

DRAFT END-POINT ASSESSMENT PLAN FOR THE PRINT TECHNICIAN APPRENTICESHIP

APPRENTICESHIP REFERENCE	LEVEL OF THIS END-POINT	INTEGRATED
NUMBER	ASSESSMENT (EPA)	
ST0309	3	No

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Introduction and overview

This document explains the requirements for end-point assessment (EPA) for the print technician apprenticeship. End-point assessment organisations (EPAOs) must follow this when designing and delivering the EPA.

Print technician apprentices, their employers and training providers should read this document.

A full-time print technician apprentice typically spends 36 months on-programme (this means in training before the gateway). The apprentice must spend at least 12 months on-programme and complete the required amount of off-the-job training in line with the apprenticeship funding rules.

The apprentice must complete their training and meet the gateway requirements before starting their EPA. The EPA will assess occupational competence.

An approved EPAO must conduct the EPA for this apprenticeship. Employers must select an approved EPAO from the register of end-point assessment organisations (RoEPAO).

This EPA has 3 assessment methods.

The grades available for each assessment method are below.

Assessment method 1 - observation with questioning:

- fail
- pass

Assessment method 2 - interview underpinned by a portfolio of evidence:

- fail
- pass
- distinction

Assessment method 3 - multiple-choice test:

- fail
- pass
- distinction

The result from each assessment method is combined to decide the overall apprenticeship grade. The following grades are available for the apprenticeship:

- fail
- pass
- merit
- distinction

EPA summary table

On-programme (typically 36 months)

The apprentice must complete training to develop the knowledge, skills and behaviours (KSBs) of the occupational standard.

The apprentice must complete training towards English and maths qualifications in line with the apprenticeship funding rules.

The apprentice must compile a portfolio of evidence.

End-point assessment gateway

The apprentice's employer must be content that the apprentice has attained sufficient KSBs to complete the apprenticeship.

The apprentice must:

- confirm they are ready to take the EPA
- have achieved English and mathematics qualifications in line with the apprenticeship funding rules

For the interview underpinned by a portfolio of evidence, the apprentice must submit a portfolio of evidence.

The apprentice must submit the gateway evidence to their EPAO, including any organisation specific policies and procedures requested by the EPAO.

The employer must notify the EPAO of any security requirements including, documentation access and redaction, confidentiality agreements and security clearance.

End-point assessment (typically 3 months)

Grades available for each assessment method:

Observation with questioning

- fail
- pass

Interview underpinned by a portfolio of evidence

fail

pass

	 distinction Multiple-choice test fail pass distinction Overall EPA and apprenticeship can be graded: fail
Re-sits and re- takes	 Tall pass merit distinction Re-take and re-sit grade cap: pass Re-sit timeframe: typically 3 months Re-take timeframe: typically 6 months

Duration of end-point assessment period



The EPA is taken in the EPA period. The EPA period starts when the EPAO confirms the gateway requirements have been met and is typically 3 months.

The EPAO should confirm the gateway requirements have been met and the EPA should start as quickly as possible.

EPA gateway

The apprentice's employer must be content that the apprentice has attained sufficient KSBs to complete the apprenticeship. The employer may take advice from the apprentice's training provider, but the employer must make the decision. The apprentice will then enter the gateway.

The apprentice must meet the gateway requirements before starting their EPA.

They must:

• confirm they are ready to take the EPA

- have achieved English and mathematics qualifications in line with the apprenticeship funding rules
- submit a Portfolio of evidence for the interview underpinned by a portfolio of evidence

Portfolio of evidence requirements:

The apprentice must compile a portfolio of evidence during the on-programme period of the apprenticeship. It should only contain evidence related to the KSBs that will be assessed by this assessment method. It will typically contain 12 discrete pieces of evidence. Evidence must be mapped against the KSBs. Evidence may be used to demonstrate more than one KSB; a qualitative as opposed to quantitative approach is suggested.

Evidence sources may include:

- workplace documentation and records
- workplace policies and procedures
- · witness statements
- annotated photographs
- video clips (maximum total duration 10 minutes); the apprentice must be in view and identifiable

This is not a definitive list; other evidence sources can be included.

The portfolio of evidence should not include reflective accounts or any methods of self-assessment. Any employer contributions should focus on direct observation of performance (for example, witness statements) rather than opinions. The evidence provided should be valid and attributable to the apprentice; the portfolio of evidence should contain a statement from the employer and apprentice confirming this.

The EPAO should not assess the portfolio of evidence directly as it underpins the discussion. The independent assessor should review the portfolio of evidence to prepare questions for the discussion. They are not required to provide feedback after this review.

The apprentice must submit the gateway evidence to their EPAO, including any organisation specific policies and procedures requested by the EPAO.

The employer must notify the EPAO of any security requirements including, documentation access and redaction, confidentiality agreements and security clearance for access to the employer site.

Order of assessment methods

The assessment methods can be delivered in any order.

The result of one assessment method does not need to be known before starting the next.

Observation with questioning

Overview

In the observation with questions, an independent assessor observes the apprentice in their workplace and asks questions. The apprentice completes their day-to-day duties under normal working conditions. Simulation is not allowed. It gives the apprentice the opportunity to demonstrate the KSBs mapped to this assessment method.

Rationale

This assessment method is being used because the print technician occupation involves significant practical activity that is best assessed through observation. An observation in the workplace is the most cost-effective solution and it would be difficult to replicate the working environment in a valid way outside of an employer's premises. Employers would doubt the occupational competence of an individual not assessed in this way.

Delivery

The observation with questioning must be structured to give the apprentice the opportunity to demonstrate the KSBs mapped to this assessment method to the highest available grade.

An independent assessor must conduct and assess the observation with questioning.

The independent assessor must only observe one apprentice at a time to ensure quality and rigour. They must be as unobtrusive as possible.

The EPAO must give the apprentice 10 days' notice of the observation with questions.

The observation must take 4 hours.

The independent assessor can increase the time of the observation with questions by up to 10%. This time is to allow the apprentice to complete a task or respond to a question if necessary.

The observation may be split into discrete sections held on the same working day. A working day is typically 7.5 hours.

The EPAO must manage invigilation of the apprentice during the assessment, to maintain security of the EPA, in line with their malpractice policy. This includes breaks and moving between locations.

The independent assessor must explain to the apprentice the format and timescales of the observation with questions before it starts. This does not count towards the assessment time.

The independent assessor should observe the following during the observation:

For ALL apprentices

- Set up and run equipment in accordance with company specification and standards
- Operate machinery or equipment in a safe manner

- Read and interpret instructions from the work instructions
- Changeover, clean down, maintenance of machine or equipment
- Completion of relevant records

Plus the observation requirements for ONE option below:

For pre-press print technician

- Receipt, checking and processing of digital files
- Use and application of business software packages
- Production of plates, screens, output files or materials

For press print technician

- Prepare equipment to the correct order specifications and timescales as specified in the works instructions
- Run equipment to the correct order specifications and timescales as specified in the works instructions

For post-press print technician.

- Prepare two different pieces of finishing equipment to the correct order specifications and timescales as specified in the works instructions
- Run two different pieces of finishing equipment to the correct order specifications and timescales as specified in the works instructions
- Handling and transporting materials .

These activities provide the apprentice with the opportunity to demonstrate the KSBs mapped to this assessment method.

The independent assessor must ask questions. Questioning can occur both during and after the observation.

The purpose of the questioning is to assess the level of competence against the grading descriptors.

The time for questioning is included in the overall assessment time. The independent assessor must ask at least 5 questions. To remain as unobtrusive as possible, the independent assessor should ask questions during natural stops between tasks and after completion of work rather than disrupting the apprentice's flow. The independent assessor must use the questions from the EPAO's question bank or create their own questions in line with the EPAO's training. Follow-up questions are allowed where clarification is required.

The independent assessor must ask questions about KSBs that were not observed to gather assessment evidence. These questions are in addition to the above set number of questions for the observation with questions and should be kept to a minimum.

The independent assessor must make the grading decision. The independent assessor must assess the observation and responses to questions holistically when deciding the grade.

The independent assessor must keep accurate records of the assessment. They must record:

- the KSBs observed
- the apprentice's answers to questions
- the KSBs demonstrated in answers to questions
- the grade achieved

Assessment location

The observation with questioning must take place in the apprentice's normal place of work for example, their employer's premises or a customer's premises. Where security clearance is required to enter the employer's premises, the EPAO must provide an independent assessor who can meet security clearance requirements.

Equipment and resources needed for the observation must be provided by the employer and be in good and safe working condition.

Questioning that occurs after the observation should take place in a quiet room, free from distractions and influence.

Question and resource development

The EPAO must develop a purpose-built assessment specification and question bank. It is recommended this is done in consultation with employers of this occupation. The EPAO should maintain the security and confidentiality of EPA materials when consulting with employers. The assessment specification and question bank must be reviewed at least once a year to ensure they remain fit-for-purpose.

The assessment specification must be relevant to the occupation and demonstrate how to assess the KSBs mapped to this assessment method. The EPAO must ensure that questions are refined and developed to a high standard. The questions must be unpredictable. A question bank of sufficient size will support this.

The EPAO must produce the following materials to support the observation with questioning:

- independent assessor assessment materials which include:
 - · training materials
 - administration materials
 - moderation and standardisation materials
 - · guidance materials
 - grading guidance
 - question bank
- EPA guidance for the apprentice and the employer

The EPAO must ensure that the EPA materials are subject to quality assurance procedures including standardisation and moderation.

Interview underpinned by a portfolio of evidence Overview

In the interview, an independent assessor asks the apprentice questions. It gives the apprentice the opportunity to demonstrate the KSBs mapped to this assessment method.

The apprentice can refer to and illustrate their answers with evidence from their portfolio of evidence.

Rationale

This assessment method is being used because:

- it allows for assessment of KSBs that do not occur on a predictable or regular basis
- it is underpinned by a portfolio of evidence, enabling the apprentice to demonstrate the application of skills and behaviours as well as knowledge
- it allows for testing of responses where there are a number of potential answers that couldn't be tested through a multiple-choice test
- it can be conducted remotely, potentially reducing cost

Delivery

The interview must be structured to give the apprentice the opportunity to demonstrate the KSBs mapped to this assessment method to the highest available grade.

An independent assessor must conduct and assess the interview.

The purpose of the independent assessor's questions is:

- to seek clarification where required
- to assess the level of competence against the grading descriptors

The EPAO must give an apprentice 10 days' notice of the interview.

The independent assessor must have at least 2 weeks to review the supporting documentation.

The apprentice must have access to their portfolio of evidence during the interview.

The apprentice can refer to and illustrate their answers with evidence from their portfolio of evidence however, the portfolio of evidence is not directly assessed.

The interview must last for 60 minutes. The independent assessor can increase the time of the interview by up to 10%. This time is to allow the apprentice to respond to a question if necessary.

The independent assessor must ask at least 6 questions. The independent assessor must use the questions from the EPAO's question bank or create their own questions in line with the EPAO's training. Follow-up questions are allowed where clarification is required.

The independent assessor must make the grading decision.

The independent assessor must keep accurate records of the assessment. They must record:

- the apprentice's answers to questions
- the KSBs demonstrated in answers to questions
- the grade achieved

Assessment location

The interview must take place in a suitable venue selected by the EPAO for example, the EPAO's or employer's premises. Where security clearance is required to enter the employer's premises, the EPAO must provide an independent assessor who can meet security clearance requirements.

The interview can be conducted by video conferencing. The EPAO must have processes in place to verify the identity of the apprentice and ensure the apprentice is not being aided.

The interview should take place in a quiet room, free from distractions and influence.

Question and resource development

The EPAO must develop a purpose-built assessment specification and question bank. It is recommended this is done in consultation with employers of this occupation. The EPAO should maintain the security and confidentiality of EPA materials when consulting with employers. The assessment specification and question bank must be reviewed at least once a year to ensure they remain fit-for-purpose.

The assessment specification must be relevant to the occupation and demonstrate how to assess the KSBs mapped to this assessment method. The EPAO must ensure that questions are refined and developed to a high standard. The questions must be unpredictable. A question bank of sufficient size will support this.

The EPAO must ensure that the apprentice has a different set of questions in the case of resits or re-takes.

The EPAO must produce the following materials to support the interview underpinned by a portfolio of evidence:

- independent assessor assessment materials which include:
 - · training materials
 - administration materials
 - moderation and standardisation materials
 - guidance materials
 - · grading guidance
 - question bank
- EPA guidance for the apprentice and the employer

The EPAO must ensure that the EPA materials are subject to quality assurance procedures including standardisation and moderation.

Multiple-choice test

Overview

In the multiple-choice test, the apprentice answers questions in a controlled and invigilated environment. It gives the apprentice the opportunity to demonstrate the knowledge mapped to this assessment method.

Rationale

This assessment method is being used because:

- It allows for the efficient testing of knowledge where there is a right or wrong answer
- It allows for flexibility in terms of when, where and how it is taken
- It allows larger volumes of apprentices to be assessed at one time

Delivery

The multiple-choice test must be structured to give the apprentice the opportunity to demonstrate the knowledge mapped to this assessment method to the highest available grade.

The test can be computer or paper based.

The test will consist of 30 multiple-choice questions.

Multiple-choice questions must have four options, including one correct answer.

The apprentice must be given at least 10 days' notice of the date and time of the test.

Test administration

The apprentice must have 60 minutes to complete the test.

The test is closed book which means that the apprentice cannot refer to reference books or materials whilst taking the test.

The test must be taken in the presence of an invigilator who is the responsibility of the EPAO.

The EPAO must have an invigilation policy setting out how the test must be conducted. It must state the ratio of apprentices to invigilators for the setting and allow the test to take place in a secure way.

The EPAO is responsible for the security of the test including the arrangements for on-line testing. The EPAO must ensure that their security arrangements maintain the validity and reliability of the test.

Marking

The test must be marked by an independent assessor or marker employed by the EPAO. They must follow a marking scheme produced by the EPAO. Marking by computer is allowed where question types support this.

A correct answer gets 1 mark.

Any incorrect or missing answers get zero marks. The EPAO is responsible for overseeing the marking, standardisation and moderation of the test.

Assessment location

The apprentice must take the test in a suitably controlled and invigilated environment that is a quiet room, free from distractions and influence. The EPAO must check the venue is suitable. Where security clearance is required to enter the employer's premises, the EPAO must provide an independent assessor who can meet security clearance requirements.

The test could take place remotely if the appropriate technology and systems are in place to prevent malpractice. The EPAO must verify the apprentice's identity and ensure invigilation of the apprentice for example with, and not limited to, 360-degree cameras and screen sharing facilities.

Question and resource development

The EPAO must develop a purpose-built assessment specification and question bank. It is recommended this is done in consultation with employers of this occupation. The EPAO should maintain the security and confidentiality of EPA materials when consulting with employers. The assessment specification and question bank must be reviewed at least once a year to ensure they remain fit-for-purpose.

The assessment specification must be relevant to the occupation and demonstrate how to assess the KSBs mapped to this assessment method. The EPAO must ensure that questions are refined and developed to a high standard. The questions must be unpredictable. A question bank of sufficient size will support this.

The EPAO must ensure that the apprentice has a different set of questions in the case of resits or re-takes.

The EPAO must produce the following materials to support the test:

- independent assessor assessment materials which include:
 - training materials
 - · administration materials
 - moderation and standardisation materials
 - guidance materials
 - · grading guidance
 - test specification
 - sample test and mark schemes
 - live tests and mark schemes

- question bank
- EPA guidance for the apprentice and the employer

The EPAO must ensure that the EPA materials are subject to quality assurance procedures including standardisation and moderation.

Grading

Observation with questioning

Fail - does not meet pass criteria

THEME	PASS
KSBS	APPRENTICES MUST DEMONSTRATE ALL THE PASS DESCRIPTORS
(Core) Health, safety and	Applies health and safety procedures in compliance with regulations, standards and company policy. (S2)
environmental S1 S2 B2	Considers and applies the principles of environmental sustainability in line with organisational procedures, regulations and standards, for example, reuse, recycling and disposal. (S1, B2)
(Core) Planning and documentatio n K14 K15 S3 S4 B5	Plans work and records information using either digital or paper-based methods that prioritises work and ensures quality to meet the task requirements. (K14, K15, S3, S4, B5)
(Core) Communicatio n K11 S7	Uses verbal communication techniques suitable for the context, adapting style and use of terminology to suit the audience. (K11, S7)
(Pre-press print	Converts customer files in pre-press to print-ready files using software and workflow packages in line with task requirements. (K21, S13)
technician) Planning K18 K21 S13 S14	Selects software to check, process and transmit digital files, considering their type and impact on sending to meet task requirements. (K18, S14)
(Pre-press print technician) Workflow K19 K24 K25 S16 S19 S20	Applies production techniques, including digital file receipt and checking, to produce plates, screens, or output files for the task, in line with customer requirements and applies quality assurance procedures. (K19, K24, K25, S16, S19, S20)
(Press print technician) Machine operations K31 K32 K34 S21 S22 S23 S24 S28	Follows procedures and applies safe systems of work to set up and check, and then start up or warm up the multi-unit print press to include speeds, inks, toners and conducting pre-print quality checks, identifying risks and hazards and the handling and disposal of chemicals in compliance with regulations, standards and guidelines (K31, K32, S21, S22, S28) Applies print press operations and techniques including variable data
	output and colour matching, following quality control processes both automated and manual. (K32, K34, S23, S24)
(Press print technician) Procedure	Conducts and follows machine shutdown operations to include safe isolation and handover procedures in line with company policies and escalation procedures. (K33, S26)

and work instructions K33 S26	
(Post-press print technician) Work organisation and health and safety K39 K40 K41 S29 S30 S31 S34	Applies safe systems of work to set up and operate finishing equipment to apply finishing processes in compliance with regulations, standards and guidelines, including the handling and disposal of chemicals. (K39, K40, K41, S29, S30, S31, S34)
(Post-press print technician) Work instructions K42 S33	Applies post-press quality assurance and monitoring processes in line with company requirements. (K42, S33)

Interview underpinned by a portfolio of evidence

Fail - does not meet pass criteria

THEME KSBS	PASS APPRENTICES MUST DEMONSTRATE ALL THE PASS DESCRIPTORS	DISTINCTION APPRENTICES MUST DEMONSTRATE ALL THE PASS DESCRIPTORS AND ALL OF THE DISTINCTION DESCRIPTORS
(Core) Sector and industry roles K5 K6 K7	Explains the print industry, identifying types of organisations, work, culture, values and production processes. Describes their role, responsibilities and the company's escalation procedures. (K5, K6)	
	Describes company processes and equipment for pre-press, press and post-press operations. (K7)	
(Core) Problem solving and continuous improvement K8 K9 S5 S9	Describes the problem-solving techniques they used to identify underlying problems with print operations. (K9, S9) Describes how they applied a continuous improvement technique to provide a solution to a print-related issue or process. (K8, S5)	Justifies the problem-solving techniques used to identify underlying problems for example, multiple causes and suggested improvements to improve the work of the team, workplace or a system. (K9, S9)
(Core) Communicatio n K12 S8	Describes how they communicated in writing in the workplace using plain English and printing terminology. (K12, S8)	
(Core) Team work, equality, diversity and inclusion K13 S6 S12 B3	Describes how they applied team working principles and techniques in line with the organisational policy on equality, diversity and inclusion within their own teams, collaborating across disciplines and with external stakeholders. (K13, S6, S12, B3)	

(Core) CPD (Continuous Professional Development) B4	Outlines planned and unplanned learning they completed and recorded to maintain and enhance competence in their own area of practice. (B4)	
(Core) Work organisation, health and safety S11 B1	Explains how they prioritised and promoted health, safety and wellbeing when identifying, organising and using resources in line with company policies on cost, quality, safety, security and the environment. (S11, B1)	Explains the impact on the business of considering cost, quality, safety and security and the environment. (S11)
(Core) Digital and information technology S10	Describes how they use IT (Information Technology) and comply with General Data Protection Regulation (GDPR) and cyber security regulations and policies. (S10)	Explains the importance to the business of ensuring GDPR and cyber security regulations and policies are followed. (S10)
(Pre-press print technician) Pre-press activity K22 K26 S15 S17 S18	Describes how they apply design and production techniques for digital artwork to create and edit images, apply colour profiles and produce a proof in line with task requirements. (K22, S15, S17, S18) Describes defect types and causes during a print process. (K26)	Explains how they would minimise the risk of defects at the pre-press stage. (K26)
(Press print technician) Press activity K27 K35 S25 S27	Explains how they apply press equipment and machinery planned, preventative and predictive maintenance practices and techniques including cleaning and servicing. (K27, S25) Describes how they identify processing risks in press, including defect types and causes, following quality assurance procedures. (K35, S27)	Outlines the benefits of minimising defects through the use of quality assurance procedures. (K35, S27)

(Post-press print technician) Post-press activity K36 K43 K44 K45 K46 S32 Describes the process of conversion of source materials to the finished products. (K36, K44)

Explains how they apply postpress equipment maintenance techniques in line with company procedures. (K46, S32)

Outlines the process risks in postpress summarising defect types and causes. (K45)

Describes packing processes used in the post-press role. (K43)

Justifies the techniques used in the production process to achieve production efficiencies, for example, minimises defects and justifies the use of quality assurance and quality control methods for print manufacturing. (K45)

Multiple-choice test

GRADE	MINIMUM MARKS REQUIRED	MAXIMUM MARKS REQUIRED
Fail	0	20
Pass	21	25
Distinction	26	30

Overall EPA grading

Performance in the EPA determines the overall grade of:

- fail
- pass
- merit
- distinction

An independent assessor must individually grade the: observation with questioning and interview underpinned by a portfolio of evidence in line with this EPA plan.

The EPAO must combine the individual assessment method grades to determine the overall EPA grade.

If the apprentice fails one assessment method or more, they will be awarded an overall fail.

To achieve an overall pass, the apprentice must achieve at least a pass in all the assessment methods. To achieve an overall EPA merit, the apprentice must achieve a pass in the observation and a distinction in either the MCT or the professional discussion. To achieve an overall EPA distinction, the apprentice must achieve a pass in the observation and a distinction in both the MCT and the professional discussion.

Grades from individual assessment methods must be combined in the following way to determine the grade of the EPA overall.

OBSERVATION WITH QUESTIONING	INTERVIEW UNDERPINNED BY A PORTFOLIO OF EVIDENCE	MULTIPLE-CHOICE TEST	OVERALL GRADING
Fail	Any grade	Any grade	Fail
Any grade	Fail	Any grade	Fail
Any grade	Any grade	Fail	Fail
Pass	Pass	Pass	Pass
Pass	Pass	Distinction	Merit
Pass	Distinction	Pass	Merit
Pass	Distinction	Distinction	Distinction

Re-sits and re-takes

If the apprentice fails one assessment method or more, they can take a re-sit or re-take at their employer's discretion. The apprentice's employer needs to agree that a re-sit or re-take is appropriate. A re-sit does not need further learning, whereas a re-take does. The apprentice should have a supportive action plan to prepare for a re-sit or a re-take.

The employer and the EPAO should agree the timescale for a re-sit or re-take. A re-sit is typically taken within 3 months of the EPA outcome notification. The timescale for a re-take is dependent on how much re-training is required and is typically taken within 6 months of the EPA outcome notification.

Failed assessment methods must be re-sat or re-taken within a 6-month period from the EPA outcome notification, otherwise the entire EPA will need to be re-sat or re-taken in full.

Re-sits and re-takes are not offered to an apprentice wishing to move from pass to a higher grade.

The apprentice will get a maximum EPA grade of pass for a re-sit or re-take, unless the EPAO determines there are exceptional circumstances.

Roles and responsibilities

ROLES	RESPONSIBILITIES
Apprentice	As a minimum, the apprentice should:
	participate in and complete on-programme training to meet the KSBs as outlined in the occupational standard for a minimum of 12 months
	 complete the required amount of off-the-job training specified by the apprenticeship funding rules and as arranged by the employer and training provider
	understand the purpose and importance of EPA
	meet the gateway requirements
	undertake the EPA
Employer	As a minimum, the apprentice's employer must:
	 select the EPAO and training provider
	 work with the training provider (where applicable) to
	support the apprentice in the workplace and to provide the opportunities for the apprentice to develop the KSBs
	 arrange and support off-the-job training to be undertaken by the apprentice
	 decide when the apprentice is working at or above the occupational standard and is ready for EPA
	 ensure that supporting evidence required at the gateway is submitted in line with this EPA plan
	 liaise with the training provider and EPAO to ensure the EPA is booked in a timely manner
	Post-gateway, the employer must:
	 confirm arrangements with the EPAO for the EPA (who, when, where) in a timely manner (including providing access to any employer-specific documentation as required, for example company policies)
	 ensure that the EPA is scheduled with the EPAO for a date and time which allows the opportunity for the apprentice to be assessed against the KSBs
	remain independent from the delivery of the EPA
	 ensure the apprentice is given sufficient time away from regular duties to prepare for, and complete all post- gateway elements of the EPA, and that any required

supervision during this time (as stated within this EPA plan) is in place • where the apprentice is assessed in the workplace, ensure that the apprentice has access to the resources used on a regular basis • pass the certificate to the apprentice upon receipt from the EPAO **EPAO** As a minimum, the EPAO must: • conform to the requirements of this EPA plan and deliver its requirements in a timely manner • conform to the requirements of the register of end-point assessment organisations (RoEPAO) conform to the requirements of the external quality assurance provider (EQAP) for this apprenticeship understand the occupational standard make the EPA contractual arrangements, including agreeing the price of the EPA develop and produce assessment materials as detailed for each assessment method in this EPA plan • appoint qualified and competent independent assessors in line with the requirements of this EPA plan to conduct assessments and oversee their working appoint administrators (and invigilators where required) to administer the EPA provide training for independent assessors in terms of good assessment practice, operating the assessment tools and grading • provide information, advice, guidance and documentation to enable apprentices, employers and training providers to prepare for the EPA • confirm all gateway requirements have been met as quickly as possible arrange for the EPA to take place, in consultation with the employer ensure that the apprentice has access to the required resources and liaise with the employer to agree this if necessary, where the apprentice is not assessed in the workplace develop and provide assessment recording documentation

to ensure a clear and auditable process is in place for

providing assessment decisions and feedback to stakeholders

- have no direct connection with the apprentice, their employer or training provider in all instances; there must be no conflict of interest
- have policies and procedures for internal quality assurance (IQA), and maintain records of IQA activity and moderation for external quality assurance (EQA) purposes
- deliver induction training for independent assessors, and for invigilators and markers (where used)
- undertake standardisation activity on this apprenticeship for an independent assessor before they conduct an EPA for the first time, if the EPA is updated and periodically (a minimum of annually)
- manage invigilation of the apprentice to maintain security of the assessment in line with the EPAO's malpractice policy
- verify the identity of the apprentice
- use language in the development and delivery of the EPA that is appropriate to the level of the occupational standard

Independent assessor

As a minimum, an independent assessor must:

- have the competence to assess the apprentice at the level of this apprenticeship and hold any required qualifications and experience in line with the requirements of the independent assessor as detailed in the IQA section of this EPA plan
- understand the occupational standard and the requirements of this EPA
- have, maintain and be able to evidence, up-to-date knowledge and expertise of the occupation
- deliver the end-point assessment in-line with this EPA plan
- comply with the IQA requirements of the EPAO
- have no direct connection or conflict of interest with the apprentice, their employer or training provider; in all instances; there must be no conflict of interest
- attend induction training
- attend standardisation events when they start working for the EPAO, before they conduct an EPA for the first time and a minimum of annually for this apprenticeship

	 assess each assessment method, as determined by the EPA plan
	 assess the KSBs assigned to each assessment method, as shown in the mapping of KSBs to assessment methods in this EPA plan
	make the grading decisions
	 record and report assessment outcome decisions, for each apprentice, following instructions and using assessment recording documentation provided by the EPAO, in a timely manner
	 use language in the development and delivery of the EPA that is appropriate to the level of the occupational standard
	mark open (constructed) test answers accurately according to the EPAO's mark scheme and procedures
Training provider	As a minimum, the training provider must:
	work with the employer and support the apprentice during the off-the-job training to provide the opportunities to develop the KSBs as listed in the occupational standard
	conduct training covering the KSBs agreed as part of the Commitment Statement or the Individual Learning Plan
	 monitor the apprentice's progress during any training provider led on-programme learning
	advise the employer, upon request, on the apprentice's readiness for EPA
	remain independent from the delivery of the EPA
Marker	As a minimum, the marker must:
	attend induction training as directed by the EPAO
	have no direct connection or conflict of interest with the apprentice, their employer or training provider
	mark test answers in line with the EPAO's mark scheme and procedures
Invigilator	As a minimum, the invigilator must:
	attend induction training as directed by the EPAO
	 have no direct connection or conflict of interest with the apprentice, their employer or training provider
	 invigilate and supervise the apprentice during tests and in breaks during assessment methods to prevent malpractice

Reasonable adjustments

The EPAO must have reasonable adjustments arrangements for the EPA.

This should include:

- how an apprentice qualifies for reasonable adjustment
- what reasonable adjustments may be made

Adjustments must maintain the validity, reliability and integrity of the EPA as outlined in this EPA plan.

Internal quality assurance

Internal quality assurance refers to how the EPAO ensures valid, consistent and reliable EPA decisions. The EPAO must adhere to the requirements within the roles and responsibilities section:

The EPAO must also:

- have quality assurance systems and procedures that ensure fair, reliable and consistent EPA regardless of employer, place, time or independent assessor
- appoint independent assessors who are competent to deliver the EPA and who:
 - have recent relevant experience of the occupation, the option being assessed and the sector to at least occupational level 3 gained in the last 3 years or significant experience of the occupation, the option being assessed and the sector
 - meet the following minimum requirements:
 They must hold or be working towards an assessor qualification and have had training from their EPAO in terms of good assessment practice, operating the assessment tools and grading.
- operate induction training for anyone involved in the delivery or assessment of the EPA
- provide training for independent assessors in good assessment practice, operating the assessment tools and making grading decisions
- provide ongoing training for markers and invigilators
- provide standardisation activity for this apprenticeship standard for all independent assessors:
 - before they conduct an EPA for the first time
 - if the EPA is updated
 - periodically as appropriate (a minimum of annually)
- conduct effective moderation of EPA decisions and grades

- conduct appeals where required, according to the EPAO's appeals procedure, reviewing and making final decisions on EPA decisions and grades
- have no direct connection with the apprentice, their employer or training provider.

Value for money

Affordability of the EPA will be aided by using at least some of the following:

- completing applicable assessment methods online (for example computer-based assessment)
- utilising digital remote platforms to conduct applicable assessment methods
- assessing multiple apprentices simultaneously where the assessment method permits this
- using the employer's premises
- conducting assessment methods on the same day

Professional recognition

Professional body recognition is not relevant to this occupational apprenticeship.

Mapping of KSBs to assessment methods

KNOWLEDGE	ASSESSMENT METHODS
K1: Core. Health and safety regulations. Health and Safety at Work Act – responsibilities. Control of Substances Hazardous to Health (COSHH). Due diligence. Emergency evacuation procedures. Isolation and emergency stop procedures. Lone working. Management systems of occupational health and safety ISO 45001. Manual handling. Near miss reporting. Noise regulation. Provision and use of Work Equipment Regulations (PUWER). Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR). Risk assessments. Safe systems of work. Safety equipment: guards, signage, fire extinguishers. Situational awareness. Slips, trips and falls. Types of hazards. Personal Protective Equipment (PPE). Working at height. Working in confined spaces.	Multiple-choice test
K2 : Core. Environmental and sustainability regulations and guidance. Environmental hazards that can arise from printing operations. Waste management systems. Environmental Protection Act. Environmental signage and notices. Types of pollution and control measures: noise, smells, spills, and waste. Environmental permits. Hazardous waste regulations.	Multiple-choice test
K3 : Core. Principles of sustainability. Energy efficiency and reuse of materials. Recycling procedures. Principles of control. Disposal of waste. Efficient use of resources.	Multiple-choice test
K4 : Core. The printing and graphic communication industry. Types of printing. Types of products. Supply chain. Customers. Customer requirements. Impacts on product demand.	Multiple-choice test
K5 : Core. Printing technician's role. Scope of responsibility. Company escalation procedures.	Interview underpinned by a portfolio of evidence
K6 : Core. Printing industry organisations: their work, culture, values and production processes.	Interview underpinned by a portfolio of evidence
K7 : Core. Company processes and equipment: Pre-press, press and post-press.	Interview underpinned by a portfolio of evidence

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K8 : Core. Continuous improvement principles and techniques.	Interview underpinned by a portfolio of evidence
K9 : Core. Problem solving principles and techniques.	Interview underpinned by a portfolio of evidence
K10 : Core. Workflow management systems, communications systems and how they are impacted by General Data Protection Regulation (GDPR).	Multiple-choice test
K11 : Core. Verbal communication techniques. Giving and receiving information. Matching style to audience. Barriers in communication and how to overcome them. Printing industry terminology.	Observation with questioning
K12 : Core. Written communication techniques. Plain English principles. Printing terminology.	Interview underpinned by a portfolio of evidence
K13 : Core. Principles of team working and equality, diversity, and inclusion in the workplace.	Interview underpinned by a portfolio of evidence
K14 : Core. Planning, prioritising and time management.	Observation with questioning
K15 : Core. Documentation methods and requirements, electronic or paper.	Observation with questioning
K16 : Pre-press print technician. Output or production of image carrier creation techniques and application: print-ready electronic files, plate, cylinder or screen.	Multiple-choice test
K17 : Pre-press print technician. Colour theory and application.	Multiple-choice test
K18 : Pre-press print technician. Digital file types and impact on sending including print-ready PDFs, databases or work flow management and colour and	Observation with questioning

ink profile files.	
K19 : Pre-press print technician. Digital files: receipt, checking and processing techniques.	Observation with questioning
K20 : Pre-press print technician. Imposition scheme and job layout creation techniques.	Multiple-choice test
K21 : Pre-press print technician. Software relating to product design and output.	Observation with questioning
K22 : Pre-press print technician. Digital artwork: design and production techniques for printing.	Interview underpinned by a portfolio of evidence
K23 : Pre-press print technician. Colour profiles: setting techniques.	Multiple-choice test
K24 : Pre-press print technician. Pre-press equipment application and operation.	Observation with questioning
K25 : Pre-press print technician. Pre-press quality assurance requirements and monitoring processes.	Observation with questioning
K26 : Pre-press print technician. Process risks in pre-press. Defect types and causes.	Interview underpinned by a portfolio of evidence
K27 : Press print technician. Press machine maintenance practices and techniques: planned, preventative and predictive methods, frequency and reactive activities.	Interview underpinned by a portfolio of evidence
K28 : Press print technician. Chemicals required for machine operations and their safe application.	Multiple-choice test
K29 : Press print technician. Printing materials and properties: inks, toners, blankets, plates, cylinders.	Multiple-choice test
K30 : Press print technician. Press printing process methods and techniques.	Multiple-choice test

K31 : Press print technician. Press machinery and equipment preparation, operation, and limitations.	Observation with questioning
K32 : Press print technician. Digital press operation: Understanding when variable data is being output correctly and conducting checks, both manual and automated.	Observation with questioning
K33 : Press print technician. Press machinery shut down and hand over procedures.	Observation with questioning
K34 : Press print technician. Press quality assurance requirements and monitoring processes.	Observation with questioning
K35 : Press print technician. Process risks in press. Defect types and causes.	Interview underpinned by a portfolio of evidence
K36 : Post-press print technician. Finishing materials and properties including adhesives, laminates, and chemicals.	Interview underpinned by a portfolio of evidence
K37 : Post-press print technician. Sheet conversion techniques.	Multiple-choice test
K38 : Post-press print technician. Folding types including parallels, gatefolds, barn door flap folds, and letter folds (wrap folds) and benefits or constraints of one type of fold over another.	Multiple-choice test
K39 : Post-press print technician. Post-press equipment preparation and operation.	Observation with questioning
K40 : Post-press print technician. Post-press printing process methods and techniques.	Observation with questioning
K41 : Post-press print technician. Finishing techniques.	Observation with questioning
K42 : Post-press print technician. Post-press quality assurance requirements and monitoring processes.	Observation with questioning

K43 : Post-press print technician. Packing processes.	Interview underpinned by a portfolio of evidence
K44 : Post-press print technician. Conversion of source materials to finished product techniques.	Interview underpinned by a portfolio of evidence
K45 : Post-press print technician. Process risks in post-press. Defect types and causes.	Interview underpinned by a portfolio of evidence
K46 : Post-press print technician. Post-press maintenance practices and techniques: planned, preventative and predictive methods, frequency and reactive activities.	Interview underpinned by a portfolio of evidence

SKILL	ASSESSMENT METHODS
S1 : Core. Apply environmental and sustainability procedures in compliance with regulations and standards for example, segregating resources for reuse, recycling and disposal.	Observation with questioning
S2 : Core. Apply health and safety and manual handling procedures in compliance with regulations and standards.	Observation with questioning
S3 : Core. Plan and prioritise work	Observation with questioning
S4 : Core. Record or enter information - paper based or electronic for example, work sheets, check lists, handover records, job sheets.	Observation with questioning
S5 : Core. Apply continuous improvement techniques. Devise suggestions for improvement.	Interview underpinned by a portfolio of evidence
S6 : Core. Follow equality, diversity and inclusion procedures.	Interview underpinned by a portfolio of evidence
\$7 : Core. Communicate with others verbally including colleagues or stakeholders.	Observation with questioning
S8 : Core. Communicate in writing.	Interview underpinned by a portfolio of evidence
S9 : Core. Apply problem-solving techniques to common problems.	Interview underpinned by a portfolio of evidence
\$10 : Core. Use information and digital technology. Comply with GDPR and cyber security regulations and policies.	Interview underpinned by a portfolio of evidence
\$11 : Core.	Interview underpinned by a portfolio of evidence

Identify, organise and use resources effectively to complete tasks, with consideration for cost, quality, safety, security and environmental impact.	
\$12 : Core. Apply team working principles.	Interview underpinned by a portfolio of evidence
\$13 : Pre-press print technician. Convert customer files to print-ready files using software and workflow packages.	Observation with questioning
\$14 : Pre-press print technician. Check, process and transmit digital files using software.	Observation with questioning
\$15 : Pre-press print technician. Create and edit digital images.	Interview underpinned by a portfolio of evidence
S16 : Pre-press print technician. Conversion of colour split for the defined production method.	Observation with questioning
S17 : Pre-press print technician. Apply digital techniques to produce a proof.	Interview underpinned by a portfolio of evidence
\$18 : Pre-press print technician. Apply colour profiles to the design.	Interview underpinned by a portfolio of evidence
\$19 : Pre-press print technician. Apply production techniques to produce plates, screens, or output files.	Observation with questioning
\$20 : Pre-press print technician. Apply pre-press quality assurance procedures.	Observation with questioning
S21 : Press print technician. Set up and check the multi-unit print press, including speeds, inks and toners and pre-printing quality checks.	Observation with questioning
S22 : Press print technician. Follow print press start up or warm up procedures.	Observation with questioning
\$23 : Press print technician.	Observation with questioning

Apply print press operations and techniques, including managing colour. Handle variable data on digital presses.	
S24 : Press print technician. Follow quality control processes during printing, including checking for colour matching, print resolution, product consistency.	Observation with questioning
\$25 : Press print technician. Apply press equipment and machinery maintenance techniques including cleaning and servicing.	Interview underpinned by a portfolio of evidence
S26 : Press print technician. Follow machine shut down, safe isolation, hand over procedures. Escalate issues.	Observation with questioning
\$27 : Press print technician. Apply press quality assurance procedures.	Interview underpinned by a portfolio of evidence
S28 : Press print technician. Apply safe systems of work to the printing press process in compliance with regulations, standards, and guidelines. This should include identifying risks and hazards and the handling and disposal of chemicals.	Observation with questioning
S29 : Post-press print technician. Set up finishing equipment for example, guillotines, stitching-trimming machinery, binding machinery, laminating equipment, die-cutters.	Observation with questioning
S30 : Post-press print technician. Operate finishing equipment to apply different finishing processes, for example, varnishing, folding, embossing and debossing, foil blocking, scoring, packing, gluing, match and attach, tab and slot, sorting, banding.	Observation with questioning
\$31 : Post-press print technician. Prepare printing for next stage, including packing and wrapping.	Observation with questioning
\$32 : Post-press print technician. Apply post-press equipment maintenance techniques including cleaning and servicing.	Interview underpinned by a portfolio of evidence

\$33 : Post-press print technician. Apply post-press quality assurance procedures such as checking for folding accuracy, stitch alignment, foil position.	Observation with questioning
S34 : Post-press print technician. Apply safe systems of work to the finishing process in compliance with regulations, standards and guidelines, including the handling and disposal of chemicals.	Observation with questioning
BEHAVIOUR	ASSESSMENT METHODS
B1 : Core. Take personal responsibility for and promote health, safety, and wellbeing.	Interview underpinned by a portfolio of evidence
B2 : Core. Consider the environment and sustainability.	Observation with questioning
B3 : Core. Collaborate within teams, across disciplines and external stakeholders.	Interview underpinned by a portfolio of evidence
B4 : Core. Committed to continued professional development (CPD) to maintain and enhance competence in their own area of practice.	Interview underpinned by a portfolio of evidence
B5 : Core. Take responsibility for the quality of work.	Observation with questioning

Mapping of KSBs to grade themes

Observation with questioning - Observation

KSBS GROUPED BY THEME	KNOWLEDGE	SKILLS	BEHAVIOUR
(Core) Health, safety and environmental S1 S2 B2	N/A	Apply environmental and sustainability procedures in compliance with regulations and standards for example, segregating resources for reuse, recycling and disposal. (S1) Apply health and safety and manual handling procedures in compliance with regulations and standards. (S2)	Consider the environment and sustainability. (B2)
(Core) Planning and documentation K14 K15 S3 S4 B5	Planning, prioritising and time management. (K14) Documentation methods and requirements, electronic or paper. (K15)	Plan and prioritise work (S3) Record or enter information - paper based or electronic for example, work sheets, check lists, handover records, job sheets. (S4)	Take responsibility for the quality of work. (B5)
(Core) Communication K11 S7	Verbal communication techniques. Giving and receiving information. Matching style to audience. Barriers in communication and how to overcome them. Printing industry terminology. (K11)	Communicate with others verbally including colleagues or stakeholders. (S7)	N/A

(Pre-press print technician) Planning K18 K21 S13 S14	Digital file types and impact on sending including print-ready PDFs, databases or work flow management and colour and ink profile files. (K18) Software relating to product design and output. (K21)	Convert customer files to print-ready files using software and workflow packages. (S13) Check, process and transmit digital files using software. (S14)	N/A
(Pre-press print technician) Workflow K19 K24 K25 S16 S19 S20	Digital files: receipt, checking and processing techniques. (K19) Pre-press equipment application and operation. (K24) Pre-press quality assurance requirements and monitoring processes. (K25)	Conversion of colour split for the defined production method. (S16) Apply production techniques to produce plates, screens, or output files. (S19) Apply pre-press quality assurance procedures. (S20)	N/A
(Press print technician) Machine operations K31 K32 K34 S21 S22 S23 S24 S28	Press machinery and equipment preparation, operation, and limitations. (K31) Digital press operation: Understanding when variable data is being output correctly and conducting checks, both manual and automated. (K32) Press quality assurance requirements and	Set up and check the multi-unit print press, including speeds, inks and toners and preprinting quality checks. (S21) Follow print press start up or warm up procedures. (S22) Apply print press operations and techniques, including managing colour. Handle variable data on digital presses. (S23)	N/A

	monitoring processes. (K34)	Follow quality control processes during printing, including checking for colour matching, print resolution, product consistency. (S24) Apply safe systems of work to the printing press process in compliance with regulations, standards, and guidelines. This should include identifying risks and hazards and the handling and disposal of chemicals. (S28)	
(Press print technician) Procedure and work instructions K33 S26	Press machinery shut down and hand over procedures. (K33)	Follow machine shut down, safe isolation, hand over procedures. Escalate issues. (S26)	N/A
(Post-press print technician) Work organisation and health and safety K39 K40 K41 S29 S30 S31 S34	Post-press equipment preparation and operation. (K39) Post-press printing process methods and techniques. (K40) Finishing techniques. (K41)	Set up finishing equipment for example, guillotines, stitching-trimming machinery, binding machinery, laminating equipment, diecutters. (S29) Operate finishing equipment to apply different finishing processes, for example, varnishing, folding, embossing and	N/A

		debossing, foil blocking, scoring, packing, gluing, match and attach, tab and slot, sorting, banding. (S30)	
		Prepare printing for next stage, including packing and wrapping. (S31)	
		Apply safe systems of work to the finishing process in compliance with regulations, standards and guidelines, including the handling and disposal of chemicals. (S34)	
(Post-press print technician) Work instructions K42 S33	Post-press quality assurance requirements and monitoring processes. (K42)	Apply post-press quality assurance procedures such as checking for folding accuracy, stitch alignment, foil position. (S33)	N/A

Interview underpinned by a portfolio of evidence - Discussion

KSBS GROUPED BY THEME	KNOWLEDGE	SKILLS	BEHAVIOUR
(Core) Sector and industry roles K5 K6 K7	Printing technician's role. Scope of responsibility. Company escalation procedures. (K5) Printing industry organisations: their work, culture, values and production processes. (K6) Company processes and equipment: Pre-press, press and post-press. (K7)	N/A	N/A
(Core) Problem solving and continuous improvement K8 K9	Continuous improvement principles and techniques. (K8) Problem solving principles and techniques. (K9)	Apply continuous improvement techniques. Devise suggestions for improvement. (S5) Apply problemsolving techniques to common problems. (S9)	N/A
(Core) Communication K12 S8	Written communication techniques. Plain English principles. Printing terminology. (K12)	Communicate in writing. (S8)	N/A
(Core) Team work, equality, diversity and inclusion K13 S6 S12 B3	Principles of team working and equality, diversity, and inclusion in the workplace. (K13)	Follow equality, diversity and inclusion procedures. (S6) Apply team working principles. (S12)	Collaborate within teams, across disciplines and external stakeholders. (B3)

(Core) CPD (Continuous Professional Development)	N/A	N/A	Committed to continued professional development (CPD) to maintain and enhance competence in their own area of practice. (B4)
(Core) Work organisation, health and safety S11 B1	N/A	Identify, organise and use resources effectively to complete tasks, with consideration for cost, quality, safety, security and environmental impact. (S11)	Take personal responsibility for and promote health, safety, and wellbeing. (B1)
(Core) Digital and information technology	N/A	Use information and digital technology. Comply with GDPR and cyber security regulations and policies. (S10)	N/A
(Pre-press print technician) Pre- press activity K22 K26 S15 S17 S18	Digital artwork: design and production techniques for printing. (K22) Process risks in pre- press. Defect types and causes. (K26)	Create and edit digital images. (S15) Apply digital techniques to produce a proof. (S17) Apply colour profiles to the design. (S18)	N/A
(Press print technician) Press activity K27 K35 S25 S27	Press machine maintenance practices and techniques: planned, preventative and predictive methods, frequency and	Apply press equipment and machinery maintenance techniques including cleaning and servicing. (S25)	N/A

	reactive activities. (K27) Process risks in press. Defect types and causes. (K35)	Apply press quality assurance procedures. (S27)	
(Post-press print technician) Post-press activity K36 K43 K44 K45 K46 S32	Finishing materials and properties including adhesives, laminates, and chemicals. (K36) Packing processes. (K43) Conversion of source materials to finished product techniques. (K44) Process risks in post-press. Defect types and causes. (K45) Post-press maintenance practices and techniques: planned, preventative and predictive methods, frequency and reactive activities. (K46)	Apply post-press equipment maintenance techniques including cleaning and servicing. (S32)	N/A

