

IOL Assessor Approval

IOL Assessors provide a vital role in supporting candidates to achieve an individual accreditation award with IOL. They support people to reflect on their career so far and where they are going next.

What are the benefits?

- **Show your commitment** to the field of Outdoor Learning
- **Support practitioners** in their on-going development
- **Recognition on the IOL website** as an Approved IOL Assessor
- **Further develop** your practice (CPD)

What are you approved to do as an IOL Assessor?

- Assess candidates for RPIOL, APIOL or LPIOL

Who can apply?

Approval is open to established APIOL or LPIOL holders with a desire to support the Institute and assist practitioners in their development.

IOL Assessor Level	Needs to Hold	Further Requirements
RPIOL	APIOL	Application form. Accreditation moderation event.
APIOL	APIOL	Application form. Accreditation moderation event.
LPIOL	LPIOL	Must have assessed 3 or more APIOL candidates.

Who can apply?

Approval is open to established APIOL holders with a desire to support IOL in providing the Individual Accreditation awards.

The application process requires the recommendation of a senior practitioner holding APIOL or LPIOL or a member of the IOL Professional Development Team.



What does APIOL Assessment involve?

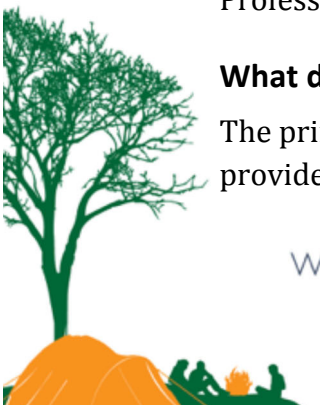
The primary aim of the assessment interview is to ensure that the candidate has provided evidence that they meet all the RPIOL/APIOL/LPIOL criteria. Assessors

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engage candidates in a professional discussion and allow them to bring their application to life.

RPIOL interviews are usually conducted by one assessor and are 30-45 minutes long.	APIOL interviews are usually conducted by two assessors and are 45-60 minutes long.	LPIOL interviews are usually conducted by two assessors, include a candidate presentation and are 60-90 minutes long.
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There are three stages to assessment:

- **Preparation** – Reading the candidates application and cross referencing their experience and evidence with the award criteria. Preparing a list of areas to explore at interview. If the application is not sufficiently detailed or concise it may be returned for revision and resubmission.
- **Interview** – Explore the candidates key experiences, influences, knowledge, skills, attitude and approach against the award criteria.
- **Decision** – Discuss and agree with your co-assessor if the candidate has demonstrated meeting the award criteria or if they should be deferred.

What expectations do you have for IOL Assessors?

- To be available to provide IOL Assessment interviews
- To thoroughly read a candidates application form and prepare for an assessment
- To assess candidates in a professional manner
- To be honest and open with candidates and for them to behave likewise
- To keep up to date with IOL Accreditation processes
- To attend Assessor Development events when possible
- To be an ambassador for IOL Individual Accreditation

You shouldn't expect:

- To pass every candidate you assess – your role is to assess fairly and consistently against the award criteria
- To just let the candidate talk – your role is to actively listen to candidates' responses and challenge them appropriately

What is the process for deferring candidates?

Deferral at interview is not common but usually occurs when:

- The candidates application does not provide sufficient evidence of meeting all the award criteria
- The candidate is not able to provide relevant and concise examples to demonstrate meeting the award criteria

- The candidate is not able to express their knowledge and views on the benefits, purpose and role of outdoor learning
- The candidate cannot demonstrate engaging in reflective practice by giving examples of how their practice was influenced by a particular event

If you are deferring a candidate you will have to complete an assessment deferral record form that details the reason for deferral and describes the evidence required for the candidate to meet the award criteria.

How do I get invited to IOL assessments?

Louise at the IOL Central Office co-ordinates dates, locations and invites assessors when there are 2/3 candidates ready for assessment.

Are assessments face-to-face?

Whilst most assessments are face-to-face there is a possibility you may be asked to conduct an interview by skype/facetime. This is most likely to be in situations where:

1. The candidate is overseas or in a more remote area of the UK where travelling to an assessment interview would be impractical.
2. There is a single candidate in an area ready for assessment and a face-to-face interview would overly inefficient or uneconomic.

Is the IOL Assessor role paid?

In common with other professional institutes, IOL Assessor is a voluntary role to support practitioners and assist the Institute in making accreditation available to members.

- Assessors can claim £50 per candidate towards expenses.

How long is APIOL Assessor Approval valid?

The approval is not time limited but as with any award current competence relies on relevant recent experience, keeping up to date with processes and on-going CPD.

Is an IOL Coach the same as an IOL Assessor?

No, there is a separate process to become an Approved IOL Coach. Please see the details on the IOL website.

IOL Assessor Approval Criteria

The criteria to become an Approved IOL Assessor are:

1. Current member of IOL.	
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2. APIOL or LPIOL holder with evidence of continuing reflective practice.	
3. Recommendation from a senior practitioner holding APIOL or LPIOL or a member of the IOL Professional Development Team.	
4. Attendance at an IOL Assessor moderation event.	
5. Have had responsibility for assessing others (in work/voluntary roles) to include experience of evaluating performance against fixed criteria.	
6. A desire and interest in supporting practitioners to achieve IOL Accreditation	
7. Are readily contactable via telephone and email.	

IOL Assessor Approval Process

- 1. Initial Application.** Download the IOL Assessor application form from the IOL website and complete it. Send your application to Louise at IOL Central Office.
- 2. Underpinning Knowledge.** Read the current IOL accreditation documentation thoroughly and attend an IOL Assessor moderation event (usually online).

The event will focus on areas of understanding and interpretation of the award criteria as well as the interview process and completing the record forms.

- 3. Reflection.** Complete a reflective report following either observing an IOL Assessment interview or acting as IOL Assessor. This can be in written form or talked through with an experienced IOL assessor.

If you are experienced assessing outdoor instructors for other qualifications/awards you can be exempt from this stage.

- 4. Approval.**

Further questions?

Get in touch with IOL Professional Standards Manager: neal.a@outdoor-learning.org