

Accreditation and Licensing System of NVQ Assessors

A. Background:

Nepal has initiated a National Vocational Qualifications System (NVQS) with the approved National Vocational Qualifications Framework (NVQF). To support the implementation of NVQS in Nepal, the government of Switzerland and the government of Nepal have agreed for the technical and financial support from the Swiss Agency for Development and Cooperation (SDC) through the continuation of the second phase of Nepal Vocational Qualifications System Project (NVQS-P). The second phase of NVQS-P is implemented for the next 4 years from 16 July 2020 to 15 July 2024.

The project will contribute to establish a Vocational Qualifications System in Nepal that will increase the transparency on the training and education system for youth, employers and policy makers. This will benefit Nepali youth including returnee migrants for lifelong learning opportunities and better chances to obtain sustainable and decent employment in the country and abroad.

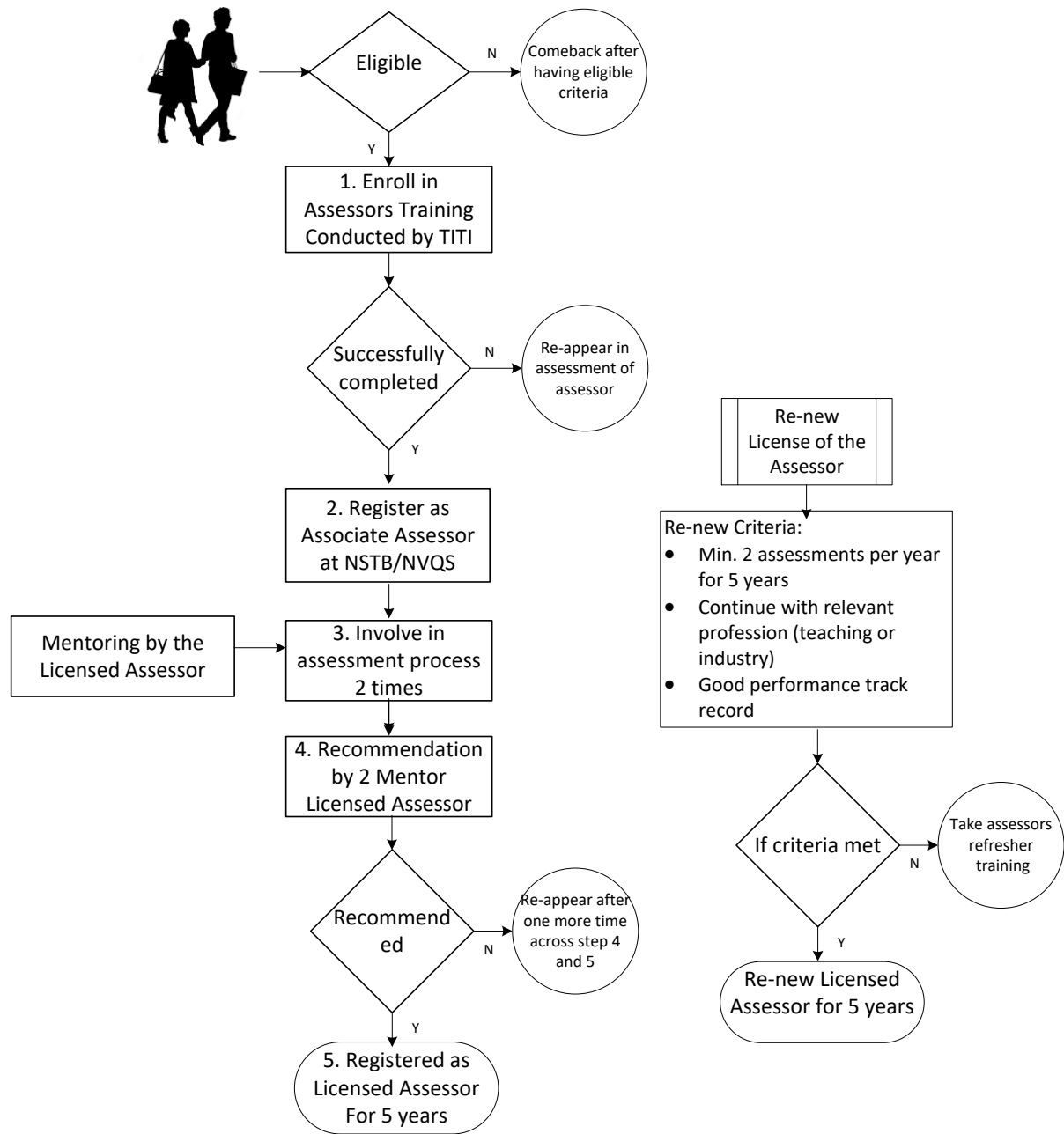
NSTB conducts skill tests of around 50,000 youths per year and average pass rate of skill test is 60% which varies from occupation to occupation. To date, NSTB has certified almost around 400,000 youths at Level 1 to 4 of Skill Tests in the country. Skill test certified youths have recognition to get job in country and some recognition in the overseas employment. Despite reasonable recognition of skill test certified youths at jobs in private and public sectors in Nepal; there raise questions on the skill assessment process and performance of the assessors which has direct implication on quality of assessment and reliability and validity of the certificate.

Assessors play the key role in the Vocational Qualification Assessment (VQA). The assessment competencies of the assessors are the vital on quality service delivery in the VQA. Besides competencies, assessors' integrity and accountability is equally important for effective assessment and market recognition of the vocational qualification certificate. So, appointing the qualified and competent assessor is vital for the NVQS. Therefore, NVQS introduce the system of accreditation and licensing of an assessor to conduct VQA.

B. Objective of Accreditation and Licensing System

Objective of accreditation and licensing system of the NVQS is to make a pool of assessors who have competencies of assessment and demonstrate integrity in the assessment system and take accountability of the assessment.

C. Assessors' Accreditation Process



D. Documents for Assessors Accreditation

Requisite	Criteria	Recommendation
General Education	Min. SLC/SEE	<ul style="list-style-type: none"> Respective SSC will define which qualifications are appropriate to be an assessor in the sector. Define required GE of specific occupation and level (Annex)
Occupational competency	All NVQS assessors must be vocationally qualified one/two level above the level at which they are assessing ¹ .	<p>Respective SSC will define which qualifications are appropriate to be an assessor in the sector.</p> <p>NVQ Level will be considered once they are available in the market.</p>
industrial experience for assessors	Minimum of two years' relevant industrial/workplace experience	Respective SSC will define what constitutes relevant industrial experience?

¹ Note: Consider exemption in case of unavailability of a candidate with Level of Certificate/Qualification. Consider TSLC for NVQ Level 1 and 2; Tec. Diploma for NVQ Level 3 and Tec. Graduate for Level 4 and 5.

Skill Test Certificate will consider for few years till NVQ Level Certificate unavailable in the market because it will probably take several years to build up a pool of competent and reliable assessors for NVQ.

Requisite	Criteria	Recommendation
Competencies of assessors	a) Explain principles of vocational qualification assessment. b) Follow qualification methods using assessment tools c) Explain assessment Policies, Guidelines, and Requirements. d) Demonstrate work values of assessors e) Conduct National Vocational Qualification Assessment f) Follow administrative procedure of VQA	Assessors gain those competencies from Assessors Training Program conducted by TITI in federal/province.
Registration of Assessors	a) Have successfully completed Assessors Training Certificate. b) Have defined qualification (Defined min. educational and technical qualification) c) Have defined industrial experience	<ul style="list-style-type: none"> • Registered as Associate Assessor • Validity of Associate Assessor will be for 1 year. • Conduct assessment under supervision of Licensed Assessors/ID Holder Assessors • Publish the Associate Assessors name list in the NVQS web page
Licencing Assessors	a) Two times conducted assessment under supervision for Licensed Assessor b) Recommendation of the Mentor Licensed Assessors	<ul style="list-style-type: none"> • Provide license for 5 years • Publish Licensed Assessors name list in the NVQS web page
Re-new license	a) Min. 2 assessments per year for 5 years b) Continue with relevant profession (teaching or industry) c) Good performance track record	<ul style="list-style-type: none"> • Prepare computerize system to keep performance record of the Assessors • Provide recommendation note/letter by NSTB/NVQS to renew his/her license
Code of Conduct for the Assessors	a) Specifically written dos and don'ts	Develop code of conduct for Assessors

Requisite	Criteria	Recommendation
	b) Written conditions for suspense and cancellation of Assessors License c) Transparent processes for investigation and appeal for misusing authority.	
Establish a system to strengthen performance of assessors	The system should be transparent.	<ul style="list-style-type: none"> • Support in organizing assessors training and refreshers training. • Provide developmental feedback to assessors.
D. Quality assurance plan for Assessors' performance and assessment management.	Transparent quality assurance system for assessors' performance assessment and assessment management system	<ul style="list-style-type: none"> • Establish a system of internal and external verification to monitor assessor and assessment centre's practice and standardise assessment decisions • SSC designate monitoring team
<i>Make roster of potential VQA Assessors</i>	<i>Has technical and vocational competencies that recognized by the industry/market. Have formal and non-formal credential of competencies. Interested and contribute time on assessment process. Market/industry champion: Naike, Guru, Experience combination of industry work and teaching</i>	<ul style="list-style-type: none"> • <i>Carry out market research to identify the pool of industry experts from which assessors can be recruited</i> • <i>Prepare the rewards package and working conditions that would attract them</i> • <i>Undertake a branding exercise to establish an enviable public image of assessors emphasising their contribution to industry and national development</i> • <i>Roll out a recruitment drive for assessors using channels in industry and the media</i>