



5 Sources of Occupational Competence Evidence

BRITISH INSTITUTE OF ASSESSMENT PROFESSIONALS

What strong assessment evidence draws on — and why no single source is enough

1

Direct Observation

During normal workplace activity — the clearest view of practical performance as it actually happens, including how the learner responds when conditions change.

2

Professional Discussion

Tests understanding and judgement. Reveals the reasoning behind a learner's choices — the "why" that observation alone often cannot show.

3

Work Products

Records, reports, and service documentation add valuable context — but assessors must confirm authenticity and check confidentiality requirements.

4

Witness Testimony

From suitable workplace professionals, used where assessors cannot observe every activity. Witnesses need clear guidance to comment on specific performance.

5

Learner Accounts

The learner's own explanation of decisions taken and reflective learning — evidence of understanding in the learner's own words.

No single source suits every criterion.

Strong practice combines sources deliberately, mapped against the standard.

