

What it's like to be a...

BCS Digital Apprenticeship Associate End Point Assessor

Kamal's experience: Raising industry standards

As Head of IT for a small business, Kamal has just begun his journey as a Software Development apprenticeship assessor. He told us how he's found it so far.

Contributing to high standards in the IT industry

I decided to become an assessor because I wanted to play an active role in bringing through competent and professional IT specialists into our industry.

I also personally believe in the value of digital apprenticeships. I'm in the middle of my career now, but had the opportunity existed 25 years ago for me to begin my career in IT and digital through an apprenticeship route, I feel certain that is the path I would have chosen.

Helping young professionals find their way

For me, the positive outcomes of my work as an assessor are all about helping younger people, primarily, to find their place during the early stages of their career in a chosen specialism, like software development. It is a great feeling when you have been able to assess an apprentice's work and give them a positive grade outcome.

Seeing new ways of working in action

Being an assessor benefits me too, as indirectly I get to see real-world examples of challenges, issues, opportunities, and achievements that apprentices are experiencing. Even though my role is more senior than the apprentices I assess, I have been able to benefit from what I've seen and heard, and have an insight into fresh approaches to ways of working.

The assessment of someone's portfolio of work presents me with opportunities to see and hear about other tools and frameworks that my own team and I may also consider reviewing and implementing.

Fitting assessments around a full-time role

To fit in around my busy working schedule I commit to delivering one assessment per month. This means I can perform around three or four hours of assessment prep across a few evenings.

Occasionally I take half a day of leave, or development time, to get my pre-assessment admin tight and the final grading report written, without fear of impacting the day job.

Advice for anyone considering becoming an assessor

Use the support available from BCS to properly understand the standard you would like to assess. The BCS team is fantastically supportive and has given me so much practical advice and guidance.

Also be aware of the time commitment. Plan to spend up to a full day, across at least a couple of sittings, for each of your first apprentice assessments.

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**Interested in becoming an
apprenticeship assessor?
Find out more about the
process and get started here.**