

Knowledge, Skills & Behaviours, what are these?

What are KSBs?	<p>KSBs are the core attributes that you must have as an apprentice in order to be competent in the occupation that you're working in. They sit alongside your technical studies and exams and are the main assessment methods used in an end point assessment (EPA). Think of it like the soft skills you see in the workplace</p> <p>Find the knowledge, skills and behaviours specific to your apprenticeship here.</p>
Knowledge	<p>The knowledge part of KSB relates to the learning you'll do during your apprenticeship. It's the information and technical detail that you need to know to carry out your role. Some knowledge will be specific to the occupation you will be working in, and some will be more generic. You may see this in your studies for a technical qualification such as an accountancy or data qualification.</p> <p>Knowledge refers to the technical detail and 'know-how' that an apprentice needs to both attain and understand in order to carry out their duties. Think of this as the underpinning knowledge they need to have to perform the role safely and competently. Most of these will be very specific to the occupation the apprentice is hoping to pursue, but some may be far broader such as first aid or health and safety.</p>
Skills	<p>Skills are the application of knowledge to your job. You'll learn these through on and off the job training and experience. They shouldn't be a repetition of the tasks or duties that you regularly carry out. They should fill in the gaps and give you more skills than you would usually have. What we mean here is that a duty may be 'laying bricks', but the skills will include mixing the mortar.</p>

<p>Behaviours</p>	<p>The final part is behaviours, this mainly refers to your mindset and how you work. Do they think in a way that is required for the duties they are expected to carry out? You need to act in a way that is appropriate for your organisation and profession. In some instances these are intuitive but they can also be learnt. The great thing about behaviours is that they are transferable, so they may be similar across apprenticeship standards. Knowledge or skills tend to be more specific to a particular apprenticeship. Examples of behaviours include: teamwork, problem-solving, and having a professional attitude.</p>
<p>How do I know what I have to achieve?</p>	<p>Most apprenticeship programmes have 15 to 20 knowledge goals, 15 to 20 skill goals, and 5 to 6 behavioural goals - these are also known as statements. It is not necessary for knowledge statements to always have a corresponding skill or behaviour statement. Knowledge may underpin several skills and behaviours.</p>
<p>How are KSBs assessed?</p>	<p>At the end of your apprenticeship you will take an End Point Assessment, or EPA. It is likely you will have EPA1 as an exam from your awarding body and then EPA2 will be an assessment of the KSBs needed. EPA2 makes sure you can do the job that you've been training for.</p> <p>The EPA will assess your knowledge and practical capabilities against the KSBs set out in your apprenticeship programme. You must pass all KSBs to pass your EPA and complete your apprenticeship.</p> <p>EPA- Is a showcase of how fantastic you are! How much you have achieved through the apprenticeship.</p>