



Towards Assessment

Through choice of an appropriate external standard and engagement of appropriate independent assessors to test progress against the standard, the development of an individual can be monitored. Both company and individual gain credibility from an independent external assessor confirming that the individual meets the requirements of the selected standard.

Issues

- Independent assessors are often required to achieve accreditation to an external standard
- Finding an appropriate supplier of assessment services can be time consuming
- Quality of service can be variable

Benefits

- Selecting assessment providers with a proven track record ensured consistency of approach, value for money and quality of delivery.

The product in action - a case study

The Client

A leading business training specialist working for their client, an international biopharmaceutical company.

The Need

To identify organisations that could carry out assessment of company staff (around 600) to a range of NVQ standards set by appropriate awarding bodies. Accredited assessors were required that were competent to assess in the bio-pharmaceutical industry

What we did

Chris Lloyd and Eric Thompson worked with the management team to identify the range of qualifications required and the number of staff to be assessed against each one. They then researched potential providers with the capability to deliver assessment services in the area, and invited appropriate organisations to tender for the all or part of the work. Working with the client's management team they organised a provider selection process and negotiated commercial contracts that secured a cost effective approach. Five providers were selected that each had capability to assess across a range of NVQs in their core area. The team then worked with all the providers to agree a common process for delivery and administration on the project.

Consultant(s): Chris Lloyd , Eric Thompson

How the client benefited

Providers were selected on their ability to provide a quality service and value for money, based on a demonstrated track record of delivery and capability to provide all the NVQs that the company required. NVQ assessment targets were achieved in the agreed project timescale and cost.

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