



Pearson

# Healthcare Apprenticeship Launch Event

Cheryl Bott – Sector Manager  
(Health)



# **Independent Assessors**

# Who can be an Independent Assessor?

We have looked at where to find the requirements an Independent Assessor needs to meet.

But who can carry out the EPA?

Anyone that meets the independent assessor requirements and who has attended training with the EPA organisation and has been approved by the EPA organisation.

The main stipulation is that they cannot EPA an apprentice where they have had an involvement in the on-programme part of the apprenticeship.

As always, there are exceptions to the rule. The only exception is where it is written into the assessment plan. An example of a standard where the exception applies is Dual Fuel Smart meter.

# Recruitment and Training Independent Assessors

We will:

- Create a job description for each end point assessment we are approved to offer
- Advertise on our recruitment portal. All applicants will need to submit CVs to show they meet the independent assessor requirements
- Review the applications and invite people to attend training
- Training will be specific to the end point assessment requirements for that apprenticeship
- Approve individuals to carry out end point assessment
- Employ team leaders who will be responsible for supporting the independent assessors

# **Delivery of End Point Assessment**

# Where will EPA take place?

If observation is a component of EPA then this will need to take place in the apprentices workplace.

With this in mind, Pearson has developed some End Point Assessment Delivery models to help with ensuring End Point Assessment can be carried out.

These models have been discussed with SFA to ensure they meet the requirements of Independent Assessment.

Model 1 – Direct Delivery

Model 2 – Employer Consortium

Model 3 – training organisation and/or colleges allowing us to use their assessors

For the purposes of healthcare, we are looking to use Model 1 and Model 2. This is due to the independent assessor requirement of needing to be currently occupationally competent

# Model 1 – Direct Delivery

This is straightforward.

- Pearson will develop the assessment materials
- Pearson will recruit and train the independent assessor
- Employer/training organisation books EPA on Pearson system
- Pearson will send the independent assessor to the location where EPA is needed
- Independent assessor uploads assessment decision
- Pearson reviews and verifies decision
- Pearson releases results and claims apprenticeship certificate

# Model 2 – Employer consortium

Pearson will

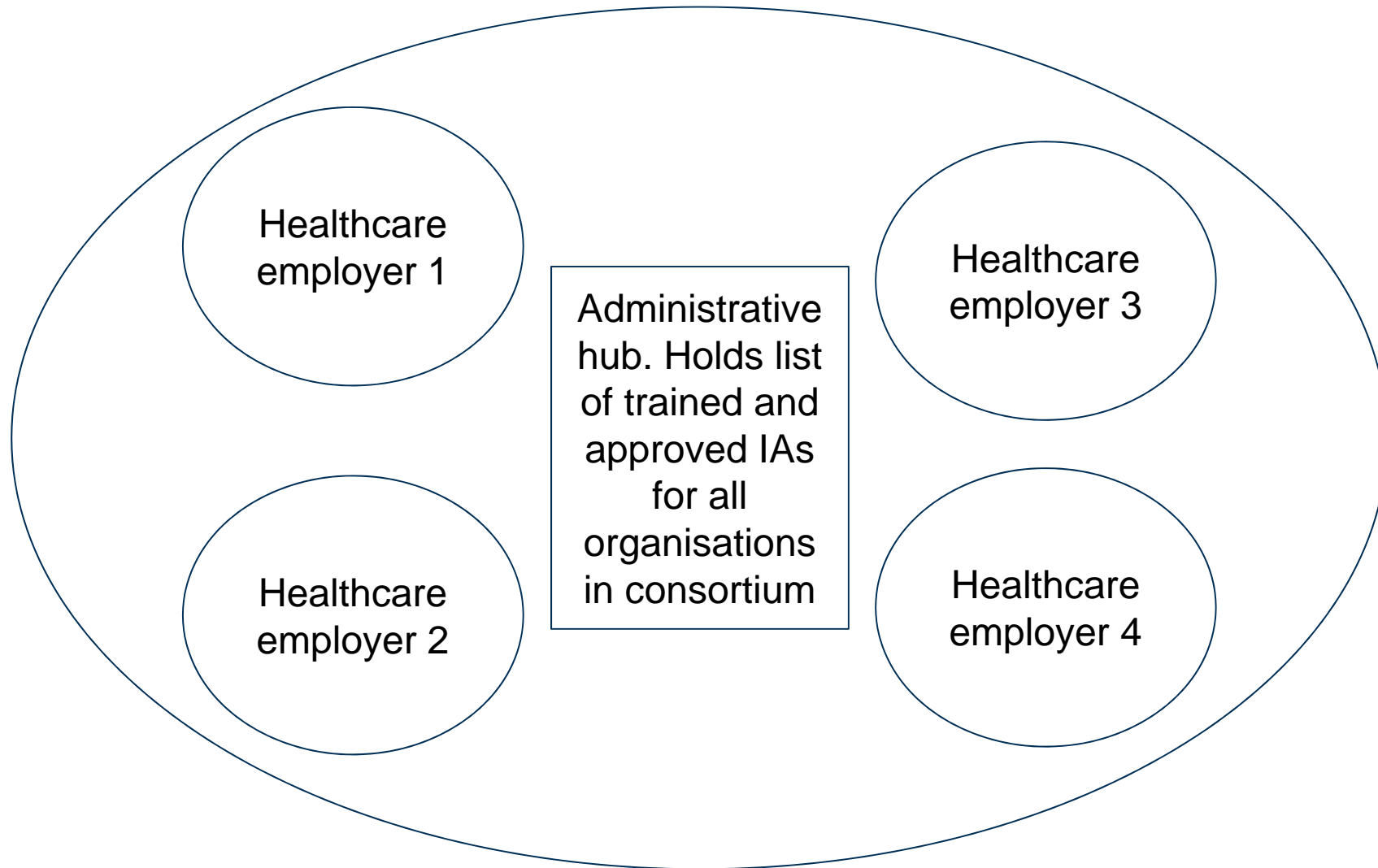
- Develop the assessment materials
- Train the independent assessor
- Independent assessor uploads assessment decision
- Pearson reviews and verifies decision
- Pearson releases results and claims apprenticeship certificate

The bit we will not do is send the independent assessor to the location EPA is needed.

Who will do this?



# Model 2 – Employer consortium



# How will this work?

- All healthcare organisations in consortium identifies employees that meet the independent assessor job description
- Submits individuals CVs to Pearson to check
- Pearson identifies individuals that meet requirements and can attend training
- Pearson trains individuals. Pearson gives administrative hub in consortium list of approved independent assessors

## Organisation 1 needs EPA

- They contact the administrative hub and notify them when EPA is needed
- Administrative hub identifies independent assessor on their list and notifies them of EPA date and organisation where it will take place
- Administrative hub books EPA on Pearson system so Pearson can send assessment materials etc

All other process are the same as direct delivery from this point on

# End Point Assessment

Pearson will always delivery a direct delivery model where it is needed.

Why has consortium model been developed?

- We recognise that healthcare employers already have good relationships with each other that can be utilised for EPA
- Assessor requirements dictate assessor must be currently occupationally competent and therefore the main place to find individuals is in the workplace
- Pearson do not want to take these people away from doing the job they are employed to do to travel to other parts of England to work for us
- Being part of a consortium, you are limiting the distance your employees who are working as independent assessors, are travelling.
- With a direct delivery model we will pay the assessor for doing EPA. With a consortium model we recognise that the employer is still paying that individual and will therefore pay the organisation.

# What do we do now

I have presented you with the facts and now you need to go and discuss things in greater detail.

Think about:

- What you will offer for the on-programme element if a qualification isn't mandatory
- What involvement will you have with delivering and assessing on-programme
- Does the consortium EPA model appeal to you and should you explore it in more detail?
- Ask your employees if they want to be independent assessors?

Speak to Pearson. We are here to help you in any way possible.

End point assessment is a new concept for everyone and we want to help ensure it works for everyone

**ALWAYS LEARNING**