

# How apprentices are assessed in England

An apprenticeship is a genuine job that includes training. An apprenticeship can be a standard or a framework however the frameworks will be completely replaced by 2020.

Apprentices will gain the knowledge, experience and skills needed for their job and career. This is gained through work-based learning, off-the-job training and practicing the new skills in the work environment.

The way in which an apprentice is assessed will depend on the type of apprenticeship they are doing:

## Standards

Apprentices doing standards will be evaluated at the end of their programme by taking an End Point Assessment (EPA). This is designed to ensure the apprentice has achieved the relevant skills, knowledge and behaviours in order to be competent at their role.

All standards have an assessment plan which sets out the specific criteria for each EPA.

## Frameworks

Apprentices doing frameworks do not have a test at the end of their programme but instead are evaluated throughout the programme by the training provider to ensure they have covered the necessary skills and knowledge.

All frameworks have individual qualification as part of the programme which may be graded, but the overall apprenticeship is simply 'achieved'.



# Who assesses apprentices?

## Standards

Assessments are carried out by an End-Point Assessment Organisation (EPAO) who is registered and approved by the government.

The assessment cannot be carried out by anyone who has had any involvement in the apprenticeship.

The employer has the ability to choose their own EPAO. Many training providers will have ones they regularly use so may suggest these to the employer.

### It is the job of the EPAO to:

- conduct a full end-point assessment of the apprentices capabilities
- adhere to any specific arrangements or additional criteria set out in the standard's assessment plan
- adhere to quality assurance requirements
- inform the Education and Skills Funding Agency (ESFA) when an apprentice has passed their EPA so that the ESFA can issue the apprenticeship certificate

## Frameworks

Generally framework assessments are carried out by the provider delivering the training. They are then externally assured by an awarding organisation for recognised qualifications.

# How are they certificated?

An apprenticeship certificate provides formal recognition that an individual has achieved their apprenticeship. Responsibility for processing an apprentice's certificate depends on the type of apprenticeship:

## Standards

Once an EPAO has confirmed that the apprentice has passed their EPA they will request a certificate through the Apprenticeship Assessment Service.

The service can be accessed to request certificates at any time.

## Frameworks

Apprentices and training providers can apply for a certificate from Apprenticeship Certificates England.

The training provider will upload the evidence to the Apprenticeship Certificates England site and this will then be checked by a Certification Body who will ensure all of the criteria outlined in the framework has been met.

## Standards

They aim to issue publicly funded apprenticeship certificates within 10 working days of the request.

They will carry out an independent validation with the training provider then will send the certificate to either the EPAO, employer or training provider as requested.

## Frameworks

They will then generate and print a completion certificate and send it to the training provider.

# Does an end-point assessment count towards a qualification?

No. The EPA is separate from any qualifications or other assessments that the apprentice may undertake during their apprenticeship.

## How do you find an assessor?

The EPAO must be selected from the Register of Apprentice Assessment Organisations (RoAAO) and they must be registered to deliver EPA for that specific standard. This is to ensure they are eligible to carry out the independent assessment to an appropriate standard.

The RoAAO can be found [here](#)

You can't select an apprentice's training provider to be the EPAO unless the assessment plan allows it.

the standard, for example assessment tools, location, completion times etc. will all impact on cost.

Generally the cost will not exceed 20 % of the overall funding for the standard. The expected cost is included in the assessment plan.

## How to become an end-point assessment organisation

The ESFA have an application process on how to apply to the register of end-point assessment organisations.

EPAOs must have:

- current and relevant occupational experience of the standard
- relevant assessment experience and expertise
- expertise and capacity to design, develop and deliver the EPA methods as set out in the assessment plan

## End-point assessment costs

The EPA cost depends on the requirements detailed in

