



Team Leader and Supervisor

① What the role entails

A Team Leader and Supervisor is a first line management role, with operational/ project responsibilities or responsibility for managing a team to deliver a clearly defined outcome. They provide direction, instructions and guidance to ensure the achievement of set goals. Working in the private, public or third sector and in all sizes of organisation, specific responsibilities will vary, but the knowledge, skills and behaviours (KSBs) needed will be the same whatever the role.

Key responsibilities are likely to include supporting, managing and developing team members, managing projects, planning and monitoring workloads and resources, delivering operational plans, resolving problems, and building relationships internally and externally.



② On-programme assessment

The apprentice must achieve the following on-programme assessment requirements prior to Gateway:

- Completion of a Portfolio of Evidence
- Level 2 English and maths.



③ Gateway requirements

The decision to take an apprentice through Gateway is made between the employer, Independent Training Provider and apprentice. The apprentice must have completed all the on-programme elements before they enter Gateway, including the completion of a Portfolio of Evidence.



④ End-point assessment

The end-point assessment (EPA) for Team Leader and Supervisor contains 2 methods of assessment as outlined below:

Presentation with Questions and Answers

The Presentation should provide a summary of the apprentice's role as a Team Leader and Supervisor, what they do and how this is relevant to their role and organisation. It should focus on how they tackle current topics and will cover all KSBs assigned to this assessment method. The apprentice will prepare and deliver a Presentation based on topic(s) covered within the apprenticeship to the Independent End-Point Assessor (IEPA). This will be followed by a Question and Answer session to enable discussion of the topic in greater detail. The Presentation will last 20 minutes and the Questions and Answers, 30 minutes.

Grade weighting - The Presentation with Questions and Answers is graded Fail, Pass or Distinction. To achieve a Distinction, the apprentice must meet all of the Pass descriptors and Distinction descriptors assigned to this method.

Professional Discussion underpinned by a Portfolio of Evidence

The Professional Discussion will be appropriately structured to draw out the best of the apprentice's competence and excellence and cover the KSBs assigned to this assessment method. It is an in-depth, two-way dialogue between the apprentice and the IEPA allowing the apprentice to explore their own practice and experience to show they are occupationally competent.

Grade weighting – The Professional Discussion is graded Fail, Pass, Distinction. To achieve a Distinction, the apprentice must meet all of the Pass descriptors and Distinction descriptors assigned to this method.

⑤ Grade aggregation table

		Professional Discussion underpinned by Portfolio of Evidence		
		Fail	Pass	Distinction
Presentation with Q&A	Fail	Fail	Fail	Fail
	Pass	Fail	Pass	Pass
	Distinction	Fail	Pass	Distinction

⑥ Completion and certification

Once the IEPA verifies the apprentice has successfully completed all EPA methods, NCFE will activate certification. Working with the apprenticeship certificate issuing authority, we'll ensure the apprentice receives their certificate.



⑦ What next?

On completion of the Team Leader and Supervisor EPA, apprentices may choose to register as Associate members with the Chartered Management Institute and/or the Institute of Leadership & Management, to support their professional career development.

Why choose EPA Plus?

We are an approved End-Point Assessment Organisation (EPAO) specialising in EPA delivery across Health, Education & Care and Business apprenticeship standards. EPA Plus offers flexible and reliable EPA solutions supported by sector expertise, guidance documents, and proactive service and support.