

Healthcare

Apprenticeships

Apprenticeship Tips

6 tips on reaching the end of your
apprenticeship

<https://haso.skillsforhealth.org.uk/>



Assessment

The End Point Assessment marks the end of your apprenticeship

You will probably have been assessed on a range of different topics during your training and you may even have had the chance to practice for your end point assessment. End point assessment is a way of bringing together all your learning and new skills and to have them checked by someone independent. Achieving the end point assessment marks the end of your apprenticeship. It may happen at the same time as you finish an on-programme qualification or it may happen afterwards. Until you have been through end point assessment you cannot receive your apprenticeship certificate.



End Point Assessment is a chance to demonstrate everything you have learned during your apprenticeship



You can only do the EPA if you have completed the gateway requirements first

Gateway

Qualifications and other submissions

The gateway requirements for your apprenticeship set out what you must do before you can be put forward for End Point Assessment. These include things like achieving English and maths and ensuring that you have met the knowledge, skills and behaviours within the apprenticeship standard. Often you may need to prepare some things to be submitted before the End Point Assessment takes place such as a report or a portfolio of evidence. The End Point Assessment plan will give you details of exactly what this should look like. You may have been collating a portfolio on programme but it is unlikely that you will need to submit all the evidence you have gathered at end point assessment. Talk to your mentor and training provider if you are unsure about anything included in the assessment plan and to check when you need to have everything ready by.

Tip 3

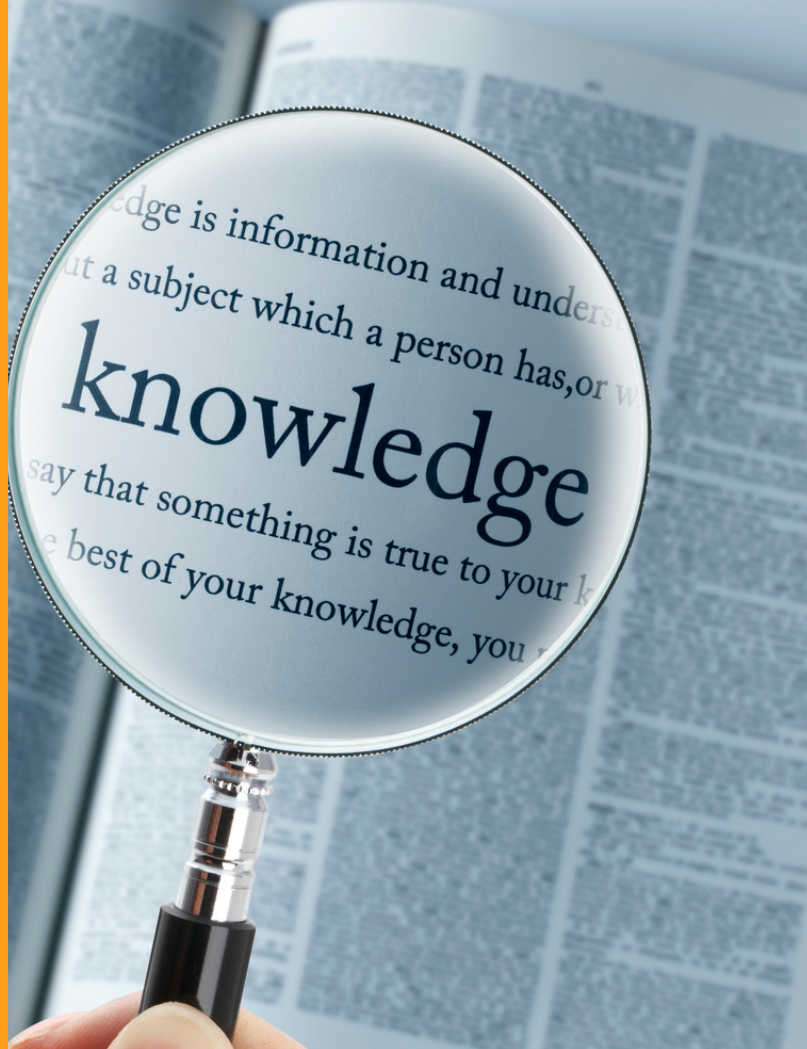


EPA Assessor

The Independent Assessor

The Independent Assessor for your EPA will be someone that is chosen by the End Point Assessment Organisation as being appropriate to check that you have met the full requirements of your apprenticeship standard. The assessor will not be someone you already know or work with as they must be able to make totally independent decisions. However, they will be competent in the skills that you have been learning and be familiar with the areas that you will have covered during your training. They will also be experienced in assessment and know how to make accurate decisions about your performance. Their job is to check that you are work-ready and they will decide if you are ready to pass your apprenticeship or not.

A smiling female nurse with curly hair, wearing blue scrubs and a stethoscope, holding a tablet and looking at a male doctor in a white lab coat. Another person in blue scrubs is partially visible in the foreground.



Skills

This is the practical application of the knowledge needed to successfully undertake the duties within your apprenticeship. They are learnt through on- and/or off-the-job training or experience. In health the combination of skills and knowledge are often referred to as competence.

Competence

Behaviours

Knowledge

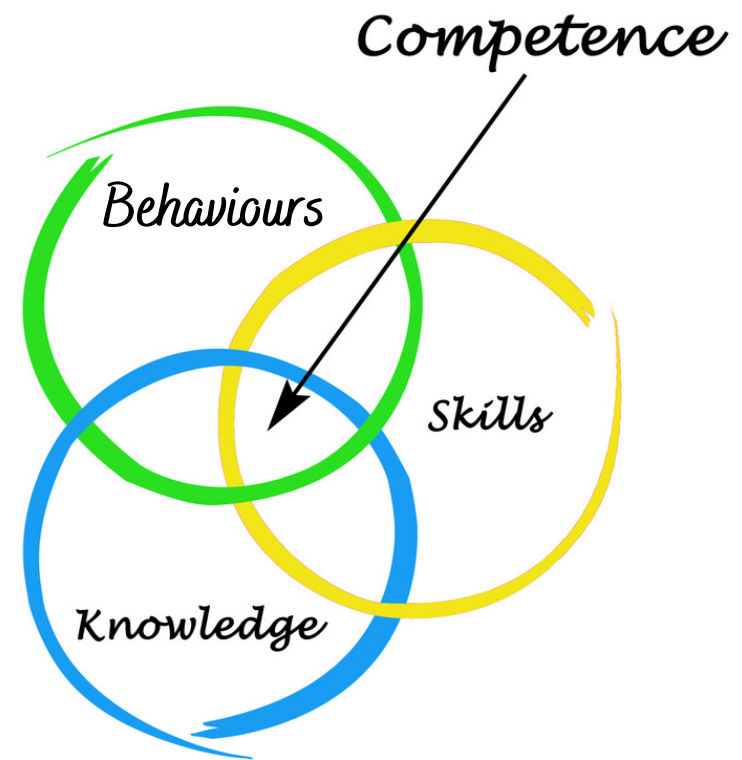
Skills

Behaviours

These are the mindsets, attitudes or approaches needed for competence. Whilst these can be innate or instinctive, they can also be learnt. Behaviours tend to be very transferable. They may be more similar across apprenticeship standards than knowledge and skills eg team worker, adaptable and professional.

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Tip 4

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Apprenticeships

**The
Standard**

KSBs and the apprenticeship standard

During your training you will have been working towards a defined curriculum and it may have been a while since you looked at the apprenticeship standard document. Now that you are reaching the end of the apprenticeship it is time to download the apprenticeship standard and the end point assessment plan and make sure you are really familiar with them. You can search for and download copies of the standards and EPAs [here](#).

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Tip 5



EPA plan

The end point assessment plan outlines everything that will happen during your EPA

- 1** Check the assessment plan to find out how long your EPA period is and what the requirements are
- 2** Familiarise yourself with the assessment methods included in the plan. Usually there will be two or three of these
- 3** Look at the Knowledge, Skills and Behaviours that are assigned to each of the assessment methods. This will tell you what the assessor will be looking for in each assessment method
- 4** Review the assessment criteria. These will tell you exactly what the independent assessor will be looking for from you and how they will mark your performance
- 5** Check the roles and responsibilities section. This will tell you what is expected from everyone involved in the EPA, including you



Next steps

Prepare for EPA and plan for what you will do after your apprenticeship ends

Practice



If you have not already had the chance to practice for your end point assessment ask your training provider or mentor for help. Colleagues and other apprentices may also be able to help you by running through questions with you or watching while you practise certain skills

Regulation



If your apprenticeship is going to lead you to a regulated occupation you need to be sure you know what this means, including when or how you apply. Check the regulators websites for more information on how to register, membership costs etc. The main regulatory bodies in healthcare are: [NMC](#), [GDC](#), [HCPC](#), [GPHC](#), [GOC](#) and [GMC](#).

Jobs



Often you will need to apply for a job once you finish your apprenticeship because the post that you are currently in is a 'training' post. Speak to your manager and/or HR department about what is available within your own organisation or search for jobs on NHS jobs or in your local press.

CV and interviews



Now is a good time to prepare your CV and think about what you will say at interview.

Even though lots of NHS jobs use application forms rather than CVs it is a good idea to have a CV that outlines all your achievements as this will help you when completing application forms. The STAR acronym may also help you to plan your answers to interview questions Situation, Task, my Actions, Results.

Good luck!

**with your End Point Assessment
and career in healthcare**

"Life is better with an apprentice"

