

RECAO

End-point Assessment

Centre Factsheet

RECAO End-point Assessment

Introduction

To fully meet the apprenticeship standard, the apprentice will undergo a series of different assessments to enable them to demonstrate their skills knowledge and behaviours that they have developed over the course of the apprenticeship.

REC is a national awarding organisation regulated by Ofqual, CCEA and Qualifications Wales, and is now a Government Approved Registered Apprentices Awarding Organisation (RAAO) approved to deliver EPA for 2 standards: level 2, and 3 in Recruitment, working with employers and training providers to ensure high quality valid and robust EPA.

What is End-point Assessment?

This was designed to check the apprentice has the skills, knowledge and behaviours required in order to fully complete the apprenticeship as set out in the assessment plan. It consists of:

- A resourcing project assignment
- A professional discussion

An independent end-point assessor who is separate from the workplace and outside of the organisation carries out end-point assessment.

EPA occurs at the end of a minimum period of training as an apprentice- typically 12 months. The employer, the training provider and the organisation which is providing the EPA will decide whether the apprentice is ready to be tested.

EPA is synoptic- which means that it takes an overview of the apprentices' competence. It consists of a number of different types of external assessment.

An Assessment plan is published for each standard which contains all the details of the testing required to achieve a certificate.

Independent EPA from RECAO ensure all apprentices have the knowledge, skills and behaviours detailed in the new standards.

The Professional Discussion

One of the end-point assessments is a Professional discussion during which all knowledge and behaviours will be assessed.

This is a formal discussion session where learner must be able to discuss their competence using real life examples, scenarios and case studies.

Specifically the learner will be assessed on the following core areas:

- The job they have to do, their main tasks and responsibilities
- The importance of having the right values and behaviours
- Importance of communication
- How to support individuals and remain safe from harm (safeguarding)

- How to work professionally including their own professional development of those they support and work colleagues

It is an in-depth, two way conversation between the assessor and the candidate. It assesses complex tasks and the candidate's ability to show and apply knowledge.

The Professional discussion will be carried out by an end-point assessor and will last no more than 45 minutes.

During the discussion the End-point Assessor will use questions and amplifications from the apprentices' prior learning and experience. There will also be a sample of standardised questions asked of every apprentice. A successful discussion will be graded a Pass, Merit or Distinction.

The decision to enter the apprentice for end-point assessment will be made by the employer and training provider, but the apprentice must have completed the following components before they can undertake the assessment.

Level 2

Achieve Level 2 Certificate in Recruitment Resourcing
Achieve Level 2 NVQ Certificate in Recruitment Resourcing
Achieve Level 2 Literacy and Numeracy

Level 3

Achieve Level 3 Certificate in Recruitment Practice
Achieve Level 3 NVQ Diploma in Recruitment
Achieve Level 2 Literacy and Numeracy

End Point Assessment Options

Costs will be between £500 and £600, or 10%-12% of the funding

Regional Centres

In 9 locations-Bristol, Birmingham, Leeds, London, Manchester, Nottingham, Newcastle, Peterborough, Southampton

These "surgeries" will happen once a month for 1/2/3/4/5 days and assess up to 5 apprentices each day.

Employer-Training provider based Venue

An employer/training provider can book an End-point Assessor for the day if they have a minimum of 4 apprentices, and the RECAO has approved the room to be used

Video-Link

There will be an End point Assessor who will specialise in this form of discussion- however this will be on a specific case by case decision.