

END POINT ASSESSMENT PLAN FOR POULTRY TECHNICIAN**LEVEL 3 STANDARD**

Summary of Assessment		
<p>This apprenticeship assessment plan is designed to operate as the professional standard for Poultry technicians working across the Poultry Agriculture Sector. It is comprised of a core together with 5 Option routes. These are Breeding, Rearing, Hatching, Grow Out and Egg Production. The standard and end-point assessment plan have been developed by the Poultry Employer Trailblazer Group made up of employers from across this supply chain.</p> <p>A full summary of the EPA plan for this standard is outlined below. The EPA plan clearly relates to the standard and its content - which is pivotal to this assessment. The EPA also has three robust elements including a synoptic occupational practical assessment.</p>		
POULTRY TECHNICIAN		
ON PROGRAMME	GATEWAY	END POINT ASSESSMENT
The apprenticeship is typically 18 – 24 months duration for new entrants.	Employer makes decision following consultation with Relevant Training Provider to determine readiness to enter EPA.	One day EPA advised to conduct knowledge test, practical assessment and professional interview.
<p>Achievement of Level 3 standard of core knowledge, skills and behaviours through on the job training and assessment. Portfolio as reference.</p> <p>Achieved Level 2 English and Maths</p>	<p>English and Maths component completed at Level 2</p> <p>Portfolio of work has been completed to the satisfaction of the Employer and Relevant Training Provider</p> <p>The portfolio of work will be used to support the interview to provide examples of behaviours – but will not itself be assessed</p> <p>The portfolio structure must be designed and developed by End Point Assessment Organisations.</p> <p>Apprentices will be responsible for the full and varied compilation of evidence that will be required for submission purposes. The portfolio should record the apprentice’s achievements as they progress through the programme. This will include the completion of a project as part of the portfolio. This will</p>	<p>1. Short Answer Knowledge Test (60 minutes)</p> <p>2. Observational practical assessment conducted by independent assessor ideally at apprentice’s workplace (or a similar workplace) 3 hours. 10% tolerance each way</p> <p>3. Interview - with independent assessor following observational practical assessment. (60 minutes with 10% tolerance each way)</p>

	<p>be a on a significant topic which is then written up in a report format of 2500 words (with a 10% tolerance) excluding supporting evidence. The project must be submitted to the EPA Organisation at the gateway into the EPA phase. The EPA Organisations approved for the poultry technician standard will specify a selection of work based projects, which reflect the technician activities and allow competence to be demonstrated across the standard. A few examples are included for illustration below. Biosecurity, health and safety, people management and communication, performance improvement, animal health and productivity. The project will need to reflect naturally occurring work/tasks that the apprentice does in the workplace.</p>	
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The end point assessment will be conducted over a maximum of 5 hours

Assessment Overview (See also appendix 1)

Assessment Method	Area Assessed	Assessed by	Grading
<i>Short Answer Knowledge Test</i>	Area assessed from standard Core Knowledge as follows (see also appendix 1) Species knowledge Welfare Safety, Hygiene and Biosecurity Industry code of practice Process Knowledge Performance Requirements Operating Procedures Facility Knowledge Employment Legislation	<i>End-point Assessment Organisation</i>	<i>Fail/Pass / Distinction</i>
<i>Observational Practical Assessment</i>	Area assessed from standard Core Knowledge as follows Species Knowledge Welfare Safety, Hygiene and Biosecurity	<i>End-point Assessment Organisation</i>	<i>Fail / Pass / Distinction</i>

	Industry code of practice Performance Requirements Operating Procedures Facility Knowledge Employment Legislation Plus knowledge categories from the relevant option (see Appendix 1) All Core Skills plus skill options (see Appendix 1) Core behaviours Responsibility and Ownership Resilience and Commitment Improvement Focus		
<i>Interview</i>	Area assessed from the Core Behaviours. Responsibility and Ownership Resilience and Commitment Improvement Focus Attitude and diligence Challenge and initiative Respect for others	<i>End-point Assessment Organisation</i>	<i>Fail / Pass / Distinction</i>

On-programme Assessment

On – programme Portfolio of work will be completed during the duration of the apprenticeship. The portfolio will detail the progress that the candidate has made in learning the knowledge, skills and behaviours needed to be put forward for EPA. The portfolio will contain evidence to support progress, which can include written examples, responses and illustrations by the learner, written summary and reports plus support documentation included in the portfolio by the candidate to indicate skill and competence. There should be at least one piece of evidence per skill criteria including relevant option which also demonstrate sufficient knowledge. Only when the portfolio has been completed to the satisfaction of the employer in discussion with the learner will they be put forward for EPA.

The portfolio will include a project that must be agreed between the employer and the EPA organisation. Project must be completed within on programme phase.

Assessment Gateway

Employer makes decision to put forward the apprentice following completion of training, portfolio and consultation with Relevant Training Provider to determine readiness to enter EPA date A Level 2 Pass at English & Maths is a requirement.

End-point - Assessment

The end point assessment will contain 3 components – all components must be passed for the apprentice to meet the apprenticeship standard

1. Short Answer Knowledge Test (SAKT) - This will have 20 short answer questions, which will be completed in 60 minutes ideally online to minimise cost but a paper version will be available where necessary. The 20 questions will be drawn from a bank of 60 questions refreshed every 2 years and prepared by the EPA organisation.

Marking cannot be instant due to marking of the quality of answers. The apprentice will not be graded on their spelling as long as it is understandable and spelling has not changed the answer/meaning. The test will be undertaken on the same day as the OPA and interview and will be invigilated by the assessor. It is envisaged that this would be 1 to 1 in most circumstances.

2. Observational Practical Assessment – the OPA will be conducted at the apprentice's or similar workplace following the SAKT. A bank of practical activities (reviewed every 2 years) will be developed by the assessment organisation in order that the OPA can be conducted at any point in the production cycle or process when poultry or eggs are on site and appropriate for the OPTION route (– these are: breeding, hatching, grow out, egg production and rearing). The activities will be designed by the EPA organisation to cover the core and optional skills. The candidate will be expected to complete the activities and demonstrate the required skills, in doing so they will also demonstrate the application of knowledge through responses to questions prepared by the assessor. Furthermore, in demonstrating the skills, the apprentice will also have the opportunity to show three of the behaviours to the assessor as the approach to the tasks is also of vital importance. This enables the OPA to be a synoptic assessment that covers key elements of knowledge, skills and behaviours. The grading table in Appendix 2 covers the descriptors, which EPA organisations can use to design detailed criteria for this assessment.

The assessment organisations will be made aware of any limitations in assessment premises or the available production cycle or process, which would constrain the skills to be assessed at the time of the OPA.

The OPA will be 3 hours with a 10% tolerance. The OPA will be recorded in a standard document to ensure consistency and to support moderation.

3. Interview –. The interview is an opportunity to draw out responses from the apprentice and to review the behaviours in full and will be conducted at an apprentice's or similar workplace. The interview enables the candidate to demonstrate to the assessor the behaviours within the standard and their portfolio will be referenced to support their answers and examples.

Assessment organisations will have developed banks of question briefs for the Interview covering the behaviours. The interview should include at least one question per behaviour with follow up questions as appropriate.

The Interview is 60 minutes with 10% tolerance each way. It should take place in a private area – side room or office to the working area for example. The interview will be documented using a standard framework to support consistency and moderation.

Assessment Location

At the apprentices workplace or a similar workplace. A familiarisation date ahead of the assessment date if the apprentice is to be expected to conduct their assessment away from their normal work place. E.g. at a neighbouring farm.

A single assessor will carry out the assessment.

<p>Assessment duration</p> <p>The assessment will be completed in one day. Therefore it will be completed either at their employment site or similar. This will allow all sizes of business to comply. The online SAKT can be completed at a site, or if this is not possible, a paper version may need to be available.</p>
<p>End-point – final judgement</p> <p>The independent assessor will make the final decision at the conclusion of the EPA using grading criteria developed using the guidance in Appendix 2.</p>
<p>Independence</p> <p>EPA Organisation</p> <p>Any approved end-point Assessment Organisation (EPAO) chosen from the ESFA’s Register of End Point assessment organisations (RoEPAO) can carry out the EPA.</p> <p>EPA Requirements</p> <p>The assessors will be recruited, trained and standardised by the EPA organisation. The EPA organisation will allocate from a pool of approved assessors that they maintain. The assessor must have met the criteria defined by the EPA organisation based on this plan. These criteria are:</p> <ul style="list-style-type: none"> • Current occupational competence gained from working within the industry in the last 5 years (direct or ancillary) and at least 5 years in total • Qualified to a minimum of the level they are assessing. • Current relevant assessment qualifications <p>The appropriate level will need to have been demonstrated at a farm, or hatchery, within a poultry organisation.</p>
<p>Roles and Responsibilities</p> <p>See appendix 3</p>
<p>End-point - Grading</p> <p>There will be three levels of achievement – fail, pass and distinction.</p> <p>A grading profile will be developed by the EPA organisations working collaboratively in consultation with employers and training providers. This will articulate the skills, knowledge and behaviours expected of a pass and a distinction level apprentice, and also the characteristics of a fail apprentice. This will be based on the grading table in Appendix 2. This grading profile developed, based on this grading table will then be used to inform the grade descriptors used in the final End Point Assessments.</p> <p>The apprentice needs to get the relevant grade in every single assessment method to achieve that grade overall. This means three passes, equals a pass, and three distinctions equals a distinction.</p> <p>The independent assessor alone decides the grade at the end of the EPA</p>

Apprentices who fail one or more assessment method will be offered the opportunity to take a re-sit/re-take. A re-sit does not require further learning, whereas a re-take does. Re-sits/re-takes must not be offered to apprentices wishing to move from pass to distinction.

EPA's need to agree an appropriate appeals procedure that is consistent for all apprentices.

Quality Assurance – internal

The EPA organisation shall carry out annual standardisation between assessors, the appointment of a lead assessor to overview assessor reports, sample assessors work on an annual basis and carry out observed visits on an annual basis. The EPA organisation should monitor appropriate CPD to determine the technical competence of the lead assessor. Employers should be involved in the setting of CPD standards and offering opportunities to support development of assessors.

Internal verifiers will assess the progress of apprentices through the programme and help to ensure their portfolio and the candidate is ready before being put forward for the EPA.

The EPA organisation shall also provide standardisation update days annually related to assessment matters and procedures, and carry out reviews of assessors continued professional development to ensure they have relevant technical and assessor qualifications and experience.

Quality Assurance – external

OfQUAL have agreed to oversee our EQA.

Ofqual's approach to external quality assurance is through regulation of end point assessments and the awarding organisations who deliver them; holding awarding organisations to account against their General Conditions of Recognition.

It is strongly recommended that the assessment organisations work collaboratively to set common test specifications to be reviewed annually. Assessment organisations can then develop live assessment materials against these specifications.

Moderation - Reliability, Validity, and Consistency

The assessment methods and quality assurance practices described above are designed to produce assessment outcomes that are educationally reliable and consistent across different EPA organisations. The processes described are also designed to ensure the consistent application of the EPA processes and standards by all parties allowing the apprentice fair access to assessment and fair comparison between apprentices and organisations.

Delivering reliability in judgement stems from the carefully laid out Apprentice Standard defining what is required of the knowledge, skills and behaviours. The standard contains this information and therefore is the key to the assessment process and the pivot around which the EPA process functions effectively.

Consistency and comparability between EPA organisations will be achieved by the collaboration of assessment organisations to develop the test specifications designed to sample knowledge and understanding across the standard.

The use of EPA organisations provides confidence in those undertaking assessment and verification

that they can make reliable judgements. Their use also provides confidence that results obtained across different organisations and employers can be relied upon as they are required to have robust internal quality assurance and verification processes to ensure that reliability of assessment is maintained within their organisations. Staff operating under these conditions shall meet the requirements set out in the Independence section above.

The EPA organisation will hold standardisation events to ensure consistency between its assessors, as this is vital for the process.

Reliability in the EPA process depends upon the accuracy with which the assessment methods measure the relevant skill or attainment. Therefore, each assessment method shall be carefully designed to allow measures of consistency between assessors and organisations.

Reliability in the marking process will be achieved in the following ways:

- Clearly written assessment methodologies
- Use of marking schemes as appropriate
- Use of standardisation events between assessors.

The combination of several assessment methods in the final summative assessment ensures that the assessment of each apprentice is based on their performance and accurately reflects the quality of their work and the application of knowledge, skills and behaviour specified and described in detail in the standard. Taken together the components of the EPA build a robust picture of performance against the standard.

Within the EPA process, there are opportunities to integrate the testing of the application of skills, knowledge and behaviours in the OPA to allow the independent assessor to make a holistic judgement about how well the apprentice meets or exceeds the standard and to test the reliability of the processes.

Implementation

Affordability

In developing this assessment approach, we have consistently sought to keep the approach simple but effective. This has led to a well-defined cost effective and deliverable process that employers and EPA organisations will find easy to understand and use. We have obtained a provisional figure that indicates the EPA cost will be no more than 20% of the total band funding allocation.

Delivering Accurate (Valid) Judgements

The EPA is focused on the competence of the apprentice in the role as evidenced by their ability to demonstrate the knowledge, skills and behaviours as set out in the standard. Each of the components of the EPA build a cumulative picture of competence against the detailed standard.

Delivering Consistent (Reliable) Judgements

The internal and external Quality Assurance measures have been designed to ensure consistent and reliable judgements.

Volumes

Approximately 200

Poultry Technician Appendix 1

The below table outlines the knowledge skills and behaviours of the core standard. This has been completed as a summary for ease of reading and understanding. Full descriptions under each heading are available in the standard.

The appendix also clearly shows which assessment method is used for each learning area and the holistic role of the OPA covered in greater detail in Appendix 2.

	What is being assessed?	Which assessment method will test?		
		SAKT	OPA	Interview
Knowledge	Species Knowledge	√	√	
	Welfare	√	√	
	Safety, hygiene and biosecurity	√	√	
	Industry Codes of practice	√	√	
	Process knowledge	√		
	Performance Requirements	√	√	
	Operating Procedures	√	√	
	Facility knowledge	√	√	
	Employment Legislation	√	√	
Skills	Site Upkeep		√	
	Health & Safety		√	
	Biosecurity		√	
	Hygiene and food safety		√	
	Bird Handling		√	
	Welfare		√	
	Environment		√	
	Operations		√	
	Standards		√	
People		√		
Behaviours	Attitude and Diligence			√
	Responsibility and Ownership		√	√
	Challenge and Initiative			√
	Respect For Others.			√
	Improvement Focus		√	√
	Resilience and Commitment		√	√

Specialist Options

Each apprentice will take one option route and will therefore need to be assessed on the relevant skills and supporting knowledge during the OPA. As with the Core Standard these have been detailed below in summary, full information is available in the standard.

Rearing

	What is being assessed?	Assessment method?		
		SAKT	OPA	Interview
⌘	Brooding Knowledge		√	
	Growth Impactors		√	
	Male Breeding Characteristics		√	
	Principles of Vaccination		√	
∩	Brooding Procedures –.		√	
	Effective Rearing		√	
	Breeding Selection		√	
	Vaccine Usage		√	

Breeding

	What is being assessed?	Assessment Method		
		SAKT	OPA	Interview
⌘	Impactors on production		√	
	Breeding Conditions		√	
	Breeding Factors		√	
	Fertility Factors		√	
∩	Breeding Process Implementation		√	
	Egg collection, grading and storage		√	
	Artificial insemination		√	
	Semen Collection		√	

Hatching

	What is being assessed?	Assessment Method		
		SAKT	OPA	Interview
⌘	Egg Storage		√	

	Egg Knowledge		√	
	Incubation Understanding		√	
	Bird Condition The factors that can affect the condition of birds making them unfit for transport.		√	
	Vaccination Principles		√	
S	Egg receipt process		√	
	Incubation Process		√	
	Hatch and Despatch Process		√	
	Vaccine Usage		√	

Egg Production

	What is being assessed?	Assessment method		
		SAKT	OPA	Interview
K	Flock factors		√	
	Understanding of environment		√	
S	Egg quality factors.		√	
	Lay Process		√	
	Egg collection, grading and storage of eggs for human consumption.		√	

Grow Out

	What is being assessed?	Assessment Method		
		SAKT	OPA	Interview
K	Bird growth conditions		√	
	Growth impactors		√	
S	Growing Preparation.		√	
	Growing Process		√	

Appendix 2 - Grading Table for Poultry Technician

This table is only intended to provide EPA Organisations with a framework for developing a grading profile. The expectation is that detailed grading criteria will be developed using this table as a guide.

Core

The grading descriptors below align completely with the content of the standard and for Core skills and Behaviours these are outlined in full below. For Core knowledge these are referenced by heading below. This is to enable the table below to give an overall view of what is required across the standard, avoid duplication and still achieve a degree of conciseness. The full descriptions can be found in the standard, which is the key document and pivotal to the assessment process

Core			
Grade	Fail	Pass	Distinction
SAKT	Less than 18 out of 30 on test. Each question 1- 2 points point. 20 Questions total.	18 to 23 out of 30 on test. Each question 1 – 2 points. 20 Questions total.	24 to 30 on test. Each question 1 – 2 points. 20 Questions total.
OPA	<p>A fail candidate is simply one who is unable to demonstrate skills competence in one or more of the core areas or one or more of the option areas or do not demonstrate the required behaviours.</p> <p>This is because competence in all areas is essential to ensure that the Poultry Technician can work independently at a farm or hatchery without close supervision.</p>	<p>The areas below are the skills in which a Poultry Technician is required to be able to demonstrate to achieve a pass in this standard. A pass will only be achieved if the apprentice can demonstrate skill competence in all 10 core skill areas. To do this effectively they will also need to demonstrate their ability to apply the relevant knowledge through responses to questions asked by the assessor. The relevant areas of knowledge are detailed for each skill area in summary below and defined in full in the standard.</p> <p>They must also demonstrate their relevant option knowledge and skills. This is detailed below the core table.</p> <p>Competence in all areas is essential to ensure that the Poultry Technician can work independently at a farm or hatchery without close supervision.</p> <p>Also detailed below the core skills are two behaviours, which need to be demonstrated by an apprentice in the OPA to pass. This is because an effective Poultry Technician needs to be able to show they cannot only carry out the tasks and have the requisite knowledge but also can demonstrate the correct behavioural approach.</p> <p>Site Upkeep Maintains upkeep of the site to ensure legal compliance in line with welfare regulations and all relevant legislation and customer ethical standards. Carries out site audits and maintenance of the information system. Effectively manages the use of utilities, resources and equipment to</p>	<p>As a minimum, the distinction candidate must have met all the pass criteria demonstrating that they can work at the expected level without supervision.</p> <p>In addition, to achieve distinction a candidate must demonstrate that in preparation for the assessment they have identified and implemented improvements in at least two skill areas. These can be taken from the core list or from their relevant option. They must be able to demonstrate these to the assessor during the OPA using appropriate metrics where applicable, to enable the assessor to</p>

		<p>control waste and optimise efficiency. Knowledge areas mapped – Facility Knowledge, Performance Requirements and Industry Codes of Practice.</p> <p>Health & Safety Complies with and enforce the company health and safety rules; works in a safe manner and maintain a safe working environment. Takes responsibility for all personnel’s health and safety on site. Ensures all accidents and near misses are reported and investigated in a timely manner. Ensures that safety procedures and health regulations are followed at site by all staff and visitors. Knowledge Areas Mapped – Health, Safety, Biosecurity and Operating Procedures</p> <p>Biosecurity Delivers full biosecurity compliance on their site in line with industry, company and customer standards for each poultry breed. Implements corrective actions when required. Knowledge Areas Mapped – Health, Safety, Biosecurity and Operating Procedures.</p> <p>Hygiene and food safety Takes responsibility for site and personal hygiene procedures. Provides a clean environment in line with agreed standards for the facility. Delivers personal hygiene compliance of themselves and all workers on their site. Knowledge Areas Mapped – Health, Safety, Biosecurity and Operating Procedures.</p> <p>Bird Handling Prepares facilities for arrival / departure of birds. Coordinates the movement and transport of birds safely, effectively and compassionately without undue stress, ensuring the use of appropriate manual handling techniques. Knowledge Areas mapped – Industry codes of practice, Species knowledge, and Welfare.</p> <p>Welfare Demonstrate the technical skills needed to ensure the health of the birds/hatching eggs is maintained at all times and capable of dealing with potential welfare issues. Identifies and diagnose problems early and ensure appropriate measures are taken. Knowledge Areas mapped, Industry codes of practice, Species Knowledge and Welfare</p> <p>Environment Identifies the relevant environmental controls for the specific poultry breed/ system/ customer or egg programme, analyses when adjustments are required and applies as appropriate (as relevant for the species/ point in growth cycle). Knowledge Areas mapped – Facility Knowledge and Performance Requirements.</p> <p>Operations Manages, maintains and operates equipment (relevant to age/breed/bird requirement) safely and effectively.</p>	<p>validate the improvement.</p> <p>In demonstrating these improvements the apprentice must also the demonstrate following behaviour.</p> <p>Improvement Focus</p> <p>Able to adapt to changes in conditions, technologies, situations and working environments, willing to accept changing priorities and work patterns when new jobs need to be done, or requirements change.</p> <p>This behaviour is intrinsically linked to the demonstration of the skills improvements necessary to achieve distinction,</p>
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		<p>Maintains, monitors and utilises technology and systems appropriate to the operation. Coordinates and conducts appropriate checks, and maintains/updates/keeps records as relevant. Monitor and report on performance and then take appropriate action. Knowledge Areas mapped – Facility Knowledge and Performance Requirements</p> <p>Standards Adhere to and apply welfare codes of practice including the 5 freedoms as described in knowledge section. Apply and act on business/industry and legislative requirements including industry assurance standards. Implements and maintains compliance through understanding of the standards applicable to poultry and reporting and resolving non-compliance. Contribute to assurance standard audits. Knowledge Areas mapped – Industry codes of practice and Operating Procedures.</p> <p>People Effectively manages the poultry staff at the site or if there are no reports, ensures compliance with all necessary rules and protocols by cleaning, catching and other contractors visiting site. Where people are managed; takes full responsibility for recruitment, training, employee relations and communication. Communicates effectively with internal colleagues and external stakeholders as appropriate. Knowledge Areas Mapped – Employment Legislation.</p> <p>In achieving the above the apprentice must also demonstrate the following behaviours</p> <p>Responsibility and Ownership Takes appropriate responsibility and ownership of decision making for good welfare practice, care of animals integrity/ethics in the process and site standards.</p> <p>Resilience and Commitment Maintains quality of work under pressure, demonstrates resilience and determination, shown in their commitment, consistency in results and overall dedication to their work.</p>	
Interview	<p>A fail candidate is unable to demonstrate the required behaviours.</p> <p>This is because they are unable to reference verifiable examples and evidence from their portfolio, and their responses to questions do not</p>	<p>Below are the behavioural descriptors that the Poultry Technician must demonstrate to achieve a pass in this standard.</p> <p>Attitude and Diligence Takes appropriate responsibility and ownership of decision making for good welfare practice, care of animals integrity/ethics in the process and site standards.</p> <p>Responsibility and Ownership Takes appropriate responsibility and ownership of decision making for good welfare practice, care of animals integrity/ethics in the process and site standards.</p>	<p>Below are the behavioural descriptors that the Poultry Technician must demonstrate to achieve a distinction in this standard above a pass.</p> <p>Improvement Focus Looks to continuously improve their operation, adapt quickly to changing conditions,</p>

	show to the assessor that they can demonstrate the above behaviours.	<p>Challenge and Initiative Challenges themselves and others, embraces new ways of thinking, and encourages others to do the same. Displays a positive mind set, through their willingness to learn, proactive approach, ability to act on their own initiative, and willingness to solve problems and acquire new skills.</p> <p>Respect For Others Manages and coaches others effectively, work well with colleagues and, communicates and gives feedback effectively, shows respect for other people and gives them time and support.</p> <p>Resilience and Commitment Maintains quality of work under pressure, demonstrates resilience and determination, shown in their commitment, consistency in results and overall dedication to their work.</p> <p>They do this by referring to verifiable examples and evidence from their portfolio, including their completed project, through these and their responses to questions they must show to the assessor that they can demonstrate the above behaviours.</p>	<p>technologies, situations and working environments. Able to prioritise effectively and adapt to changing circumstances</p> <p>They do this by referring to verifiable examples and evidence from their portfolio, including their project, through these and their responses to questions they must show to the assessor that they can demonstrate the above behaviour.</p>
Options			
	Fail	Pass	Distinction
OPA	The fail definition is covered above in the core table.	<p>The 5 options are Breeding, Rearing, Hatching, Grow Out and Egg Production. These are detailed in summary in appendix 1 and described in full in the Poultry Technician Standard.</p> <p>Each apprentice will also have to demonstrate all the relevant skills and knowledge for their option.</p> <p>To do this effectively they will also need to demonstrate their ability to apply the relevant specialist knowledge areas through responses to questions asked by the assessor.</p> <p>Competence in the relevant option area is essential to ensure that the Poultry Technician can work independently at a farm or hatchery without close supervision.</p>	The distinction definition is covered above in the core table.

Appendix 3 - Roles and Responsibilities

Apprentice	<ul style="list-style-type: none"> • Attends work and training to develop knowledge, skills and behaviours. • Completes any work required and revises for tests • Prepares for, and attends, any assessment appointments. • Builds their portfolio of evidence.
Employer	<ul style="list-style-type: none"> • Provides the opportunities to the apprentice to learn and develop. • Gives feedback on the apprentice's work and completes training reviews regularly where appropriate • Communicates with the training provider to ensure that the apprentice is on track and supports the apprentice with building their portfolio. • Provides pastoral care for the apprentice and decides the time for the end point assessment during production cycle and preparation time alongside the training provider. • Ensures the relevant equipment and facilities are available and in operational order for practical testing in liaison with the apprentice organisation
Training provider	<ul style="list-style-type: none"> • Work to carry out a continuous review of the evidence generated by the apprentice as part of the on-programme assessment process. • Supports the employer and the apprentice to make sure that learning outcomes are achieved with the opportunity to practice skills. • Structures the programme of learning and provides agrees it with the apprentice and their employer. • Provides pastoral care for the apprentice and communicates with the employer regularly to make sure the apprentice is meeting their goals. • Provides feedback on the learning to the apprentice and their employer.
Independent Assessor	<ul style="list-style-type: none"> • Recruited and trained by the End-point Assessment Organisation(s) from employers, industry and brings independence, as they will not have had any prior involvement in the apprenticeship or with the apprentice. • To oversee knowledge test and conduct observational and professional discussion assessments. • Grades all components of the synoptic practical assessment and professional discussion. • Assesses against Fail, Pass and Distinction criteria. • Participates in annual standardisation events run by the End-Point Assessment Organisation(s)
End point Assessment Organisation	<ul style="list-style-type: none"> • External and independent assessment of knowledge and practical competence through the examination requirement. • Brings independence, as they will not have had any prior involvement in the apprenticeship or with the apprentice. • Brings added rigour and consistency to the assessment through their wider industry perspective, knowledge and experience. • Supplies assessor guidance /templates for use in on-programme assessment process. • Assesses against Fail, Pass and Distinction criteria. • Trains, and hosts annual standardisation events for independent assessors. • Liaises with other assessment organisations collaborating on grading criteria and marking to ensure consistency. • Recruits independent assessors from employers, industry and training providers • Conducts annual standardisation with assessors • Conduct appropriate moderation to ensure consistency • Follow agreed appeals procedure