

Qualities of Assessment



On-Job Qualifications
for Active Careers

Quality of Assessment	Definition
Sufficiency	<i>Evidence gathered is sufficient to establish with confidence that the trainee has met all requirements of the assessment</i>
Validity	<i>The information/evidence you collect and the decisions you make regarding the assessment must relate only to the unit or units you are assessing</i>
Consistency	<i>As an assessor you must ensure that your judgements are consistent- as in given similar circumstances with a different trainee you would make the same judgement</i>
Authenticity	<i>The evidence you collect must belong to the trainee or verified that it is the trainee's work</i>
Fairness	<i>Assessment methods and/or the assessor will not disadvantage individuals or groups Example: if conditions change significantly during an assessment, and it disadvantages the trainee, you must consider rescheduling the assessment</i>
Currency	<i>The trainee's evidence must be current especially if they are coming to you with prior knowledge. Also, as an assessor you must remain current within your industry</i>
Repeatability	<i>You need to be sure that the trainee can perform the task repeatedly at any other time or place, and still be competent</i>
Competent	<i>When the trainee meets all the requirements of the assessment and with hand on heart you, the assessor, are confident the trainee will still be competent tomorrow...and the next day.....</i>