



## **Training of Assessment Professionals Course Pack Overview**

The India-EU project prepared and delivered a series of training programmes for Assessment Professionals. While delegates were drawn primarily from Assessment Bodies accredited by one or other of the Capital Goods & Logistics Sector Skills Councils, in some programmes there was representation by SSC personnel, State organisations and by the DGET.

The development of the training programmes was informed by an initial TNA carried out to assess the current state of assessment in the Skills sector. This led to a broadening of the scope of training from beyond that of Assessors to those involved in other component parts of the assessment system. Six functional assessment roles were identified and a set of outcomes-based training modules developed to provide the basis for a training programme covering all six roles. The roles covered by the training programme and the materials in this Course Pack comprise:

Head of Assessment, Lead Assessor, Assessment Coordinator, Assessment Designer, Assessment Developer and Assessor.

In practice, the roles of Lead Assessor & Assessment Coordinator were combined in one training programme and, so too, those of Assessment Designer & Assessment Developer. Feedback from delegates attending these programmes would suggest this is a model that should continue to be adopted.

The content of each training programme is generic and so may be adapted for use in any sector and in any domain. The training is based on the widely-adopted Principles of Assessment and the functioning of an effective Assessment Lifecycle leading to robust & credible assessment decisions.

This Training of Assessment Professionals Course Pack provides all the required information for use in the on-going professional development of Assessment Practitioners and, in particular, to improve the effectiveness of Assessor training.

The Course Pack is aimed at helping those individuals in Assessment Bodies & elsewhere whose responsibility it is to support the on-going professionalism of Assessment functionaries. It is imperative, however, that those imparting the training are themselves fully familiar with the concept of competence-based training & assessment either by attending the India-EU Skills training programmes or through self-study & practice. Anyone attending one of the India-EU Skills Assessment Professional Training programmes would be an ideal candidate for rolling out

the training. Alternatively, those with some experience of competence-based training & assessment may use these materials to develop further their expertise in this field.

For each of the four role-specific training programmes, the following material is provided:

- 1 A Training Programme
- 2 PPT Presentation
- 3 Work Book for the particular Assessment Role/s
- 4 Task Sheets and/or a Task Booklet

In each case the Work Book binds the three remaining components together as this has been designed to follow the sequence of the training from day-to-day and includes the tasks/activities as well as extracts from the PPT. New trainers should use the Work Book as their primary source when designing their own training programme.

In support of all the training programmes, the following additional material is provided:

- 1 Role descriptors for each of the five identified Assessment Professionals
- 2 The Outcomes-Based Training Modules for the five roles
- 3 A Mapping Document to show how the draft ILO/NSDC NOS for Assessors & Lead Assessors map to the Outcomes-Based Training Modules developed by the India-EU Skills Project.