

## Employer Validator FAQ's

### **Q. What are the qualification reforms?**

**A.** In 2016 the Department for Education (DfE) outlined their intention to reform the qualification landscape in England to reduce the 'complexity and variable quality of the current system'. The Government is seeking to bring a more pragmatic approach to qualifications reform, that is based on the needs of learners and our economy.

### **Q. What are T Levels?**

**A.** T Levels (first introduced in 2020), are full-time two-year programmes, equivalent in value to 3 A Levels, Apprenticeships, and other level 3 courses for those aged 16 to 19. T Levels focus on vocational skills and attract UCAS tariff points. The DfE is streamlining and improving the post-16 Level 3 qualification system, and these technical qualifications are based on the same standards as apprenticeships and approved by Skills England.

### **Q. What is validation?**

**A.** Validation is the process of giving feedback using a range of methods such as surveys, online meetings and/or questionnaires. Where validation is a meeting, these are held online via MS Teams and will typically last one hour, however you may occasionally be required for a full day/half day.

As part of Reforms qualification development, Validators can contribute to several stages of qualification development and the work can include:

- Review and validate qualification content and assessment materials
- Sign off assessment methods
- Feedback on questions/tasks for core component assessments

As part of T Level validation, Validators can contribute to:

- Assessment Production Activity - Sign off Employer-Set Projects (ESP) and Occupation Specialism (OS) assessments.

*N.B Stakeholders can also contribute to the writing and editing of a range of qualification materials as an Associate for City and Guilds. It is important to note that if you are working as an Associate on the development of qualification materials, you will not be able to validate those same materials as it is a conflict of interest.*

### **Q. Why are Validators needed?**

**A:** Validators play a crucial role in qualification development and assessment. As a validator, you provide your up-to-date industry knowledge to review and validate qualification content

and assess the real-world relevance of projects and assignments. This enables us to ensure that qualifications are fit for purpose, aligned with industry standards and effectively prepare learners for the workplace. The expertise of a Validator helps to maintain credibility and value of our qualifications by ensuring they reflect current practices, emerging trends and employer expectations

**Q. What types of questions might I be asked as part of validation?**

**A.** The following are examples of the types of questions you may be asked.

- Do you agree that the proposed title of the product is appropriate? - Does it reflect what learners and employers are looking for?
- Do you agree that the language used in the content is appropriate to the level of the learner? Do you agree that it is clear and precise?
- Is the assessment in an appropriate style?
- Is the level of challenge within the knowledge test(s) appropriate in supporting the learner to prepare for the workplace?
- Are the proposed practical assignments realistic to the industry?

**Q. Will I be reviewing confidential materials?**

**A.** As part of your validator role, you may receive confidential materials to review in advance of any feedback. Content materials will be sent to you via email at least one week prior to the validation meeting and any sensitive information will be shared via a secure link.

**Q. What does City and Guilds do with my feedback?**

**A.** City and Guilds value your feedback as an essential part of ensuring our qualifications remain high quality, relevant, and fit for purpose. When you provide feedback, we carefully review and consider it as part of our ongoing qualification development and assessment. As part of submission processes, we must evidence stakeholder validation, therefore, your feedback may also be anonymously shared with regulatory bodies.

Your feedback may be used to:

- Refine qualification content, ensuring it aligns with industry standards and employer needs.
- Make improvements to assessments, projects, or assignments to enhance their real-world relevance.
- Provide insights to our product and quality teams to drive continuous improvement.

**Q. Where can I find further resources?**

- A.** [T Levels - Technical education | City & Guilds \(cityandguilds.com\)](https://www.cityandguilds.com/levels/t-levels)  
[FAQs - T Levels | City & Guilds \(cityandguilds.com\)](https://www.cityandguilds.com/faq/t-levels)  
[Events and webinars - T Levels | City & Guilds \(cityandguilds.com\)](https://www.cityandguilds.com/events/webinars/t-levels)  
[Qualification reform in England | City & Guilds](https://www.cityandguilds.com/qualification-reform)

[Qualifications Explained - NVQ, SVQ, VRQ | City & Guilds](#)

***Q. Who can I contact for more information on the Validator role?***

**A.** Please contact our Product Stakeholder Engagement Team, via email at [employerengagement@cityandguilds.com](mailto:employerengagement@cityandguilds.com)