Laboratory Technician – End Point Assessment Specification

There are four components to end point assessment, a review of the behaviours evaluation log and three assessment tests. The assessment tests will be used to determine if the apprentice should receive the apprenticeship award. The Synoptic Assessment Test and Vocational Competence Discussion should ideally take place on the same day.

**Synoptic Assessment Test**

The purpose of the Synoptic Assessment Test is to validate the apprentice’s competence by observing him/her carrying out his/her job role in a normal working environment under normal conditions. The apprentice must:

- Demonstrate preparation for and performance of laboratory tasks following specified methodologies, such as Standard Operating Procedures, ensuring work is carried out safely, and quality procedures are followed whilst complying with appropriate regulations and compile accurate records of laboratory work undertaken and results.
- Demonstrate technical competence in the use of specified instrumentation and laboratory equipment, including calibration where required.
- Demonstrate an understanding of the data produced, its analysis and interpretation through workplace discussion.

**Vocational Competence Discussion**

The vocational competence discussion will cover the whole apprenticeship standard. It also provides the opportunity for presentation of evidence to support specific elements from the standard that it has not been possible to demonstrate during the SAT. As the discussion will be graded, Trailblazer employers have specified the following as areas where the apprentice may wish to provide evidence to contribute to grading:

- Understand and apply statistical techniques for data presentation.
- Communicate scientific information appropriately, including the use of Laboratory Information Management systems, either digital or paper based.
- Recognise problems and apply appropriate scientific methods to identify causes and achieve solutions.
- Participate in continuous performance improvement.

**Scenario Case Study**

The case study will describe a scenario where the apprentice has to adapt quickly and function effectively after minimal instruction on new equipment or in a new environment or under revised working practices. Whilst they will not be expected to know how to operate the particular equipment they will be expected to demonstrate the correct procedures to ensure they work safely, such as following safe systems of work, using appropriate personal protective equipment, finding and following standard operating procedures. The apprentice will be provided with a description of the scenario, which may be a narrative or a video and they will have to respond to situational analysis questions.
Behaviours Evaluation Log

During their training an apprentice’s behaviours will be evaluated on at least 3 occasions. The evaluation will be across seven categories:

- Personal Responsibility
- Communication
- Team Work
- Independence and Responsibility
- Impact of work
- Time management
- Change Management

There will be 3 possible outcomes:

- Does not meet Expectation:
  Apprentice failed to demonstrate an acceptable level of behaviour. Improvement is required.
- Meets Expectation:
  Apprentice demonstrated acceptable level of behaviour and meets the minimum level of behaviour expected.
- Exceeds Expectation:
  Apprentice demonstrated consistent and positive behaviours in this area that reflect those expected of outstanding apprentices.

The behaviours evaluation matrix in the work based learning guide specifies the assessment criteria that should be used when completing the behaviours evaluation log. The outcome from the final evaluation at gateway 2 will be reviewed during the vocational competence discussion and will contribute to grading of the apprenticeship award.