



Apprenticeships: End Point Assessment

During a period called gateway, the employer, training provider and apprentice will decide if an apprentice is ready to complete end point assessment.

End point assessment (EPA) is the final stage of an apprenticeship. It is an impartial assessment of whether an apprentice has developed the skills, knowledge and behaviours outlined in the apprenticeship standard that tests the apprentice's ability to apply them in the workplace.

Assessments are designed by employers in the sector and are conducted by independent bodies known as End Point Assessment Organisations (EPAOs).

As well as successfully completing the EPA, an apprentice may need to complete, and pass, several additional requirements before completion of the apprenticeship. This might include mandatory English and maths qualifications.

Awareness of, and preparation for, assessment is part of the whole apprenticeship journey and should be introduced at the start of the programme.

Each apprenticeship includes an end-point assessment plan which describes how the apprentice should be tested against the appropriate criteria, using suitable methods. For example, an apprentice may need to complete:

- a practical assessment
- an interview
- a project
- written and/or multiple-choice tests
- a presentation

If the apprentice is unsuccessful in any part of their EPA, discussions will take place to decide whether an apprentice needs to retake it. If a retake is required, an action plan should be agreed with the training provider.

When an apprentice successfully completes their apprenticeship and passes their assessment, they will be awarded with a certificate, which the EPAO will request.

For some apprenticeships, passing the EPA and completing the apprenticeship will also lead to professional recognition by an authorised body.

Employee Apprenticeship Scheme

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