

## Driver insurance criteria called for in assessor development



The concept of two-day assessor training has been criticised internationally by Higher Education as well as National Qualification Frameworks (NQF) around the world. The educationalists believe that two days is only the beginning of the process and that this in no way makes the assessor competent to evaluate any learner or learning programme.

“A simple analogy that brings this home is that of a young person who has just passed a driver’s licence at age 18 – everyone recognises that they are not experienced competent drivers hence the insurance loading until age 25. After a number of years, trial and error and much practice they may be seen as competent,” explains Mark Orpen, CEO of Institute of People Development (IPD).

“For example if one considers the assessor unit standard requirement of 15 credits, which equals 150 notional hours and that approximately 80% of those notional hours should be classroom training, this would make an assessor course around 25 days. To compound the issue, assessors that do not understand how to design assessments have difficulties in understanding what the results might mean. Similarly, how can they evaluate their own work as an assessor if they are unsure of the performance criteria? If they are quality-assuring assessments, it must be key for an assessor to understand good moderation practices. Obviously few assessors have this collective notional learning hours available in one go, so IPD has compiled its integrated assessor training to address evaluation of learning, design of assessment moderation and implementing of assessment practices in one system.

“Learners emerge after five intense days with an assessment management system framework and tools appropriate to their assessments needs. They spend the next six weeks implementing the system tools. They then return for a one-day workshop of professional advice, guidance and support on the application of their work to prepare them for assessment of competence to deliver workplace outputs needed at their particular place of work.

“We appreciate that there are many candidate assessors who are not able to persuade their company to train them internally or they may run small businesses themselves. This is why we also offer this course as a public programme covering the four unit standards in an integrated fashion, as there is considerable overlap in each of the unit standards required for meaningful assessor training. We want to see as many as possible on these courses, which can often be partially or totally funded by state grants – an application process that we are happy to assist potential assessors with,” concludes Orpen.

Having launched in February 2000, IPD has since established itself as a market leader in the provision of Education & Training Development (ETD) learning programmes. The company has enabled thousands of Skills Development Facilitators (SDFs) and hundreds of public and private sector ETD provider organisations in South Africa to further the goals of the National Skills Development Strategy (NSDS). It facilitates hands-on, change management approaches that ensure transformation takes place on the shop floor, improving productivity and services across a range of workplace environments.