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AELP Webinar

Apprenticeship Assessment: New Approaches, New Opportunities

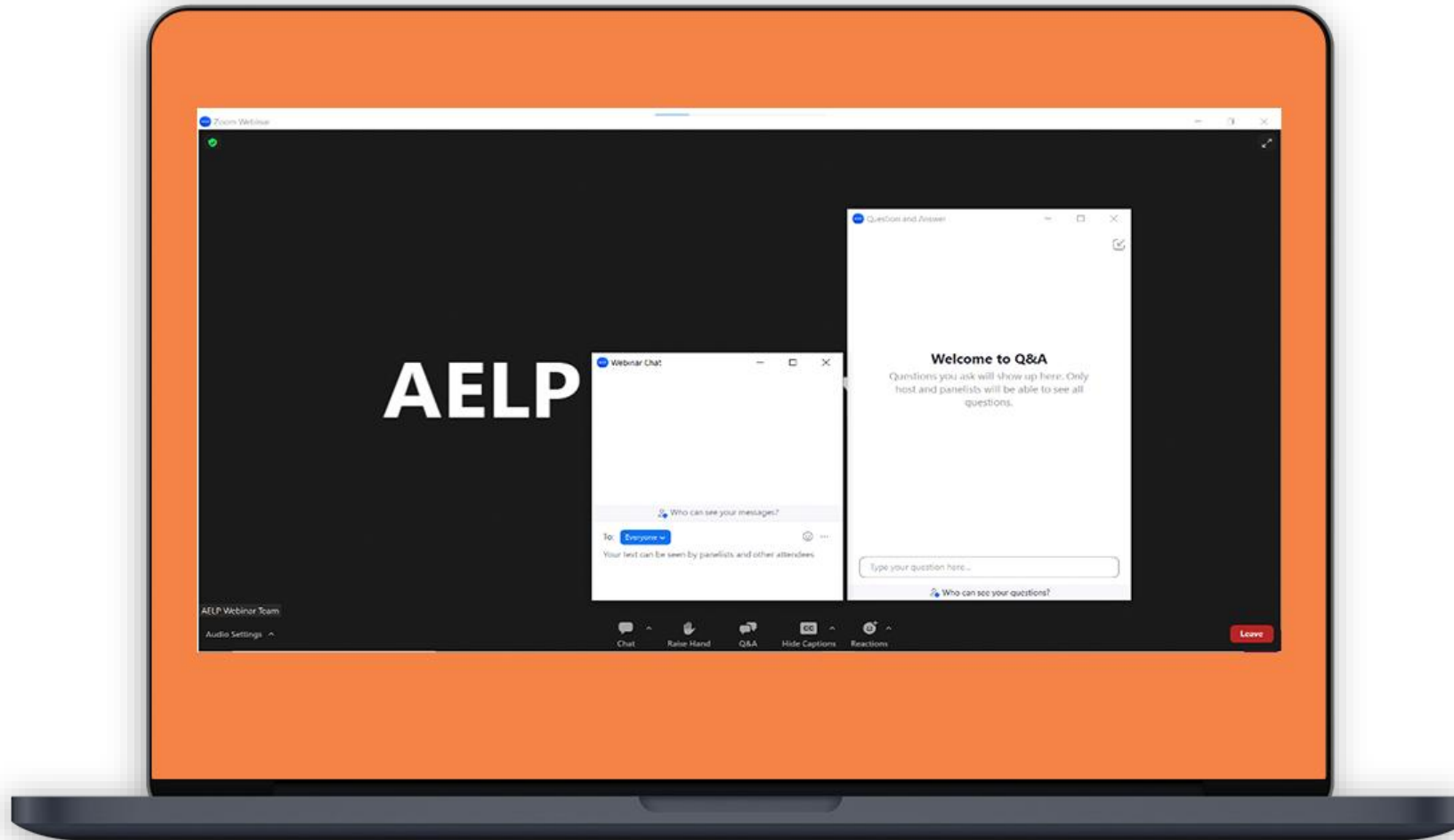
Webinar Chair: Simon Ashworth, Deputy CEO and Director of Policy, AELP

Facilitator: Tasha Joyce, EPA Operations Manager, Gateway Qualifications

14 July 2026 | 10:00 – 11:00 am



Zoom Webinar housekeeping



Apprenticeship Assessment:

New approaches, new opportunities

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Meet your presenters



Tasha Joyce
EPA Operations Manager
Gateway Qualifications



Simon Ashworth
Director of Policy & Deputy Chief Executive
aelp

Assessment Reform: EPA becomes Apprenticeship Assessment

In February 2025, the Government announced the improvements to apprenticeship assessment and published a new set of assessment principles:

Proportionate

No unnecessary
duplication

Allow on-programme
assessment *where
appropriate*

Allow centre-
assessment *where
appropriate*

Shorter plans with
minimal level
prescription

Employer-verified
behaviours

Minimum number of
assessment methods

Make best use of
technology

Assessment at the
right time, in the right
place

Underlying issues:

- Perceived cost of assessment through the lens of a tight fiscal environment
- Optics of a c97% EPA pass rate when retakes/resits are factored in
- Duplication of assessment (cost and time)
- Some significantly overengineered assessment plans
- Inconsistency of approach on evidence, sequencing, rules, assessment tools (systems and processes)

Apprenticeship Assessment – Holistic Overview

- Skills England said recently *majority* of assessment plans will be completed by the end of the calendar year.
- 130+ revised AAPs have been signed off. Over 400 are currently in review.
- Recent breakthrough in the Construction sector, Construction Taskforce and Skills England, concerns in safety-critical sectors.
- Around 10% of standards are likely to have a mandatory qualification(s) or professional qualification(s) as the only approach to assessment.
- Emerging assessment models in a transition period: Fixed and Flexed – but unlikely to be a long-term solution.
- Implications for providers to carefully consider in terms of cash flow, workforce capacity/competency, and systems.
- Both the provider and assessment market are a mixed economy in terms of expertise, capacity and readiness.
- Lingering concerns about ensuring consistency of outcomes...

Employer Verified Behaviours

- New guidance and suggested process from Skills England for employers to help them verify that apprentices have demonstrated the behaviours required in the occupational standard
- Skills England say is not intended to introduce new assessment systems or additional administrative burden.
- Instead, it formalises routine and established employer practices, such as supervision, feedback, induction conversations, and regular check-ins, which naturally support and evidence apprentices' behavioural development.
- Training providers and apprenticeship assessment organisations are not expected to quality-assure the judgements of employers on behaviours.

Suggested process overview

This suggested approach can be used by apprentices, line managers or mentors, and training provider staff involved in supporting apprentice development.

1. Identify required behaviours and populate a behaviour checklist.
2. Discuss the behaviour expectations with the apprentice during induction or early onboarding.
3. Collect and record ongoing evidence, including naturally occurring behaviours you have observed, a suggested form is available that provides a behaviour checklist and includes the option to track progress (1=not yet meeting expectations; 2=developing; 3=consistently demonstrated).
4. Hold periodic review discussions (employer-apprentice; employer-provider; apprentice-provider) as part of the expected tripartite relationship, noting that these discussions may take place bilaterally rather than all together.
5. At the gateway to completion, confirm that either all behaviours have been demonstrated consistently and recorded, or, if the behaviours have not been demonstrated consistently (in this case the apprentice will not meet the requirements for an apprenticeship certificate to be issued).

<https://www.gov.uk/government/publications/verifying-apprenticeship-behaviours>

Annex

Behaviours Verification Checklist

Use this checklist to confirm the apprentice has consistently demonstrated the required behaviours over time and has met the behaviour requirements necessary for gateway to completion.

Apprentice Name: _____

Apprenticeship Title: _____

Employer/Organisation: _____

Name of Training Provider: _____

Behaviour Indicator Levels:

- **1=not yet meeting expectations** – behaviour has not yet been demonstrated consistently in the workplace
- **2=developing** – behaviour is demonstrated in some contexts but not yet consistently across tasks or placements
- **3=consistently demonstrated** – behaviour is demonstrated reliably over time and across workplace contexts appropriate to the occupation

Behaviour	Behaviour Indicator Levels (see above reference for definitions) 1= not yet meeting expectations 2= developing 3= consistently demonstrated	Date	Evidence Types (observation /peer feedback /work product)	Consistency demonstrated over time confirmed (Y/N)	Date	Comments/Actions /SMART Objectives to support apprentice to demonstrate behaviour

Final sign-off confirming employer verification of apprentice behaviours

Line Manager/Mentor confirmation: _____ Date: _____

Training Provider confirmation: _____ Date: _____

Table 1: Roles and responsibilities

Role	Responsibilities
Apprentice	Demonstrate behaviours. Reflect on feedback. Keep a log of examples where they have demonstrated the required behaviours.
Line Manager/Mentor	Provide opportunities for behaviours to be demonstrated. Note naturally occurring behaviours. Gather optional peer feedback where useful. Review progress and agree supportive, practical actions.
Training Provider Coach	Support progress reviews where appropriate. Provide guidance on assessment requirements. Maintain regular contact with both employer and apprentice as part of the tripartite relationship (this may happen through individual or bilateral discussions, rather than joint meetings with both the employer and apprentice).

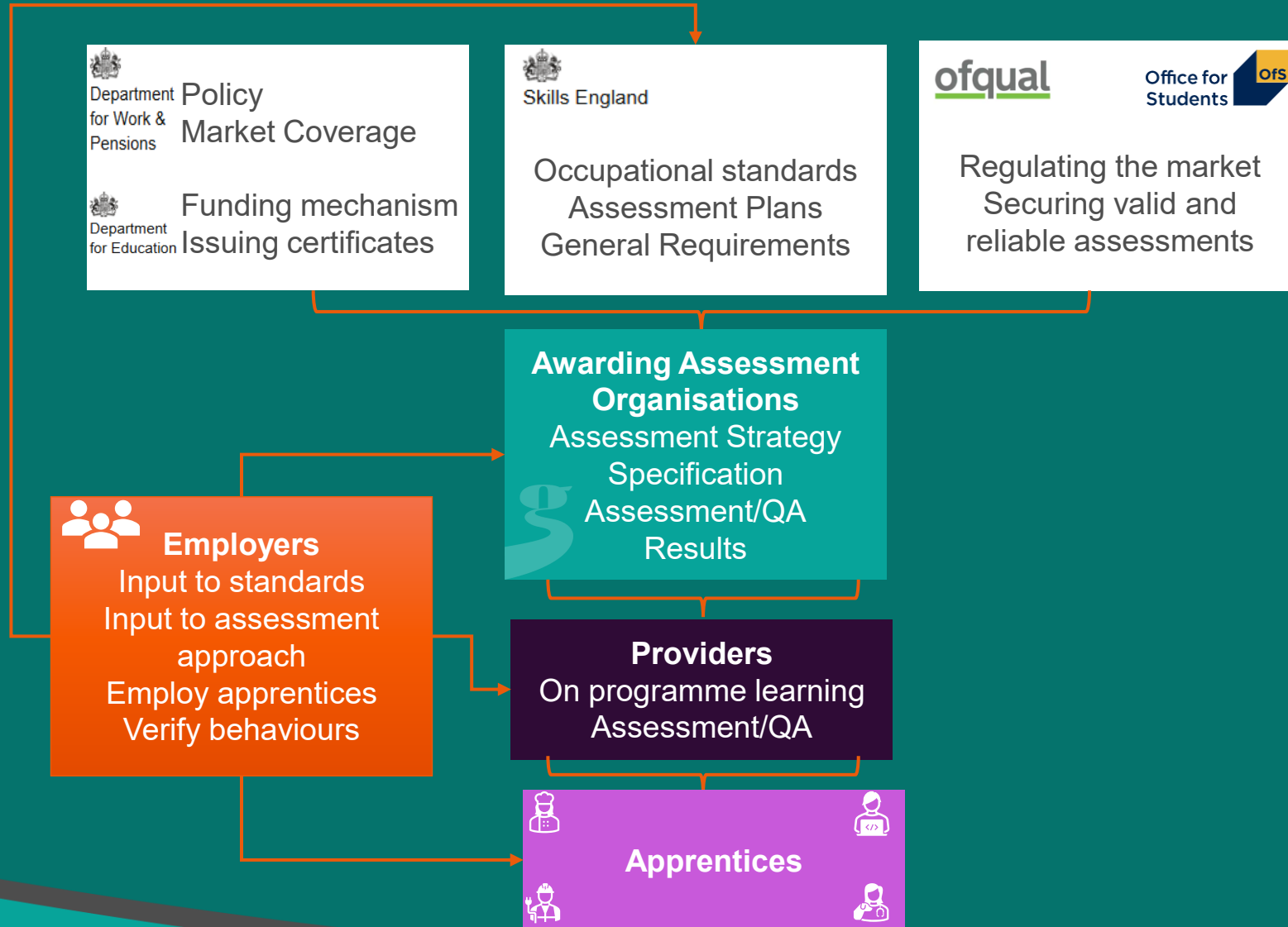


How are you feeling about the Apprenticeship Assessment Reforms?



What is your organisation's current position on centre assessment?

Roles and Responsibilities



A Standard-by-Standard Basis

Standards with Mandatory
Qualifications

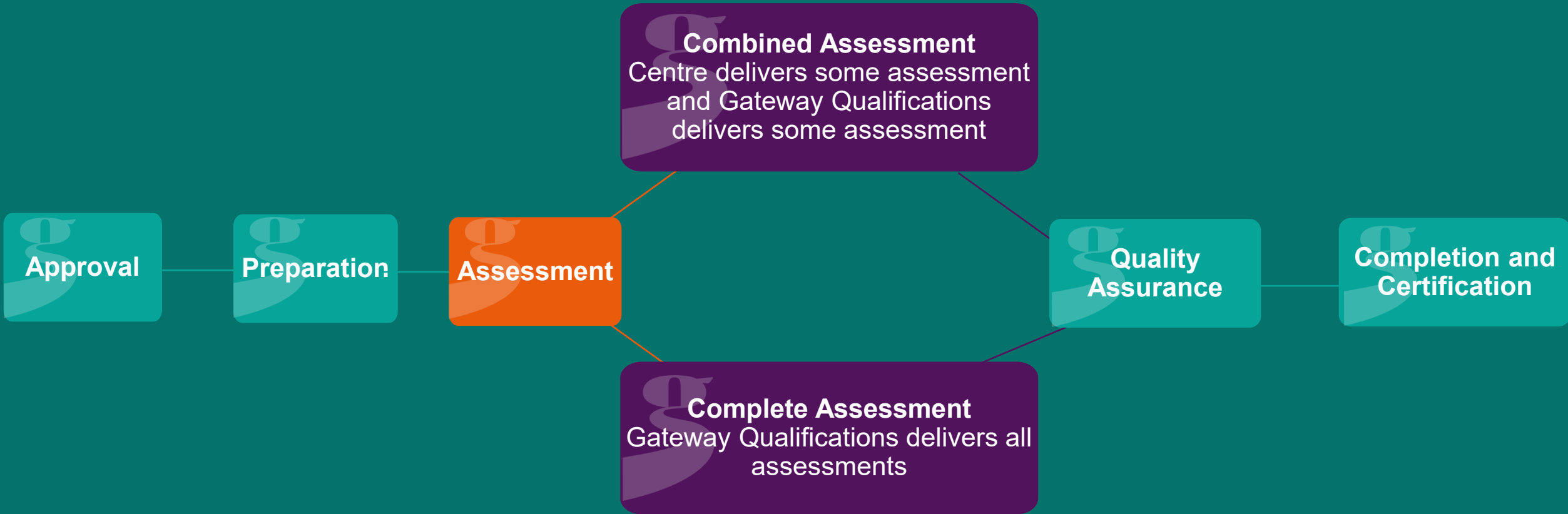
Suitability for on-
programme assessment

Suitability for centre
assessment

The number of
assessments

Resits or Retakes

Gateway Qualifications Emerging Model



What to consider



What is important to your organisation, apprentices & employers



Your operational readiness



How you can get involved



Linking employers with the AAO to support discussions



What do you think you would like to do now?



Q&A

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