

Compendium of assessment delivery arrangements

Assessment route	Assessment methodologies	Cost	Independence / impartiality	Procurement	Quality issues
Non-accredited assessment in the workplace	<ul style="list-style-type: none"> Practical assessments Production of a project A portfolio of work Observational assessment 	<ul style="list-style-type: none"> Low to Medium Employers own staff are relatively cost-effective but not cost-neutral if time is taken away from other activities Paid assessors are generally not too expensive 	<ul style="list-style-type: none"> Using own employees is likely to be seen as less impartial unless there is no direct working relationship An externally contracted assessor should be independent 	<ul style="list-style-type: none"> No procurement but own staff may require externally sourced training in assessment skills and supervision Contracted assessors will require to be procured either directly (from a listed bank) or through a partner 	<ul style="list-style-type: none"> To fulfil independence of assessment, the end test requirement will need sign-off by one of: <ul style="list-style-type: none"> an Independent moderated by assessment experts other employers panel assessment involving an independent third party as proposed in the Trailblazer guidance Training partner may provide some quality assurance
Workplace assessment (accredited by QCF, regulated qualification)	<ul style="list-style-type: none"> Practical assessments A viva or professional discussion Production of a project A portfolio of work Observational assessment Virtual (online tests or video evidence) 	<ul style="list-style-type: none"> Medium – High Will require trained assessors either: <ul style="list-style-type: none"> Employer's own staff Assessors employed through partner Additional costs of registering apprentice and quality assurance supplied through awarding organisation either direct or through partner 	<ul style="list-style-type: none"> Employers own staff not trained as assessors can support as 'expert witnesses' but evidence has to be signed off by the appointed assessor An externally contracted assessor should be independent of learner 	<ul style="list-style-type: none"> Employer will have had to become a recognised assessment centre for awarding organisation External assessors will require to be procured through a partner who operates assessment centre 	<ul style="list-style-type: none"> Training partner will provide internal quality assurance, overseen by awarding organisation and regulated by Ofqual To fulfil independence of assessment, the end test requirement may need sign off as above
Workplace assessment (accredited by external body)	<ul style="list-style-type: none"> Practical assessments A viva or professional discussion Project 	<ul style="list-style-type: none"> Medium – High External body will determine requirement for assessors either: <ul style="list-style-type: none"> No assessor 	<ul style="list-style-type: none"> The apprentice may submit work direct if virtual methodology Using own employees is likely to be seen as less impartial unless there is no 	<ul style="list-style-type: none"> No procurement No procurement External assessors will require to be procured directly (from a listed bank) 	<ul style="list-style-type: none"> External body will provide external quality assurance, may provide some moderation of decisions. To fulfil independence of assessment the end test

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	<ul style="list-style-type: none"> • A portfolio of work • Observational assessment • Virtual (online tests or video evidence) 	<ul style="list-style-type: none"> • Employer's own designated staff • External assessors • Additional costs of registering the apprentice for accreditation by external body 	<ul style="list-style-type: none"> • direct working relationship • An externally contracted assessor should be independent 	<ul style="list-style-type: none"> • or through a partner 	<ul style="list-style-type: none"> • requirement may need sign off as above
'Off the job' learning programme (QCF or HE accredited)	<ul style="list-style-type: none"> • Practical (simulated) assessments • Viva to assess theoretical, technical knowledge or reasoning • Project • Written and multiple choice tests • Virtual (online tests or video) 	<ul style="list-style-type: none"> • High • Will require securing a training or university partner • Costs for delivery of training should include costs for quality assurance, awarding, and registering apprentice with awarding organisation for qualification (if QCF accredited) 	<ul style="list-style-type: none"> • An externally contracted training or university partner will be independent of employer • Impartiality in assessment is monitored through internal moderation and external examiner processes (coordinated by the awarding organisation for QCF accredited qualifications) 	<ul style="list-style-type: none"> • The training provider or university will need to be procured from those approved by SFA for public funding and may possibly be part of a pool of 'approved providers' identified through an industry or sector body 	<ul style="list-style-type: none"> • Training partner will provide internal quality assurance, overseen by awarding organisation and regulated by Ofqual • An HEI partner will provide internal quality assurance, will have a designated external examiner for course (with same subject specialism) and is regulated by QAA
Assessment conducted in a regional or specified assessment centre	<ul style="list-style-type: none"> • Practical (simulated) assessments • A viva to assess theoretical, technical knowledge or reasoning • Written and multiple choice tests • Online tests 	<ul style="list-style-type: none"> • Medium-High • Will require subscription or registration with assessment centre • Will be separate from costs for delivery of training but should include costs for additional quality assurance 	<ul style="list-style-type: none"> • An externally conducted assessment will be independent of employer • Impartiality will partly depend on assessment methods but using exam conditions suggest high level of impartiality 	<ul style="list-style-type: none"> • The assessment centre will need to set up and managed through an industry or sector body or will be a commercial operation. Services will need to be procured 	<ul style="list-style-type: none"> • Quality assurance may depend on other stakeholders. • To fulfil independence of assessment, the end-point assessment requirement may need sign off as above or if part of the process of undertaking a regulated qualification the assessment centre will require to be recognised by an awarding organisation or professional body

Note: Continuous, on-programme assessment may be carried out by either employers or training providers.