

## END POINT ASSESSMENT PLAN FOR POULTRY WORKER LEVEL 2 STANDARD

Summary of Assessment		
<p>This apprenticeship assessment plan is designed to operate as the professional standard for Poultry workers working across the Poultry Agriculture Sector. It is comprised of a core together with 5 Option routes. These are Breeding, Rearing, Hatching, Grow Out and Egg Production. The standard and end-point assessment plan have been developed by the Poultry Employer Trailblazer Group made up of employers from across this supply chain.</p> <p>A full summary of the EPA plan for this standard is outlined below. The EPA plan clearly relates to the standard and its content - which is pivotal to this assessment. The EPA also has three robust elements including a synoptic occupational practical assessment.</p>		
<b>POULTRY WORKER</b>		
ON PROGRAMME	GATEWAY	END POINT ASSESSMENT
The apprenticeship is typically 12 – 18 months in duration for new entrants	Employer makes decision following consultation with relevant Training Provider to determine readiness to enter EPA.	One day EPA advised to conduct knowledge test, practical assessment and professional discussion.
<p>Achievement of Level 2 standard of core knowledge, skills and behaviours through on the job training– portfolio as reference</p> <p>Work towards Level 1 English and Maths if not already achieved</p>	<p>English and Maths component completed at Level 1 and taken the test for Level 2.</p> <p>Portfolio has been completed to the satisfaction of the Employer and Relevant Training Provider.</p> <p>The portfolio will be used to support the professional discussion to provide examples of behaviours – but will not itself be assessed.</p> <p>The portfolio structure must be designed and developed by EPA Organisations. Apprentices will be responsible for the full and varied compilation of evidence that will be required for submission purposes. The portfolio will record the apprentice’s achievements as they progress through the programme.</p>	<p>1. Multiple choice Test (45 minutes duration)</p> <p>2. Observational practical assessment conducted by independent assessor ideally at apprentice’s workplace, or a similar workplace (2 hours plus 10% tolerance)</p> <p>3. Professional Discussion with independent assessor. (45 minutes duration)</p>

The end point assessment will be conducted over a maximum of 3 hours and 30 minutes (not including breaks).

**Assessment Overview (See also appendix 1)**

<b>Assessment Method</b>	<b>Area Assessed</b>	<b>Assessed by</b>	<b>Grading</b>
<b>Multiple choice Test</b>	All areas of Core Knowledge assessed (see appendix 1)	End-point Assessment Organisation	Fail / Pass / Distinction
<b>Observational Practical Assessment</b>	<p>Area assessed from standard Core Knowledge as follows</p> <ul style="list-style-type: none"> <li>Species knowledge</li> <li>Food Safety</li> <li>Health and Safety</li> <li>Maintaining Equipment</li> <li>Biosecurity</li> <li>Environmental conditions</li> <li>Operating Procedures</li> <li>Handling and Transportation</li> <li>Welfare</li> <li>Industry Code of Practice</li> <li>Bird Health</li> <li>Stock Control</li> <li>Performance Metrics</li> </ul> <p>Plus knowledge categories from the relevant option (see Appendix 1)</p> <p>All Core Skills plus skill options (see Appendix 1)</p> <p>Core behaviours</p> <ul style="list-style-type: none"> <li>Responsibility and Ownership</li> <li>Resilience and Commitment</li> <li>Improvement Focus</li> </ul>	End-point Assessment Organisation	Fail / Pass/ Distinction
<b>Professional Discussion</b>	<p>Area assessed from the Core Behaviours.</p> <ul style="list-style-type: none"> <li>Responsibility and Ownership</li> <li>Resilience and Commitment</li> </ul>	End-point Assessment Organisation	Fail / Pass / Distinction

	Improvement Focus Attitude and diligence Challenge and initiative Respect for others		
<b>On-programme Assessment</b>			
<p>On – programme portfolio of work will be completed during the duration of the apprenticeship. The portfolio will detail the progress that the candidate has made in learning the knowledge, skills and behaviours needed to be put forward for EPA. The portfolio will contain evidence to support progress, which can include written examples, responses and illustrations by the learner, written summary and reports plus support documentation included in the portfolio by the candidate to indicate skill and competence. There should be at least one piece of evidence per skill criteria including relevant option which also demonstrate sufficient knowledge. Only when the portfolio has been completed to the satisfaction of the employer in discussion with the learner will they be put forward for EPA.</p> <p>The portfolio will be referenced within the professional discussion. The evidence in the portfolio can then be used by the assessor to validate behaviours through further questioning in the discussion.  <b>The portfolio will not be assessed.</b></p>			
<b>Assessment Gateway</b>			
<p>Employer makes decision to put forward the apprentice following completion of training portfolio, A level 1 pass in English &amp; Maths is a requirement and attempt at Level 2.</p>			
<b>End-point - Assessment</b>			
<p><b><i>The end point assessment will contain 3 components. All components must be passed for the apprentice to meet the apprentice standard.</i></b></p> <p><b>1. Multiple Choice Test – (MCT)</b> This will have 30 multiple-choice questions, which will be completed in 45 minutes. Ideally online, to minimise cost but a paper version will be available where necessary. The 30 questions will be drawn from a bank of 100 questions. There will be 4 answers to choose from for each question. The question bank will be developed by the assessment organisation and refreshed every two years. The test will be conducted on the same date as the OPA and Professional discussion and will be invigilated by the assessor. It will normally be therefore 1 to 1.</p> <p><b>2. Observational Practical Assessment –</b> the OPA will be conducted at the apprentice's or similar workplace. A bank of practical activities (reviewed every 2 years )will be developed by the assessment organisation in order that the OPA can be conducted at any point in the production cycle or process when poultry or eggs are on site and appropriate for the OPTION route (– these are: breeding, hatching, grow out, egg production and rearing). The activities will be designed by the EPA organisation to cover the core and optional skills. The candidate will be expected to complete the activities and demonstrate the required skills, in doing so they will also be able to demonstrate the application of knowledge through responses to questions prepared by the assessor. Furthermore in demonstrating the skills, the apprentice will also have the opportunity to show three of the behaviours to the assessor as the approach to the tasks is also of vital importance. This enables the OPA to be a synoptic assessment that covers key elements of knowledge, skills and behaviours. The</p>			

grading table in Appendix 2 covers the descriptors, which EPA organisations can use to design detailed criteria for this assessment.

The assessment organisations will be made aware of any limitations in assessment premises or the available production cycle or process, which would constrain the skills to be assessed at the time of the OPA.

The OPA will be 2 hours with a 10% tolerance. The OPA will be recorded in a standard template to ensure consistency between different assessments and to support moderation.

**3. Professional Discussion** –. The PD is an opportunity to draw out responses from the apprentice and to review the behaviours in full and will be conducted at an apprentice's or similar workplace. The PD enables the candidate to demonstrate to the assessor the behaviours within the standard and their portfolio will be referenced to support their answers and examples.

Assessment organisations will have developed banks of question briefs for the PD covering the behaviours. There should be at least one question per behaviour with appropriate follow ups as needed.

The PD is 45 minutes with 10% tolerance each way. It should take place in a private area – side room or office to the working area for example. The discussion will be documented against an agreed framework to ensure consistency.

#### **Assessment Location**

At the apprentices workplace or a similar workplace. A familiarisation date ahead of the assessment date if the apprentice is to be expected to conduct their assessment away from their normal work place. E.g. at a neighbouring farm.

A single assessor will carry out the assessment.

#### **Assessment duration**

The assessment will be completed in one day. Therefore it will be completed either at their employment site or similar. This will allow all sizes of business to comply. The online MCT can be completed at a site, or if this is not possible, a paper version will need to be available. The order of completion is MCT, OPA, PD.

#### **End-point – final judgement**

The independent assessor will make the final decision at the conclusion of the EPA using grading criteria developed using the guidance in Appendix 2.

#### **Independence**

#### **EPA Organisation**

Any approved end-point Assessment Organisation (EPAO) chosen from the ESFA's Register of End Point assessment organisations (RoEPAO) can carry out the EPA.

**EPA Requirements**

The assessors will be recruited, trained and standardised by the EPA organisation. The EPA organisation will allocate from a pool of approved assessors that they maintain. The assessor must have met the criteria defined by the EPA organisation based on this plan. These criteria are:

- Current occupational competence gained from working within the industry in the last 5 years (direct or ancillary) and at least 5 years in total
- Qualified to a minimum of the level they are assessing.
- Current relevant assessment qualifications

The appropriate level will need to have been demonstrated at a farm, or hatchery, within a poultry organisation.

**Roles and Responsibilities**

See Appendix 3

**End Point - Grading**

There will be three levels of achievement – fail, pass and distinction.

A grading profile will be developed by the EPA organisations working collaboratively in consultation with employers and training providers. This will articulate the skills, knowledge and behaviours expected of a pass and a distinction level apprentice, and also the characteristics of a fail apprentice. This will be based on the grading table in Appendix 2. This grading profile developed, based on this grading table will then be used to inform the grade descriptors used in the final End Point Assessments.

The apprentice needs to get the relevant grade in every single assessment method to achieve that grade overall. This means three passes, equals a pass, and three distinctions equals a distinction.

The independent assessor alone decides the grade at the end of the EPA.

Apprentices who fail one or more assessment method will be offered the opportunity to take a re-sit/re-take. A re-sit does not require further learning, whereas a re-take does. Re-sits/re-takes must not be offered to apprentices wishing to move from pass to distinction.

EPA's need to agree an appropriate appeals procedure that is consistent for all apprentices.

**Quality Assurance – internal**

The EPA organisation shall carry out annual standardisation between assessors, the appointment of a lead assessor to overview assessor reports, sample assessors work on an annual basis and carry out observed visits on an annual basis. The EPA organisation should monitor appropriate CPD to determine the technical competence of the lead assessor. Employers should be involved in the setting of CPD standards and offering opportunities to support development of assessors.

Internal verifiers will assess the progress of apprentices through the programme and help to ensure their portfolio and the candidate is ready before being put forward for the EPA.

The EPA organisation shall also provide standardisation update days annually related to assessment matters and procedures, and carry out reviews of assessors continued professional development to ensure they have relevant technical and assessor qualifications and experience.

### **Quality Assurance – external**

OFQUAL have agreed to oversee our EQA.

Ofqual's approach to external quality assurance is through regulation of end point assessments and the awarding organisations who deliver them; holding awarding organisations to account against their General Conditions of Recognition.

It is strongly recommended that the assessment organisations work collaboratively to set common test specifications to be reviewed annually. Assessment organisations can then develop live assessment materials against these specifications.

### **Moderation - Reliability, Validity and Consistency**

The assessment methods and quality assurance practices described above are designed to produce assessment outcomes that are educationally reliable and consistent across different EPA organisations. The processes described are also designed to ensure the consistent application of the EPA processes and standards by all parties allowing the apprentice fair access to assessment and fair comparison between apprentices and organisations.

Delivering reliability in judgement stems from the carefully laid out Apprentice Standard defining what is required of the knowledge, skills and behaviours. The standard contains this information and therefore is the key to the assessment process and the pivot around which the EPA process functions effectively.

Consistency and comparability between EPA organisations will be achieved by the collaboration of assessment organisations to develop the test specifications designed to sample knowledge and understanding across the standard.

The use of EPA organisations provides confidence in those undertaking assessment and verification that they can make reliable judgements. Their use also provides confidence that results obtained across different organisations and employers can be relied upon as they are required to have robust internal quality assurance and verification processes to ensure that reliability of assessment is maintained within their organisations. Staff operating under these conditions shall meet the requirements set out in the Independence section above.

The EPA organisation will hold standardisation events to ensure consistency between its assessors, as this is vital for the process.

Reliability in the EPA process depends upon the accuracy with which the assessment methods measure the relevant skill or attainment. Therefore, each assessment method shall be carefully designed to allow measures of consistency between assessors and organisations.

Reliability in the marking process will be achieved in the following ways:

- Clearly written assessment methodologies
- Use of marking schemes as appropriate
- Use of standardisation events between assessors

The combination of several assessment methods in the final summative assessment ensures that the assessment of each apprentice is based on their performance and accurately reflects the quality of their work and the application of knowledge, skills and behaviour specified and described in detail in the standard. Taken together the components of the EPA build a robust picture of performance against the standard.

Within the EPA process there are opportunities to integrate the testing of the application of skills, knowledge and behaviours in the OPA to allow the independent assessor to make a holistic judgement about how well the apprentice meets or exceeds the standard and also to test the reliability of the processes.

## **Implementation**

### ***Affordability***

In developing this assessment approach, we have consistently sought to keep the approach simple but effective. This has led to a well-defined cost effective and deliverable process that employers and EPA organisations will find easy to understand and use. We have obtained a provisional figure that indicates the EPA cost will be no more than 20% of the total band funding allocation.

### ***Delivering Accurate(Valid) Judgements***

The EPA is focused on the competence of the apprentice in the role as evidenced by their ability to demonstrate the knowledge, skills and behaviours as set out in the standard. Each of the components of the EPA build a cumulative picture of competence against the detailed standard.

### ***Delivering Consistent (Reliable) Judgements***

The internal and external Quality Assurance measures have been designed to ensure consistent and reliable judgements.

### ***Volumes***

Approximately 200

## Poultry Worker Appendix 1

The below table outlines the knowledge skills and behaviours of the core standard. This has been done as a summary for ease of reading and understanding. Full descriptions under each heading are available in the standard.

The appendix also clearly shows which assessment method is used for each learning area and the holistic role of the OPA covered in greater detail in Appendix 2.

	What is being assessed?	Which assessment method will test?		
		MCT	OPA	PD
Knowledge	Species Knowledge	√	√	
	Food Safety	√	√	
	Health and Safety	√	√	
	Maintaining equipment	√	√	
	Biosecurity	√	√	
	Dietary Requirements	√		
	Environmental conditions	√	√	
	Operational Procedures	√	√	
	Handling and Transportation	√	√	
	Welfare	√	√	
	Industry codes of practice	√	√	
	Bird health	√	√	
	Stock control	√	√	
	Performance metrics	√	√	
Technology	√			
Skills	Health & Safety		√	
	Biosecurity		√	
	Hygiene and food safety		√	
	Bird Handling		√	
	Welfare		√	
	Environment		√	
	Operations		√	
	Standards		√	
	People		√	
Behaviours	Attitude and Diligence			√
	Responsibility and Ownership		√	√
	Challenge and Initiative			√
	Respect For Others.			√
	Improvement Focus		√	√
	Resilience and Commitment		√	√



## Specialist Options

Each apprentice will take one option route and will therefore need to be assessed on the relevant skills and supporting knowledge during the OPA. As with the Core Standard these have been detailed below in summary, full information is available in the standard.

### Rearing

	What is being assessed?	Assessment Method		
		MCT	OPA	PD
⌘	Brooding Knowledge		√	
	Bird Handling Knowledge		√	
	Growth Impactors.		√	
	Male Breeding Characteristics		√	
	Basic Principles Of Vaccination		√	
⌘	Brooding Procedures		√	
	Bird Handling Technique		√	
	Effective Rearing		√	
	Breeding Selection		√	
	Vaccine Assistance		√	

### Breeding

	What is being assessed?	Assessment Method		
		MCT	OPA	PD
⌘	Production targets		√	
	Breeding conditions		√	

	Fertility Factors		√	
S	Breeding Process Implementation		√	
	Egg collection, grading and storage		√	
	Semen collection		√	

## Hatching

	What is being assessed?	Assessment Method		
		MCT	OPA	PD
X	Egg storage		√	
	Egg knowledge		√	
	Incubation understanding		√	
	Egg condition		√	
	Bird condition		√	
	Basic principles of vaccination		√	
S	Egg receipt		√	
	Incubation Process		√	
	Hatch and despatch process		√	
	Vaccine administration		√	

## Egg Production

	What is being assessed?	Assessment Method		
		MCT	OPA	PD
X	Production understanding		√	

	Understanding of environment		√	
S	Lay Process		√	
	Egg Process		√	

### Grow Out

	What is being assessed?	Assessment Method		
		MCT	OPA	PD
K	Bird Growth Conditions		√	
	Bird handling knowledge		√	
	Growth impactors and targets		√	
S	Growing preparation		√	
	Bird handling techniques		√	
	Growing process		√	

## Appendix 2 - Grading Table for Poultry Worker

This table is only intended to provide EPA Organisations with a framework for developing a grading profile. The expectation is that detailed grading criteria will be developed using this table as a guide.

### Core

The grading descriptors below align completely with the content of the standard and for Core skills and Behaviours these are outlined in full below. For Core knowledge, these are referenced by heading below. This is to enable the table below to give an overall view of what is required across the standard, avoid duplication and still achieve a degree of conciseness. The full descriptions can be found in the standard, which is the key document and pivotal to the assessment process

Grade	Fail	Pass	Distinction
MCT	Less than 18 out of 30 on test. Each question 1 point. 30 Questions total	18 to 23 out of 30 on test. Each question 1 point. 30 Questions total	24 to 30 on test. Each question 1 point. 30 Questions total.
OPA	<p>A fail candidate is one who is unable to demonstrate skills competence in one or more of the core areas or one or more of the option areas or do not demonstrate the required behaviours.</p> <p>This is because competence in all areas is essential to ensure that the Poultry Worker can operate independently at a farm or hatchery without close supervision.</p>	<p>The areas below are the skills in which a Poultry Worker is required to be able to demonstrate to achieve a pass in this standard. A pass will only be achieved if the apprentice can demonstrate skill competence in all 9 core skill areas. To do this effectively they will also need to demonstrate their ability to apply the relevant knowledge through responses to questions asked by the assessor. The relevant areas of knowledge are detailed for each skill area in summary below and defined in full in the standard.</p> <p>They must also demonstrate their relevant option knowledge and skills. This is detailed below the core table.</p> <p>Competence in all areas is essential to ensure that the Poultry Worker can operate independently at a farm or hatchery without close supervision.</p> <p>Also detailed below the core skills are two behaviours, which need to be demonstrated by an apprentice in the OPA to pass. This is because an effective Poultry Worker needs to be able to show they cannot only carry out the tasks and have the requisite knowledge but also can demonstrate the correct behavioural approach.</p> <p><b>Health &amp; Safety</b> Work in a safe manner and maintain a safe working environment. Carry out the relevant site procedures and report incidents/unsafe conditions. Knowledge area mapped – Health and Safety.</p> <p><b>Biosecurity</b> Implement and monitor site biosecurity rules and procedures. Implement corrective actions when required. Apply site</p>	<p>As a minimum, the distinction candidate must have met all the pass criteria demonstrating that they can work at the expected level without supervision.</p> <p>In addition, to achieve distinction a candidate must demonstrate that in preparation for the assessment they have identified and implemented improvements in at least one skill area. These can be taken from the core list or from their relevant option. They must be able to demonstrate these to the assessor during the OPA using appropriate metrics where applicable, to enable the assessor to validate the improvement.</p> <p>In demonstrating these improvements the apprentice must also</p>

		<p>security rules. Knowledge Area Mapped Biosecurity and Operational Procedures.</p> <p>Hygiene and food safety Implement site and personal hygiene procedures, including relevant protocols for entering and leaving site. Maintain a clean environment in line with agreed standards for the facility. Knowledge Area Mapped - Food Safety.</p> <p>Bird Handling Prepare facilities for arrival/departure of birds Move and transport birds safely, effectively and compassionately without undue stress. Apply and use appropriate manual handling techniques. Knowledge Area Mapped – Handling and Transportation and Industry codes of practice.</p> <p>Welfare Monitor and maintain the health of the bird/egg. Diagnose bird/egg condition and act appropriately. Knowledge Area Mapped – Welfare, Industry codes of practice, Bird Health and Species Knowledge.</p> <p>Environment Operate environmental control systems in line with instruction/ procedure (as relevant for the species, point in life cycle). Knowledge Area Mapped – Environmental conditions and industry codes of practice.</p> <p>Operations Maintain and operate equipment (relevant to age/breed/bird requirement) safely and effectively. Utilise technology and systems appropriate to the operation. Conduct appropriate checks in a timely manner, and maintain/update/keep records as relevant Monitor and report performance metrics for their operation. Knowledge Area Mapped – Stock control, Performance Metrics and Maintaining Equipment.</p> <p>Standards Adhere to and apply welfare codes of practice including the 5 freedoms. Apply and act on business/industry and legislative requirements including industry assurance standards relevant to the operation. Knowledge Area Mapped – Operational Procedures and industry codes of practice.</p> <p>People</p>	<p>the demonstrate following behaviour.</p> <p><b>Improvement Focus</b></p> <p>Able to adapt to changes in conditions, technologies, situations and working environments, willing to accept changing priorities and work patterns when new jobs need to be done, or requirements change.</p> <p>This behaviour is intrinsically linked to the demonstration of the skills improvements necessary to achieve distinction,</p>
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		<p>Display the communication skills needed to work effectively in the appropriate environment</p> <p>Demonstrate appropriate reading, writing and numeracy skills in carrying out roles and tasks</p> <p>Demonstrate problem-solving skills in carrying out roles and tasks. Interact effectively with colleagues, managers and site visitors. Knowledge Area Mapped – Operational Procedures.</p> <p>In achieving the above the apprentice must also demonstrate the following behaviours</p> <p><b>Responsibility And Ownership</b> Take appropriate responsibility and ownership, for good welfare practice, care of animals' integrity/ethics in the process and site standards.</p> <p><b>Resilience and Commitment</b> Demonstrates resilience and determination, shown in their commitment to their work, consistency in results and willingness to do more.</p>	
PD	<p>A fail candidate is unable to demonstrate the required behaviours.</p> <p>This is because they are unable to reference verifiable examples and evidence from their portfolio, and their responses to questions do not show to the assessor that they can demonstrate the above behaviours.</p>	<p>Below are the behavioural descriptors that the Poultry Worker must demonstrate to achieve a pass in this standard.</p> <p><b>Attitude and Diligence</b> Show a strong work ethic through punctuality, consistent standards, diligence in the quality of their work quality, a positive attitude and good attention to detail</p> <p><b>Responsibility and Ownership</b> Take appropriate responsibility and ownership, for good welfare practice, care of animals' integrity/ethics in the process and site standards.</p> <p><b>Challenge And Initiative</b> Display a positive mind set, through their willingness to learn, proactive approach, ability to act on their initiative, and willingness to solve problems and acquire new skills</p> <p><b>Respect For Others</b> Ability to work well with others, give and receive information, show respect for other people, help colleagues and share what they know</p> <p><b>Resilience and Commitment</b> Demonstrates resilience and determination, shown in their commitment to their work, consistency in results and willingness to do more</p>	<p>Below are the behavioural descriptors that the Poultry Worker must demonstrate to achieve a distinction in this standard above a pass.</p> <p><b>Improvement Focus</b> Looks to continuously improve their operation, adapt quickly to changing conditions, technologies, situations and working environments. Able to prioritise effectively and adapt to changing circumstances</p> <p>They do this by referring to verifiable examples and evidence from their portfolio, including their project, through these and their responses to questions they must show to the assessor that they can</p>

		They do this by referring to verifiable examples and evidence from their portfolio; through these and their responses to questions, they must show to the assessor that they can demonstrate the above behaviours.	demonstrate the above behaviour.
Options			
	Fail	Pass	Distinction
OPA	The fail definition is covered above in the core table.	<p>The 5 options are Breeding, Rearing, Hatching, Grow Out and Egg Production. These are detailed in summary in appendix 1 and described in full in the Poultry Worker Standard.</p> <p>Each apprentice will also have to demonstrate all the relevant skills and knowledge for their option.</p> <p>To do this effectively they will also need to demonstrate their ability to apply the relevant specialist knowledge areas through responses to questions asked by the assessor.</p> <p>Competence in the relevant option area is essential to ensure that the Poultry Worker can work independently at a farm or hatchery without close supervision.</p>	The distinction definition is covered above in the core table.

### Appendix 3 - Roles and Responsibilities

<b>Apprentice</b>	<ul style="list-style-type: none"> <li>• Attends work and training to develop knowledge, skills and behaviours.</li> <li>• Completes any work required and revises for tests</li> <li>• Prepares for, and attends, any assessment appointments.</li> <li>• Builds their portfolio of evidence.</li> </ul>
<b>Employer</b>	<ul style="list-style-type: none"> <li>• Provides the opportunities to the apprentice to learn and develop.</li> <li>• Gives feedback on the apprentice's work and completes training reviews regularly where appropriate</li> <li>• Communicates with the training provider to ensure that the apprentice is on track and supports the apprentice with building their portfolio.</li> <li>• Provides pastoral care for the apprentice and decides the time for the end point assessment during production cycle and preparation time alongside the training provider.</li> <li>• Ensures the relevant equipment and facilities are available and in operational order for practical testing in liaison with the apprentice organisation</li> </ul>
<b>Training provider</b>	<ul style="list-style-type: none"> <li>• Work to carry out a continuous review of the evidence generated by the apprentice as part of the on-programme assessment process.</li> <li>• Supports the employer and the apprentice to make sure that learning outcomes are achieved with the opportunity to practice skills.</li> <li>• Structures the programme of learning and provides agrees it with the apprentice and their employer.</li> </ul>

	<ul style="list-style-type: none"> <li>• Provides pastoral care for the apprentice and communicates with the employer regularly to make sure the apprentice is meeting their goals.</li> <li>• Provides feedback on the learning to the apprentice and their employer.</li> </ul>
<b>Independent Assessor</b>	<ul style="list-style-type: none"> <li>• Recruited and trained by the End-point Assessment Organisation(s) from employers, industry and brings independence as they will not have had any prior involvement in the apprenticeship or with the apprentice.</li> <li>• To oversee knowledge test and conduct observational and professional discussion assessments.</li> <li>• Grades all components of the synoptic practical assessment and professional discussion.</li> <li>• Assesses against Fail, Pass and Distinction criteria.</li> <li>• Participates in annual standardisation events run by the End-Point Assessment Organisation(s)</li> </ul>
<b>End point Assessment Organisation</b>	<ul style="list-style-type: none"> <li>• External and independent assessment of knowledge and practical competence through the examination requirement.</li> <li>• Brings independence, as they will not have had any prior involvement in the apprenticeship or with the apprentice.</li> <li>• Brings added rigour and consistency to the assessment through their wider industry perspective, knowledge and experience.</li> <li>• Supplies assessor guidance/templates for on-programme assessment process.</li> <li>• Assesses against Fail, Pass and Distinction criteria.</li> <li>• Trains, and hosts annual standardisation events for independent assessors.</li> <li>• Liaises with other assessment organisations collaborating on grading criteria and marking to ensure consistency.</li> <li>• Recruits independent assessors from employers, industry and training providers</li> <li>• Conducts annual standardisation with assessors</li> <li>• Conduct appropriate moderation to ensure consistency</li> <li>• Follow agreed appeals procedure</li> </ul>