



# NQF Inclusive - Pilot Evaluation Bakery Chance B, AT

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Interview results Trainers and Assessors

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## Evaluation results interviews assessors & trainers

- The **assessment procedure** was defined to be very positive by the assessors as well as by the trainers because both parts (practical and theoretical assessment) took place within a surrounding familiar to the trainees. Another positive fact to the assessment's atmosphere was that examinees and assessors became acquainted some weeks before the assessment took place.
- **Most important differences in comparison with the official final apprenticeship (LAP) exam (in Austria probably at NQF level 4)** are that candidates are not asked for theoretical knowledge while doing the practical assessment and thus being allowed to concentrate totally to their practical tasks. (Theoretical questions about particular technical units are asked afterwards.) Also the duration of the assessment differs: within this pilot the practical tasks were limited by 2.5 hours (LAP: 4 hours), the theoretical examination by max. 15 minutes (LAP: 20 minutes).
- The **observation form** was helpful but too long and too complex. Most of the social competences were difficult to be evaluated during this assessment as it was too short, didn't reflect specific situations (like e.g. troubles within the team) and as it was no everyday work situation but a special exceptional situation.
- As **suggestions for improvements** it was mentioned that it was not possible to validate the aspect of taste because the examinees used recipes from the bakery. Thus only the quality of the recipes could be validated (*remark: also during the LAP examinees use well known recipes and don't have to create own mixtures.*)
- The **certificate** is validated to be very clear and well structured, easy and fast to be comprehended. But there should be attention to use positive words only. The word "NQF" is not at all known at companies / employers. Thus it should be explained shortly in the certificate.
- The **time duration of the learning and training** was considered to be too short concerning the theoretical contents. The practical aspects of the assessment are daily business and thus were trained currently.



## Conclusions:

- All in all assessors and trainers validated the assessment procedure to be very positive.
- The practical training duration was long enough, but as result of the daily business the learning time for theoretical contents was too short.
- Most differences compared to the final apprenticeship exam (LAP) are the higher time pressure during the LAP and the apprentices' more complex theoretical knowledge on foodstuffs and their characteristics and properties.
- Assessors don't like too many predefined questions, they prefer their own manner of questioning.
- The questioning of the trainees after the practical assessment and the talks with their trainers were validated to be very substantial.
- The validation of social competences within the assessment setting was stated to be vey difficult