

Highfield **Level 3**

End-Point Assessment for **ST1421 Recruiter**



Government funding band – **£7000**



Gateway requirements – **level 2 in English and maths (optional for 19+, please see funding rules), submitted organisation's policies and procedures, submitted a portfolio of evidence**



End-point assessment method – **presentation with questions, professional discussion underpinned by a portfolio of evidence**

Overview of the standard

Recruiters manage resourcing activities that drive the recruitment of candidates and matches them to temporary, fixed term or permanent job positions within an organisation. Their role is to manage the end-to-end recruitment process which typically involves planning, identifying, attracting, assessing, shortlisting and onboarding candidates to fulfil the current and future requirements of the business brief. This may include identifying those with transferrable skills with the capacity to move from the legacy carbon economy into a green economy job. They may also be required to manage the aftercare such as onboarding and timesheets of candidates and to identify new business opportunities.

This occupation is found in organisations that come from the public, private and third sectors. Typically, a recruiter works in consultancies, agencies, in-house for employers, embedded recruiters or as an outsourced provider.

Your apprentice's journey



Ready for training

- Initial assessment
- English and maths training (optional for 19+, please see funding rules)
- On-programme training to meet the requirements of the standard
- Gateway readiness self-assessment



Set for assessment

The end-point assessment methods are:

Presentation with questions

- A 20-minute presentation followed by 30 minutes of questions
- Presentation subject given 6 weeks prior
- A minimum of 5 questions

Professional discussion underpinned by a portfolio of evidence:

- A 60-minute professional discussion
- Portfolio of evidence submitted at gateway
- A minimum of 6 questions asked during the professional discussion



Go further

On completion of the apprenticeship, apprentices may wish to progress further in the sector in related job roles, such as in-house recruiter, recruitment consultant, recruitment resourcer, recruitment specialist and talent acquisition partner.

Available support

On-programme support

- Delivery resources
- Tutor support resource
- Innovative and multi-device e-learning courses

End-point assessment support

- Gateway and mock assessments
- Bespoke end-point assessment solutions
- Progression tracking system
- Staff training, standardisation and support



Need to know more:

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