



In-Tray Exercise

Reference: EoT- 11

Correspondence from: 'C'

Addressed to: EoT StipTrainer (you)

Subject: Assessment

Having recently attended the Evaluation of Training course I've become aware of the concepts of *formative* and *summative* assessment, also *competence*. These are important to our work in vocational training, because we have a tendency to use TESTS to threaten or cajole potential miscreants. A rather dated approach, I fear!

Our trainees are young adults and I feel that we should treat them more as what we wish them to become, rather than what they were or are. I've also been reading about 'learning to learn', which I believe our trainees need if they are to succeed in a rapidly changing work place.

However, quite frankly, whatever we plan for our trainees can only be achieved if we first train and develop our instructors on better assessment techniques. At present they use testing as a means of control - so trainees become fearful of the possibility of failure.

The reason for writing is therefore to ask whether you could run a course on assessment for our instructors. If you can, perhaps you could outline the approach you'd recommend. Having attended EoT, I like the concepts of Easterby-Smith, especially for 'learning' and 'proving' - ideal for our trainees.