

End Point Assessment for Engineering Technician L3 standard

Kerry Ellis, I.Mech.E.

Andrew Parsons, Toyota Manufacturing UK

Fundamental Thinking Way

- Breadth of Job role – especially ‘Mechatronics’
- Who is capable of assessing across this breadth?
- Confidentiality issues (processes, new product)
- Compliance (i.e. Airworthiness)
- H&S – Who is responsible / who would take responsibility?
- Standard Linked to PEI Eng. Tech Registration

Result

- ‘Semi – Independent’ EPA (agreed by previous Minister)
- EMPLOYER must judge OCCUPATIONAL competence
- PEI to judge PROFESSIONAL competence (against Eng.tech.)

- IMPORTANT – This model no longer permitted by IfA
 - Sector is continuing to discuss this with the IfA

STEP 1 - Gateway

- TRAINING PROVIDER confirms all elements complete
 - (GCSE's, Qualifications certificated)
- EMPLOYER confirms Apprentice is ready
- EPA scheduled through EAL

STEP 2 – Occupational Competence

LED by EAL.

- EMPLOYER appoints 'Independent Assessor'
- EAL ensure independence, suitability and provide training
- APPRENTICE develops portfolio (min 3 holistic examples across standard)
- APPRENTICE cross-maps portfolio evidence to standard
- INDEPENDENT ASSESSOR confirms portfolio
- INTERVIEW (viva) takes place between APPRENTICE and ASSESSOR
- OCCUPATIONAL COMPETENCE determined and signed off by ASSESSOR

STEP 3 – Professional Competence

- LED by I.Mech.E.
- APPRENTICE completes 'Eng Tech Indicators' form
(basically is Eng Tech application form, Apprentice has choice of whether to apply simultaneously or not)
- APPRENTICE hands in at time of interview
- INDEPENDENT ASSESSOR collates all paperwork and sends to I.Mech.E
- I.Mech.E. make professional competence decision
- Final decision fed back to EMPLOYER. I.Mech.E. apply for certification

Process – so far

- ONE EPA event completed for 3 apprentices
- 2/3 successful, 1 did not meet Professional Competence requirement
 - Has resubmitted and passed
- EPA's included observers (JLR, SEMTA, IFA etc)
- TWO further EPA events in near future – this completes trial
- Large volume EPA begins to ramp up in 2018 (JLR, BMW, EEF etc.)

Early Feedback

- Although process appears complex it is simple in practice.
- Apprentices felt it was a 'milestone' event and made them reflect how far they had come in their learning.
- Apprentices felt that the interview was fair and reasonable
- Employers felt that the EPA interview event reiterated their investment in their apprentice and was better than just 'completing' – it gave some 'finality' to the Apprenticeship.
- IfA felt that the process was independent, although a larger sample needed

Change points already implemented

- EAL to simplify documentation and flowchart.
- Cross referenced portfolios to go to Assessor earlier (1 month).
- I.Mech.E. to issue temporary confirmation of success to employer (due to length of time to gain certification)

Learning

- Employers – only put forward suitable and competent apprentices
- Employers - duration of apprenticeship NOT fixed (HR issues)
- Training Providers – Prepare apprentices for EPA early (12 mths)
- Training Providers – assist employers with viva prep.
- Employers and Training Providers – support apprentice by reviewing and confirming portfolio and Eng Tech application.
- Employers and Training Providers – Consider ‘mock interviews’ or other ways to support interview success.

Portfolio based Occupational Competence Validation Interview (Viva)

Portfolio review

Matrix completed by
apprentice and
checked by assessor

Viva preparation

Independent
assessor prepares
Viva questions

Occupational
Competence
Validation
Interview (Viva)

Interview recorded
by Independent
Assessor

Professional Competency Review

Apprentice completes the
EngTech Performance
Indicators Review Form

Sent to IMechE

Professional Competence
Review carried out by
2 x IMechE registered
engineers

Assessors record
outcome of assessment
and agree pass/fail



Certification

Confirmation of successful EPA sent to Employer

Employer signs and returns declaration to confirm the apprentice has completed

IMechE confirm with provider and apply direct to ESFA for certification

ESFA carry out validation and certificates set to employer

Roles and Responsibilities

Independent Assessor

- Employer responsible for occupational competence sign off
- Employer nominated responsible for portfolio review and Viva interview
- IMechE registered engineers responsible for professional competence review

Internal Quality Assurance

- EAL quality assurance team responsible for internal quality assurance of portfolio review and Viva interview
- IMechE quality assurance team responsible for Internal Quality Assurance of professional competence review

Apprentice Assessment Organisation

- IMechE responsible for End-Point Assessment delivery of L3 Engineering Technician standards

External Quality Assurance – Engineering Council & IFA

- Responsible for Externally Quality Assuring end-point assessment delivery of L3 Engineering Technician standards

QUESTIONS REGARDING PROCESS?



Trust



Quality



Support



Expertise