minimum of 4 employers will make up the panel.
- SME's will have at least 25% membership rights.
- Employers interested in being on the panel of employers will be asked to apply in writing to the Trailblazer group expressing interest. The trail blazer group will decide the panel membership from employers.
- New panel members will be invited to replace existing members once every two years. Panel members will be allowed to continue on the moderation panel if no other companies express an interest to join. The panel can be refreshed by changing the representative from the company.
- Ideally panel members will have prior experience in training, development or HR.
- Panel members will be expected to meet twice a year and they will;
 - Sample 10% of on programme assessments and portfolios across all years of Apprenticeship
 - Check that training providers have appropriate qualifications and on the relevant registers to practise
 - Ensure Assessment organisation are on the RoAA
 - Ensure standardisation of the EPA process across employers by asking assessment organisations to provide templates for the EPA observation checklists, moderation of examinations and questioning profiles for professional discussion.

- Review annually examination papers with the assessment organisation to ensure the knowledge being assessed is current and valid.
- Check that employer's selection of college provision and courses are validated and that they possess the relevant quality assurance certification.

Delivering Accurate (Valid) Judgment

The assessment process has been developed specifically for the Standard and is designed to test the totality of the Standard. The combination of assessment methods in the final synoptic assessment ensures that the assessment of each apprentice is based on their performance and reflects accurately the quality of their work and the application of skills, knowledge and behaviours specified in the Standard.

The components of the final synoptic assessment build a cumulative picture of performance against the Standard. They require apprentices to demonstrate the application of skills, knowledge and behaviours in an integrated manner to deliver the required outcomes, enabling the independent assessor to make a holistic judgement about how well the apprentice meets or exceeds the Standard.

The role of the independent assessment organisation is critical, - ensuring that assessments are only undertaken by suitably qualified and trained assessors, using approved tools and materials, with documented criteria, as well as robust internal verification and quality control processes. They will be expected to make judgements based on evidence which is current, valid, reliable and authentic.

Weighting and Grading

It is recommended that by using the 'Portfolio of Evidence' the employer and assessor organisation should agree and sign off that the Papermaking Apprentice has met the requirements of the Standard and Technical Training Specification (skills, knowledge and behaviours). This will then allow the Papermaker to access the End Assessment.

The candidate would be required to demonstrate the skills, knowledge/understanding and behaviours of a competent Papermaker at the gateway stage. If unsuccessful, feedback would be given and remedial action would be required by the apprentice before progressing to the knowledge test, practical test and interview.

Assuming the Apprentice can enter the Assessment Gateway then the end Point Assessment would cover the following components which would be used to achieve an overall grade.

Method	Coverage	Assessed	Grading	Grade Weighting
Knowledge Test	Technical knowledge	RoAAO approved body	Pass/Fail	30%
Practical Assessment	Synoptic/Applied practical	RoAAO approved body	Pass/Merit/Distinction	50%
Portfolio Evidence and Professional Discussion and Interview	Competencies and behaviours Synoptic	Employer/training provider and RoAAO approved body	Pass/Merit/Distinction	20%
Total	All aspects of the Apprenticeship	RoAAO approved body		100%

The apprenticeship is graded and the apprentice must achieve the following to gain a certificate of completion:

- Pass (50 – 59%) of the overall scores available.
- Merit (60-79%) of the overall scores available.
- Distinction (80-100%) of the overall scores available.

The weighting for the end point assessment is as follows;

- Technical Knowledge 30% of the overall mark
- Practical/Demonstration 50% of the overall mark.
- Professional discussion 20% of the overall mark.

The assessment organisation will establish the final grading and competence.

Affordability

The estimated cost of the end point assessment is 10.5% of the cost of the Apprenticeship. This takes into account accommodation and travel as the industry is spread throughout the country. We would anticipate 20 to 35 Apprenticeships every year.

Manageability/Feasibility

The Trailblazer group is working closely with training providers and their representative bodies to ensure that they are ready and able to take on the role of training and assessing this new apprenticeship.

The group is also very conscious of the need to ensure that this approach is feasible for smaller companies. The Papermaking Trailblazer is consulting widely across the sector about the apprenticeship reforms and, while it has been ambitious in its objectives for securing greater breadth and depth and higher standards and quality, it remains attentive to the diversity of needs and requirements across the industry, and determined that any changes introduced are viable for all stakeholders in particular Subject matter Experts.

It is a key concern of many of the Trailblazer groups that the reforms do not lead to a two-tier system where only companies with the greatest influence and resources are able to benefit from the standard.

This Assessment Plan, The Trailblazer Group and the Assessment Organisation will develop the end-point apprenticeship assessments, ensuring these are manageable, cost effective and deliverable for different types of providers, or through accessible hubs.