

# Apprenticeship Assessment Reform: Preparing for your Organisation's Future Role

4 September 2025

Chris Cherry and Emily Hughes



# Introductions



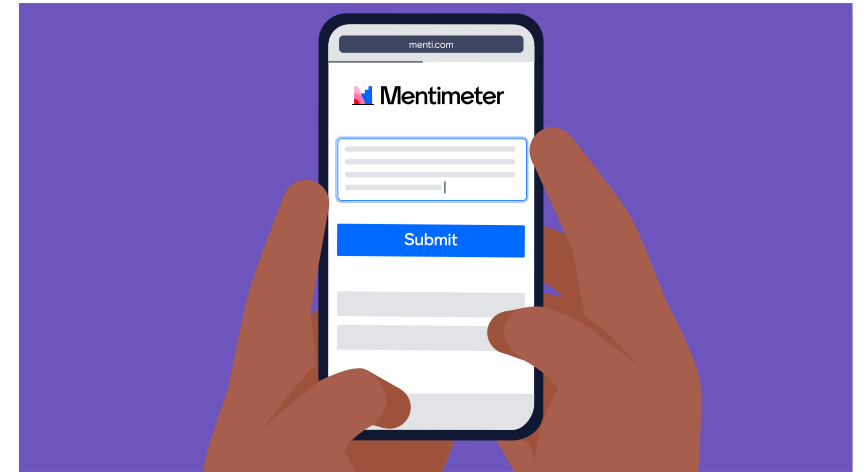
**Chris Cherry**  
**Strategic Associate**



**Emily Hughes**  
**Strategic Associate**

# Housekeeping

- All on mute with cameras off.
- Slides and recording to follow today's session.
- We are using Mentimeter for interactive elements today.  
Menti.com – Code 6194 0408
- Add questions to the Q&A function and we will try to respond to them as we go through the session. We may also use them to inform and support the development of sessions 2 & 3.



# Today's Agenda

- What do we know so far, and what's the direction of travel?
- How prepared are you (and the wider sector) for change?
- What are the key opportunities and risks for apprenticeship training providers?
- What are the key strategic and practical questions we should be asking ourselves?

# What do we know so far?

## What's the direction of travel?

DfE  
Apprenticeship  
Assessment  
Principles

**Quick  
Reminder**

Ofqual  
Consultation on  
apprenticeship  
assessment  
regulation  
(June – August)

# What do we know so far?

## What's the direction of travel?

1

Assessment is more proportionate to the competency being tested and removes any duplication

2

Where appropriate, assessment plans can be designed to allow assessment to take place on programme

3

Where appropriate, training providers will be able to deliver elements of the assessment. End-point Assessment Organisations (EPAOs) will continue to shape the assessment and ensure the validity of outcomes

# 8 Assessment Changes

What you need to know

# **Apprenticeships can now combine (external independent) EPA with expert provider-based (internal) assessment on-programme.**

The traditional EPA undertaken by an external independent assessor would change to a mixture of assessment at the end of a programme in combination with assessment undertaken during the programme.



# **Training providers could deliver and mark assessments with adequate oversight and quality assurance in place.**

Providers could undertake assessment on behalf of an awarding organisation.  
More, directly observed, extensive, and authentic, integrated performance evidence over time may be delivered

# Assessment plans will be more concise, precise, accessible, and easy to use.

Assessment plans will be clearer, confirming precisely and specifically the purpose of assessment, how assessment will be done – the who, how and what of assessment. The expectations of all parties and how the assessment must be conducted to comply with Regulation.

## New Assessment Plan Structure

# **Communication of concepts, expectations, and terminology will change to improve clarity, comprehension, and consistency.**

There are some changes to terminology to reflect the broader, more versatile, and tailored approach to apprenticeships. Assessment may not be 'End-Point' or 'On-Programme' but more composite.

## **Some apprenticeships may be reduced to a minimum of 8 months where this continues to deliver confidence and competence.**

While apprenticeships must maintain industry (and public) confidence of their technical skills acquisition, performance standards and evidence, specific roles and contexts may need less training and development time, with apprentices able to acquire necessary skills in shorter timeframes and advance more rapidly to full occupational competence.

# **The assessment of apprentice behaviours will now be the responsibility of employers (and not part of the formal assessment model).**

Employers will be expected to assess and track behaviour development.

Behaviours have always been difficult to assess; they're difficult in all assessment. Assessment methods have always been a challenging mechanism to assess competence.

# **Providers and apprentices must start their programmes with a secure assessment organisation partner.**

A nominated AO should be secured at the outset and on contracting. Assessment Organisations (the former EPAOs) have always faced challenges of volumes, timing, planning and meeting the expectations of the plan as every apprentice is an individual.

**The system is upgrading current regulatory frameworks to support the DfE's revised assessment principles, and to improve quality, comparability, efficiency, and recognition..**

Ofqual, OfS and others are refining and upgrading systems and processes to improve quality, comparability, efficiency, and recognition. Regulation, compliance (such as Off the Job measures) will have to adapt and change to balance and secure these changes.

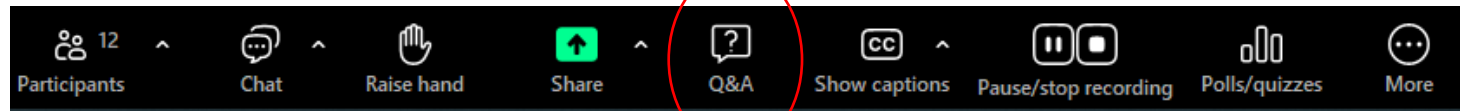
# In summary....

- How prepared are you (and the wider sector) for change?
- What are the key opportunities and risks for apprenticeship training providers?
- What are the key strategic and practical questions we should be asking ourselves?



# Questions & Answers

Type your questions into the Q&A panel



## EP/AO Conference 2025: Preparing for the future of apprenticeship assessment

**A timely opportunity for open discussion, sharing ideas, and practical thinking.**

- Policy context – how is apprenticeship assessment changing?
- What do the reforms to apprenticeship assessment mean for EPAOs/AOs and their future role?
- What role will providers/employers play in apprenticeship assessment, and how do we prepare?
- Regulation – how will this assure the quality of apprenticeship assessments?



### Chairs and speakers

Millennium Point – Birmingham  
23rd September 2025

Use code **SDNVIP10** to get 10% off your tickets here:  
[www.apprenticeships-conference.com/epao-conference](http://www.apprenticeships-conference.com/epao-conference)

Free to access assessment reforms webinar series:

# Apprenticeship Assessment Reform: Preparing for your Organisation's Future



As details emerge, these free to access webinars will help you ask the right questions, understand the opportunities and risks, and support you to prepare for the future of apprenticeships.



**Part two: Coming in October 2025 (Date TBC)**

# Free to access EIF revision webinar series session 4: **Unpacking Ofsted's Revised Education Inspection Framework**



 **THURSDAY**  
**9 OCT 2025**

 **TIME**  
**11:00 AM**

 **ACCESS FOR**  
**FREE**

Hosted by

**Lou Doyle**

Co Founder and Director  
SDN Mesma Group



Independent Training Provider

Sara Morton  
Head of Quality  
Lifetime



Further Education College

Alison Maynard  
Deputy Principal Curriculum  
New College Durham



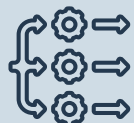
Employer Provider

Oye Eneje  
Head of Apprenticeship Quality  
and Governance, Siemens Mobility UKI



<https://www.strategicdevelopmentnetwork.co.uk/sdnevent/free-webinar-unpacking-ofsted-proposals-the-revised-inspection-framework/>

Get ready for AI powered self assessment – meet Mia on the 11th September and 16th October (with revised EIF framework)



Quality Assurance &  
Improvement Expertise  
Enhanced with AI



Save Hours, Gain Insights  
Faster Quality Decisions



Spend more time  
embedding  
improvements

"Mia is a  
gamechanger"  
User group 2025

Mia: Mesma's Intelligent Assistant for Quality Assurance and improvement

[mesma.co.uk/meet-mia](https://mesma.co.uk/meet-mia)



©2025 SDN Mesma Group Ltd. No portion of this presentation may be reproduced without the permission of SDN Mesma Group Ltd  
Please contact [carole@mesma.co.uk](mailto:carole@mesma.co.uk)

# Upcoming SDN Mesma Group CPD

## Level 3 Award in Undertaking EPA Blended learning: Starts 16-Sep

If you're looking to conduct or prepare apprentices for EPA, this Level 3 Award in Undertaking End-Point Assessment will provide you with the building blocks to carry it out, help you get ahead of the game and give you useful insights into what apprentices will face.

## Embedding Effective Assessment in Apprenticeships 3-part webinar series: Starts 17-Nov

The way assessment is used in apprenticeships is shifting. With more focus on *on-programme* and *pre-Gateway* assessment, providers need to make sure their approach is fit for purpose. This session will help you build assessment into the apprenticeship journey from the very start – making it meaningful, manageable and linked to real workplace performance.

## Curriculum Design for the New Apprenticeship Landscape Masterclass: 09-Dec

Changes to how assessment is carried out will have a direct knock-on effect on how you design and deliver your curriculum. This practical workshop will help you map, sequence and refine your programme so it sets apprentices up to succeed – without adding unnecessary workload.

# After this session you will receive:

**Slide deck**

**Webinar recording**

Other SDN Mesma Group events

<https://www.strategicdevelopmentnetwork.co.uk/sdnevents/>

## **Contact Us**

[hello@strategicdevelopmentnetwork.co.uk](mailto:hello@strategicdevelopmentnetwork.co.uk)

[www.strategicdevelopmentnetwork.co.uk](http://www.strategicdevelopmentnetwork.co.uk)

[hello@mesma.co.uk](mailto:hello@mesma.co.uk)

[www.mesma.co.uk](http://www.mesma.co.uk)

01622 962 411