

Highfield Level 2 End-Point Assessment for Healthcare Support Worker

EPA-Kit

The Highfield Approach

- Documents used in developing this end-point assessment
- Specific considerations

The Highfield Approach

This section describes the approach Highfield has adopted in the development of this end-point assessment in terms of its interpretation of the requirements of the end-point assessment plan and other relevant documents.

Documents used in developing this end-point assessment

Apprenticeship Standard for Healthcare Support Worker (2015):

Assessment plan for Healthcare Support Worker (ST0216/AP01, Healthcare Support Worker Assessment Strategy 2016):

Specific Considerations

In order to develop valid assessments, and to avoid assessing learners more than once for any part for the standard, Highfield has interpreted the requirements of the Healthcare Worker assessment plan as follows:

- all knowledge parts of the standard are assessed via the multiple-choice test
- skills and behaviours within the standard are assessed through the observation of practice, evidence portfolio and interview

Additionally, to further avoid over-assessing and to ensure the assessment process is not onerous for apprentices, Highfield Assessment has ensured that skills and behaviours that are mandated as part of the observation do not also form part of the portfolio of evidence and interview assessment methods.

The evidence portfolio and interview assessment method will assess the remaining skills and behaviours from the standard; those that are not assessed by the observation of practice. The evidence portfolio and interview assessment method does not assess knowledge, as this is assessed by the multiple-choice test. Consequently, during the interview, the Independent End Point Assessor will not review the test result in order to select the areas they wish to explore with the apprentice.

The assessment plan states that the evidence portfolio and interview should cover the following areas of the apprenticeship standard:

1. Communication
2. Health interventions
3. Personal and people development
4. Health, safety and security

The 'Communication' skills element of the apprenticeship standard is assessed by the observation of practice therefore this is not assessed by the evidence portfolio and interview.

The 'equality and diversity' skills element of the standard has not been included in the assessment plan as being assessed by the evidence portfolio and interview assessment method, therefore this is not included in the guidance for the evidence portfolio and interview. This skills element is inherent in a number of the skills and/or behaviours assessed by the observation of practice.

The pass assessment criteria used in AP01 are referred to throughout this document and are assessed by the evidence portfolio and interview and the observation. These criteria have been extracted directly from the assessment plan and matched with the most suitable outcome from the standard.

The indicative assessment criteria have been created by Highfield Assessment and are provided to support learners in preparation for their multiple-choice test. This is provided as further guidance to support the apprentice in preparation for end-point assessment.