

INSTITUTE OF PEOPLE DEVELOPMENT

SPECIALIST OPINION

LIGHT AT THE END OF THE TUNNEL FOR ASSESSMENT STANDARDS



South Africa's Sector of Education and Training Authorities (SETAs) have made so much progress since 2000 that by 2003, more than 20 000 workplace training practitioners have received training in assessment, coaching, mentoring and facilitation skills. According to Mark Orpen, CEO of the Institute of People Development, there are still huge inconsistencies in both validity and reliability of many of these

assessments, especially regarding interpretation of standards. Many assessors have been found to be not up to scratch and many trainers are still not carrying forward the NQF discourse.

Centralised structures need to be put into place to standardise assessment instruments and guides for certain skills programmes and qualifications that are used by education and training institutions. Decentralised assessment practices are also necessary for various workplace-learning programmes and certain learnerships implementation. Decentralised assessments for the most, however, still lack effective ETQA monitoring and evaluation systems to ensure consistency in provider assessment processes, as well as across providers, industries and sectors.



Mark Orpen

The Institute of People Development (IPD) has refined the moderation of such assessment processes based on their tested research to ensure consistent interpretations by the IPD trainers, assessors and moderators. ETQA managers and training providers across all sectors may now benefit from this work.

The SERVICES Education and Training Quality Assurance (ETQA) recently contracted the IPD to set up a system for assessment management and an assessment strategy. Furthermore, the development of a generic moderator handbook for chamber managers at sector level as well as accredited training providers has been developed. The IPD is also conducting research and producing various implementation case studies in conjunction with several other ETQAs.

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