



Assessor's guidelines for the suite of Horticulture SVQs at levels 1, 2 and 3, including Landscaping, Sports Turf, Parks, Gardens and Green Space

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About this guide

This guide provides some practical examples of how to assess your candidates for the **SVQs in Horticulture at levels 1, 2 and 3**. You may be able to think of other ways of assessing your candidates and recording your decisions about their competence.

Using assessments based on these examples does not guarantee successful verification — it is still your responsibility to ensure that internal quality assurance procedures are followed.

Introduction

This introduction provides a brief overview of SVQs and how they are assessed in the workplace. If you are already familiar with the concept of SVQs, you may wish to go to the next section.

About SVQs

Scottish Vocational Qualifications (SVQs) are work-based qualifications which set the level of occupational competence for each sector of the economy. The qualifications have been designed by standards-setting bodies made up of experienced practitioners who represent employers, professional bodies, trade unions, education and voluntary organisations.

Each standards-setting body is responsible for developing national standards which define *what* employees (or potential employees) must be able to do, *how well*, and *in what circumstances*, to show that they are competent in their work.

Each SVQ which a standards-setting body develops has to fit into a broad framework which allows qualifications in the UK and throughout Europe to be compared. SVQs are specified at five levels which reflect the various technical and supervisory skills knowledge and experience, which employees should have as they progress in their industry.

Explanation of levels

- level 1** Defines competent performance in a range of activities which are largely routine and predictable.
- level 2** Specifies that competent performance must be shown in a broader range of work activities which are less routine and predictable. The employee will have more autonomy and responsibility, and may have to work as part of a team.
- level 3** Specifies that competent performance must involve the employee in carrying out a broad range of varied work activities, most of which are complex and non-routine. There is considerable autonomy and responsibility, including the possibility of controlling or guiding others.
- level 4** Specifies competence as complex technical or professional work activities which require a substantial degree of personal autonomy or responsibility. Managing staff and other resources is often involved.
- level 5** Specifies competent performance as involving the employee in carrying out a significant range of activities in a wide variety of situations which are often unpredictable. Substantial responsibility and autonomy is involved in the work, which requires decision-making in the allocation of resources and the work of others. This will require complex skills such as analysis, design and evaluation.

How are standards defined in SVQs?

All SVQs consist of standards which can be broken down into various parts.

Units define the broad functions carried out in the sector, and are made up of a number of Elements. These **Elements** describe the activities which employees have to perform, and will require candidates to demonstrate certain skills or knowledge and understanding.

The quality of performance in what people must be able to do — how well they have to perform — is described by **Performance Criteria**. These may also be called **statements of competence** or **what candidates should do**.

The section on **knowledge and understanding** says what candidates must know and understand, and how this knowledge applies to their jobs.

You may also come across standards containing statements on **scope**. These statements could, for example, list the equipment that candidates are expected to be familiar with and use in their occupational area.

Increasingly, you may see changes to this format as standards become more user-friendly and are written in plain English. For example, there may be some standards containing **Range Statements** or **Evidence Requirements**, but over time these should disappear. You may, however, find that information on the context, nature and amount of evidence which is required to prove competence (which used to be given in Range Statements and Evidence Requirements) is now defined in the **assessment guidance** for the qualification. Assessment guidance is drawn up by the awarding body and is packaged along with the standards to form the SVQ.

Who is involved in SVQs?

There are several roles:

- ◆ **the candidate:** the person who wants to achieve the SVQ (eg an employee)
- ◆ **the assessor*:** the person who assesses the candidates and decides if they are competent (eg supervisor)
- ◆ **the internal verifier*:** an individual nominated by the centre (eg a company) who ensures that assessors apply the standards uniformly and consistently (eg supervisor's line manager)
- ◆ **the External Verifier*:** an individual appointed by SQA who ensures that standards are being applied uniformly and consistently across all centres offering the SVQ

*Assessors and verifiers in centres will be asked by SQA to prove they have the appropriate occupational competence to assess and verify the SVQ. Occupational competence has been defined by the standards-setting body in the assessment strategy for this SVQ(s) — see SQA’s website: www.sqa.org.uk.

Assessors and verifiers are also expected to obtain an appropriate qualification in assessment and verification — this can be the Assessor/Verifier Units (the national standards for assessment and verification), or an alternative qualification which SQA also recognises.

The steps involved in assessing a candidate for an SVQ

In deciding whether a candidate should get an SVQ, you will go through these stages:

- ◆ planning for assessment
- ◆ generating and collecting evidence of the candidate’s competence in the Units
- ◆ judging the evidence of the candidate’s ability and making an assessment decision based on the evidence
- ◆ recording the assessment decision and the candidate’s achievement

1 The SVQ in Horticulture

The SVQs in Horticulture have been developed by Lantra and are intended for people in horticulture working for local authority or commercial companies and involved in nursery work, landscaping, interior landscaping and cemeteries and graveyards. These people may be working as propagators, nursery workers, landscape or maintenance staff. They will require skills and knowledge specific to the area of horticulture in which they are employed and this may include propagating, growing, planting and maintaining plants and plant collections.

The SVQs are designed to be assessed in the workplace, or in conditions of the workplace. Examples of the settings or centres in which the SVQs are likely to be delivered include: the workplace, practical facilities at a college, training organisation or other nursery not available at own place of employment.

Structure of the SVQs

This section lists the Units which form the SVQ in:

- ◆ Horticulture level 2
- ◆ Landscaping level 2
- ◆ Sports Turf: Greenkeeping level 2
- ◆ Sports Turf: Groundsman level 2
- ◆ Parks, Gardens and Green Space level 2
- ◆ Landscaping level 3
- ◆ Sports Turf level 3
- ◆ Parks, Gardens and Green Space level 3

GH79 22: Horticulture level 2 (11 Units required)

Mandatory Units: Candidates must complete 5 Units from this group				
SQA code	SSC code	Title	SCQF level	SCQF credits
H50P 04	CS2	Monitor and Maintain Health and Safety	5	10
H515 04	CS4	Establish and Maintain Effective Working Relationships with Others	5	4
H50H 04	CFABA A625	Agree How to Manage and Improve Own Performance in a Business Environment	5	4
H53N 04	H9	Establish Crops or Plants	6	7
H522 04	H2	Prepare Growing Media	6	11

Optional Units: Candidates must complete 6 Units from this group				
SQA code	SSC code	Title	SCQF level	SCQF credits
H52D 04	H3	Collect and Store Propagation Materials	5	4
H536 04	H5	Prepare and Establish Propagation Materials	5	4
H53L 04	H7	Propagate Plants from Seed	5	8
H51S 04	H11	Maintain the Growth of Crops or Plants	6	10
H51Y 04	H17	Create Plant Displays	5	4
H520 04	H18	Maintain Plant Displays	6	5
H521 04	H19	Establish and Maintain Artificial Plant Displays	5	9
H524 04	H21	Dig Graves	6	9
H525 04	H22	Prepare for Burials and Restore Internment Plots	6	9
H527 04	H24	Maintain Grass Surfaces	4	8
H528 04	H25	Maintain the Health of Sports Turf	5	8
H529 04	H26	Maintain the Condition of Sports Turf Surfaces	6	10
H52A 04	H27	Renovate and Repair Sports Turf Surfaces	6	10
H5XX 04	H28	Maintain and Renovate Artificial Sports Surfaces	5	9
H52F 04	H31	Install Land Drainage Systems	6	7

Optional Units: Candidates must complete 6 Units from this group (cont)				
SQA code	SSC code	Title	SCQF level	SCQF credits
H52G 04	H32	Maintain Land Drainage Systems	6	6
H52H 04	H33	Maintain Irrigation Systems	6	6
H52N 04	H37	Construct Pools and Water Features	5	9
H52R 04	H38	Maintain Pools and Water Features	5	8
H52S 04	H39	Install Hard Standing Sub-Layers	5	6
H52V 04	H40	Install Flexible Block Surfaces	5	7
H52W 04	H41	Install Rigid Block Surfaces	5	8
H52X 04	H42	Install Flexible Flag Surfaces	5	8
H52Y 04	H43	Install Rigid Flag Surfaces	5	8
H530 04	H44	Install Flexible Sett/Cobble Surfaces	5	7
H531 04	H45	Install Rigid Sett/Cobble Surfaces	5	7
H532 04	H46	Install Kerbs, Channels and Edgings	5	12
H533 04	H47	Install Combined Kerb-Drain Systems	5	8
H534 04	H48	Install Small Element Kerbs and Edge Restraints	5	8
H537 04	H50	Harvest Crops by Hand	5	4
H539 04	H52	Carry out Post Harvest Operations	7	4
H53B 04	H54	Identify, Collect and Prepare Plants for Sale or Dispatch	5	4
H53D 04	H56	Merchandise and Sell Plants and Other Relevant Products	5	5
H53J 04	H62	Install Hard Standing Laying Courses	5	6
H53K 04	H63	Install Hard Standing Bed Preparation	5	7
H5XY 04	CS5	Maintain and Store Records within the Workplace	6	3
H517 04	CS6	Transport Physical Resources Within the Work Area	4	3
H518 04	CS7	Prepare and Operate a Tractor with Attachments	5	11

Optional Units: Candidates must complete 6 Units from this group (cont)				
SQA code	SSC code	Title	SCQF level	SCQF credits
H50K 04	CS16	Construct Paths or Surfaces	5	6
H50L 04	CS17	Maintain and Repair Paths or Surfaces	5	6
H50M 04	CS18	Construct Structures	6	12
H50N 04	CS19	Maintain and Repair Structures	5	7
H50R 04	CS20	Construct Boundaries or Access Points	7	12
H50S 04	CS21	Maintain and Repair Boundaries or Access Points	5	6
H5XT 04	CS25	Carry out Maintenance and Repair of Equipment and Machinery	6	5
H50W 04	CS29	Identify the Presence of Pests, Diseases and Disorders	6	7
H513 04	CS35	Prepare and Use Equipment and Machines	5	11
H516 04	CS54	Assist with the Control of Pests, Diseases and Disorders	5	6
H50C 04	AgC1	Prepare and Cultivate Sites for Planting Extensive Crops	6	6
H50D 04	AgC5	Harvest Crops by Mechanical Means	4	5
H542 04	AgC6	Store Harvested Crops	5	5
H50B 04	AgC7	Transport and Prepare Harvested Crops	4	4
H5Y3 04	ENC1	Promote Responsible Public Use of Outdoor Sites	5	4
H53T 04	ICSC3	Resolve Customer Service Problems	5	6
H53V 04	Unit C.8	Process Payments for Purchases in a Retail Environment	5	5
H53Y 04	WS101	Receive Goods from Deliveries	5	3
H540 04	WS111	Place Goods in Storage	5	5

Additional Units				
SQA code	SSC code	Title	SCQF level	SCQF credits
H5Y2 04	COSV R386	Prepare Plant or Machinery for Operational Performance	5	7
H53W 04	Unit 9	Give Customers a Positive Impression of Yourself and Your Organisation	5	5
H50G 04	Unit C18	Assemble and Install Purpose Made Equipment and Components for Sport/Play	5	3

GH7A 22: Landscaping level 2 (11 Units required)

Mandatory Units: Candidates must complete 6 Units from this group				
SQA code	SSC code	Title	SCQF level	SCQF credits
H50P 04	CS2	Monitor and Maintain Health and Safety	5	10
H515 04	CS4	Establish and Maintain Effective Working Relationships with Others	5	4
H50H 04	CFABAA 625	Agree How to Manage and Improve Own Performance in a Business Environment	5	4
H53N 04	H9	Establish Crops or Plants	6	7
H522 04	H2	Prepare Growing Media	6	11
H513 04	CS35	Prepare and Use Equipment and Machines	5	11

Optional Units: Candidates must complete 5 Units from this group				
SQA code	SSC code	Title	SCQF level	SCQF credits
H52D 04	H3	Collect and Store Propagation Materials	5	4
H536 04	H5	Prepare and Establish Propagation Materials	5	4
H53L 04	H7	Propagate Plants from Seed	5	8
H51S 04	H11	Maintain the Growth of Crops or Plants	6	10
H51Y 04	H17	Create Plant Displays	5	4
H520 04	H18	Maintain Plant Displays	6	5
H521 04	H19	Establish and Maintain Artificial Plant Displays	5	9
H524 04	H21	Dig Graves	6	9
H525 04	H22	Prepare for Burials and Restore Internment Plots	6	9
H527 04	H24	Maintain Grass Surfaces	4	8
H528 04	H25	Maintain the Health of Sports Turf	5	8
H529 04	H26	Maintain the Condition of Sports Turf Surfaces	6	10
H52A 04	H27	Renovate and Repair Sports Turf Surfaces	6	10

Optional Units: Candidates must complete 5 Units from this group (cont)				
SQA code	SSC code	Title	SCQF level	SCQF credits
H5XX 04	H28	Maintain and Renovate Artificial Sports Surfaces	5	9
H52F 04	H31	Install Land Drainage Systems	6	7
H52G 04	H32	Maintain Land Drainage Systems	6	6
H52H 04	H33	Maintain Irrigation Systems	6	6
H52N 04	H37	Construct Pools and Water Features	5	9
H52R 04	H38	Maintain Pools and Water Features	5	8
H52S 04	H39	Install Hard Standing Sub-Layers	5	6
H52V 04	H40	Install Flexible Block Surfaces	5	7
H52W 04	H41	Install Rigid Block Surfaces	5	8
H52X 04	H42	Install Flexible Flag Surfaces	5	8
H52Y 04	H43	Install Rigid Flag Surfaces	5	8
H530 04	H44	Install Flexible Sett/Cobble Surfaces	5	7
H531 04	H45	Install Rigid Sett/Cobble Surfaces	5	7
H532 04	H46	Install Kerbs, Channels and Edgings	5	12
H533 04	H47	Install Combined Kerb-Drain Systems	5	8
H534 04	H48	Install Small Element Kerbs and Edge Restraints	5	8
H537 04	H50	Harvest Crops by Hand	5	4
H539 04	H52	Carry out Post Harvest Operations	7	4
H53B 04	H54	Identify, Collect and Prepare Plants for Sale or Dispatch	5	4
H53D 04	H56	Merchandise and Sell Plants and Other Relevant Products	5	5
H53J 04	H62	Install Hard Standing Laying Courses	5	6
H53K 04	H63	Install Hard Standing Bed Preparation	5	7
H5XY 04	CS5	Maintain and Store Records within the Workplace	6	3
H517 04	CS6	Transport Physical Resources within the Work Area	4	3
H518 04	CS7	Prepare and Operate a Tractor with Attachments	5	11

Optional Units: Candidates must complete 5 Units from this group (cont)				
SQA code	SSC code	Title	SCQF level	SCQF credits
H50K 04	CS16	Construct Paths or Surfaces	5	6
H50L 04	CS17	Maintain and Repair Paths or Surfaces	5	6
H50M 04	CS18	Construct Structures	6	12
H50N 04	CS19	Maintain and Repair Structures	5	7
H50R 04	CS20	Construct Boundaries or Access Points	7	12
H50S 04	CS21	Maintain and Repair Boundaries or Access Points	5	6
H5XT 04	CS25	Carry Out Maintenance and Repair of Equipment and Machinery	6	5
H50W 04	CS29	Identify the Presence of Pests, Diseases and Disorders	6	7
H516 04	CS54	Assist with the Control of Pests, Diseases and Disorders	5	6
H50C 04	AgC1	Prepare and Cultivate Sites for Planting Extensive Crops	6	6
H50D 04	AgC5	Harvest Crops by Mechanical Means	4	5
H542 04	AgC6	Store Harvested Crops	5	5
H50B 04	AgC7	Transport and Prepare Harvested Crops	4	4
H5Y3 04	ENC1	Promote Responsible Public Use of Outdoor Sites	5	4
H53T 04	ICSC3	Resolve Customer Service Problems	5	6
H53V 04	Unit C.8	Process Payments for Purchases in a Retail Environment	5	5
H53Y 04	WS101	Receive Goods from Deliveries	5	3
H540 04	WS111	Place Goods in Storage	5	5

Additional Units				
SQA code	SSC code	Title	SCQF level	SCQF credits
H5Y2 04	COSV R386	Prepare Plant or Machinery for Operational Performance	5	7
H53W 04	Unit 9	Give Customers a Positive Impression of Yourself and Your Organisation	5	5
H50G 04	Unit C18	Assemble and Install Purpose Made Equipment and Components for Sport/Play	5	3

GH7V 22: Sports Turf: Greenkeeping level 2 (10 Units required)

Mandatory Units: Candidates must complete 9 Units from this group				
SQA code	SSC code	Title	SCQF level	SCQF credits
H50P 04	CS2	Monitor and Maintain Health and Safety	5	10
H515 04	CS4	Establish and Maintain Effective Working Relationships with Others	5	4
H50H 04	CFAB AA62 5	Agree How to Manage and Improve Own Performance in a Business Environment	5	4
H53N 04	H9	Establish Crops or Plants	6	7
H513 04	CS35	Prepare and Use Equipment and Machines	5	11
H528 04	H25	Maintain the Health of Sports Turf	5	8
H529 04	H26	Maintain the Condition of Sports Turf Surfaces	6	10
H52A 04	H27	Renovate and Repair Sports Turf Surfaces	6	10
H518 04	CS7	Prepare and Operate a Tractor with Attachments	5	11

Optional Units: Candidates must complete 1 Unit from this group				
SQA code	SSC code	Title	SCQF level	SCQF credits
H5XX 04	H28	Maintain and Renovate Artificial Sports Surfaces	5	9
H517 04	CS6	Transport Physical Resources within the Work Area	4	3
H5XT 04	CS25	Carry Out Maintenance and Repair of Equipment and Machinery	6	5

GH7W 22: Sports Turf: Groundsman level 2 (10 Units required)

Mandatory Units: Candidates must complete 8 Units from this group				
SQA code	SSC code	Title	SCQF level	SCQF credits
H50P 04	CS2	Monitor and Maintain Health and Safety	5	10
H515 04	CS4	Establish and Maintain Effective Working Relationships with Others	5	4
H50H 04	CFAB AA62 5	Agree How to Manage and Improve Own Performance in a Business Environment	5	4
H53N 04	H9	Establish Crops or Plants	6	7
H513 04	CS35	Prepare and Use Equipment and Machines	5	11
H528 04	H25	Maintain the Health of Sports Turf	5	8
H529 04	H26	Maintain the Condition of Sports Turf Surfaces	6	10
H52A 04	H27	Renovate and Repair Sports Turf Surfaces	6	10

Optional Units (Group 1): Candidates must complete 1 to 2 Units from this group				
SQA code	SSC code	Title	SCQF level	SCQF credits
H5XX 04	H28	Maintain and Renovate Artificial Sports Surfaces	5	9
H517 04	CS6	Transport Physical Resources within the Work Area	4	3
H518 04	CS7	Prepare and Operate a Tractor with Attachments	5	11
H5XT 04	CS25	Carry out Maintenance and Repair of Equipment and Machinery	6	5

Optional Units (Group 2): Candidates must complete up to 1 Unit from this group				
SQA code	SSC code	Title	SCQF level	SCQF credits
H522 04	H2	Prepare Growing Media	6	11
H52D 04	H3	Collect and Store Propagation Materials	5	4

Optional Units (Group 2): Candidates must complete up to 1 Unit from this group (cont)				
SQA code	SSC code	Title	SCQF level	SCQF credits
H536 04	H5	Prepare and Establish Propagation Materials	5	4
H53L 04	H7	Propagate Plants from Seed	5	8
H51S 04	H11	Maintain the Growth of Crops or Plants	6	10
H51Y 04	H17	Create Plant Displays	5	4
H520 04	H18	Maintain Plant Displays	6	5
H521 04	H19	Establish and Maintain Artificial Plant Displays	5	9
H524 04	H21	Dig Graves	6	9
H525 04	H22	Prepare for Burials and Restore Internment Plots	6	9
H527 04	H24	Maintain Grass Surfaces	4	8
H52F 04	H31	Install Land Drainage Systems	6	7
H52G 04	H32	Maintain Land Drainage Systems	6	6
H52H 04	H33	Maintain Irrigation Systems	6	6
H52N 04	H37	Construct Pools and Water Features	5	9
H52R 04	H38	Maintain Pools and Water Features	5	8
H52S 04	H39	Install Hard Standing Sub-Layers	5	6
H52V 04	H40	Install Flexible Block Surfaces	5	7
H52W 04	H41	Install Rigid Block Surfaces	5	8
H52X 04	H42	Install Flexible Flag Surfaces	5	8
H52Y 04	H43	Install Rigid Flag Surfaces	5	8
H530 04	H44	Install Flexible Sett/Cobble Surfaces	5	7
H531 04	H45	Install Rigid Sett/Cobble Surfaces	5	7
H532 04	H46	Install Kerbs, Channels and Edgings	5	12
H533 04	H47	Install Combined Kerb-drain Systems	5	8
H534 04	H48	Install Small Element Kerbs and Edge Restraints	5	8
H537 04	H50	Harvest Crops by Hand	5	4
H539 04	H52	Carry out Post Harvest Operations	7	4

Optional Units (Group 2): Candidates must complete up to 1 Unit from this group (cont)				
SQA code	SSC code	Title	SCQF level	SCQF credits
H53B 04	H54	Identify, Collect and Prepare Plants for Sale or Dispatch	5	4
H53D 04	H56	Merchandise and Sell Plants and Other Relevant Products	5	5
H53J 04	H62	Install Hard Standing Laying Courses	5	6
H53K 04	H63	Install Hard Standing Bed Preparation	5	7
H5XY 04	CS5	Maintain and Store Records within the Workplace	6	3
H50K 04	CS16	Construct Paths or Surfaces	5	6
H50L 04	CS17	Maintain and Repair Paths or Surfaces	5	6
H50M 04	CS18	Construct Structures	6	12
H50N 04	CS19	Maintain and Repair Structures	5	7
H50R 04	CS20	Construct Boundaries or Access Points	7	12
H50S 04	CS21	Maintain and Repair Boundaries or Access Points	5	6
H50W 04	CS29	Identify the Presence of Pests, Diseases and Disorders	6	7
H516 04	CS54	Assist with the Control of Pests, Diseases and Disorders	5	6
H50C 04	AgC1	Prepare and Cultivate Sites for Planting Extensive Crops	6	6
H50D 04	AgC5	Harvest Crops by Mechanical Means	4	5
H542 04	AgC6	Store Harvested Crops	5	5
H50B 04	AgC7	Transport and Prepare Harvested Crops	4	4
H5Y3 04	ENC1	Promote Responsible Public Use of Outdoor Sites	5	4
H53T 04	ICSC3	Resolve Customer Service Problems	5	6
H53V 04	Unit C.8	Process Payments for Purchases in a Retail Environment	5	5
H53Y 04	WS101	Receive Goods from Deliveries	5	3

Optional Units (Group 2): Candidates must complete up to 1 Unit from this group (cont)				
H540 04	WS111	Place Goods in Storage	5	5

Additional Units				
SQA code	SSC code	Title	SCQF level	SCQF credits
H5Y2 04	COSV R386	Prepare Plant or Machinery for Operational Performance	5	7
H53W 04	Unit 9	Give Customers a Positive Impression of Yourself and Your Organisation	5	5
H50G 04	Unit C18	Assemble and Install Purpose Made Equipment and Components for Sport/Play	5	3

GH7D 22: Parks, Garden and Green Space level 2 (11 Units required)

Mandatory Units: Candidates must complete 8 Units from this group				
SQA code	SSC code	Title	SCQF level	SCQF credits
H50P 04	CS2	Monitor and Maintain Health and Safety	5	10
H515 04	CS4	Establish and Maintain Effective Working Relationships with Others	5	4
H50H 04	CFAB AA62 5	Agree How to Manage and Improve Own Performance in a Business Environment	5	4
H53N 04	H9	Establish Crops or Plants	6	7
H522 04	H2	Prepare Growing Media	6	11
H527 04	H24	Maintain Grass Surfaces	4	8
H50W 04	CS29	Identify the Presence of Pests, Diseases and Disorders	6	7
H516 04	CS54	Assist with the Control of Pests, Diseases and Disorders	5	6

Mandatory Units: Candidates must complete 3 Units from this group				
SQA code	SSC code	Title	SCQF level	SCQF credits
H52D 04	H3	Collect and Store Propagation Materials	5	4
H536 04	H5	Prepare and Establish Propagation Materials	5	4
H53L 04	H7	Propagate Plants from Seed	5	8
H51S 04	H11	Maintain the Growth of Crops or Plants	6	10
H51Y 04	H17	Create Plant Displays	5	4
H520 04	H18	Maintain Plant Displays	6	5
H521 04	H19	Establish and Maintain Artificial Plant Displays	5	9
H524 04	H21	Dig Graves	6	9
H525 04	H22	Prepare for Burials and Restore Internment Plots	6	9
H528 04	H25	Maintain the Health of Sports Turf	5	8

Mandatory Units: Candidates must complete 3 Units from this group (cont)				
SQA code	SSC code	Title	SCQF level	SCQF credits
H529 04	H26	Maintain the Condition of Sports Turf Surfaces	6	10
H52A 04	H27	Renovate and Repair Sports Turf Surfaces	6	10
H5XX 04	H28	Maintain and Renovate Artificial Sports Surfaces	5	9
H52F 04	H31	Install Land Drainage Systems	6	7
H52G 04	H32	Maintain Land Drainage Systems	6	6
H52H 04	H33	Maintain Irrigation Systems	6	6
H52N 04	H37	Construct Pools and Water Features	5	9
H52R 04	H38	Maintain Pools and Water Features	5	8
H52S 04	H39	Install Hard Standing Sub-Layers	5	6
H52V 04	H40	Install Flexible Block Surfaces	5	7
H52W 04	H41	Install Rigid Block Surfaces	5	8
H52X 04	H42	Install Flexible Flag Surfaces	5	8
H52Y 04	H43	Install Rigid Flag Surfaces	5	8
H530 04	H44	Install Flexible Sett/Cobble Surfaces	5	7
H531 04	H45	Install Rigid Sett/Cobble Surfaces	5	7
H532 04	H46	Install Kerbs, Channels and Edgings	5	12
H533 04	H47	Install Combined Kerb-Drain Systems	5	8
H534 04	H48	Install Small Element Kerbs and Edge Restraints	5	8
H537 04	H50	Harvest Crops by Hand	5	4
H539 04	H52	Carry Out Post Harvest Operations	7	4
H53B 04	H54	Identify, Collect and Prepare Plants for Sale or Dispatch	5	4
H53D 04	H56	Merchandise and Sell Plants and Other Relevant Products	5	5
H53J 04	H62	Install Hard Standing Laying Courses	5	6
H53K 04	H63	Install Hard Standing Bed Preparation	5	7

Mandatory Units: Candidates must complete 3 Units from this group (cont)				
SQA code	SSC code	Title	SCQF level	SCQF credits
H5XY 04	CS5	Maintain and Store Records within the Workplace	6	3
H517 04	CS6	Transport Physical Resources within the Work Area	4	3
H518 04	CS7	Prepare and Operate a Tractor with Attachments	5	11
H50K 04	CS16	Construct Paths or Surfaces	5	6
H50L 04	CS17	Maintain and Repair Paths or Surfaces	5	6
H50M 04	CS18	Construct Structures	6	12
H50N 04	CS19	Maintain and Repair Structures	5	7
H50R 04	CS20	Construct Boundaries or Access Points	7	12
H50S 04	CS21	Maintain and Repair Boundaries or Access Points	5	6
H5XT 04	CS25	Carry Out Maintenance and Repair of Equipment and Machinery	6	5
H513 04	CS35	Prepare and Use Equipment and Machines	5	11
H50C 04	AgC1	Prepare and Cultivate Sites for Planting Extensive Crops	6	6
H50D 04	AgC5	Harvest Crops by Mechanical Means	4	5
H542 04	AgC6	Store Harvested Crops	5	5
H50B 04	AgC7	Transport Harvested Crops	4	4
H5Y3 04	ENC1	Promote Responsible Public Use of Outdoor Sites	5	4
H53T 04	ICSC3	Resolve Customer Service Problems	5	6
H53V 04	Unit C.8	Process Payments for Purchases in a Retail Environment	5	5
H53Y 04	WS101	Receive Goods from Deliveries	5	3
H540 04	WS111	Place Goods in Storage	5	5

Additional Units				
SQA code	SSC code	Title	SCQF level	SCQF credits
H5Y2 04	COSV R386	Prepare Plant or Machinery for Operational Performance	5	7
H53W 04	Unit 9	Give Customers a Positive Impression of Yourself and Your Organisation	5	5
H50G 04	Unit C18	Assemble and Install Purpose Made Equipment and Components for Sport/Play	5	3

GH7C 23: Landscaping level 3 (12 Units required)

Mandatory Units: Candidates must complete 6 Units from this group				
SQA code	SSC code	Title	SCQF level	SCQF credits
H50X 04	CS3	Promote, Monitor and Maintain Health, Safety and Security	6	11
H52J 04	H34	Estimate Resource Requirements and Programme Work	6	5
H50A 04	A1	Manage Your Own Resources	6	7
H51R 04	H10	Coordinate the Planting of Crops or Plants	7	6
H523 04	H20	Carry Out Management of Planted Areas	6	14
H53F 04	H58	Identify and Name Plants Using Their Botanical Names	6	5

Optional Units: Candidates must complete 6 Units from this group				
SQA code	SSC code	Title	SCQF level	SCQF credits
H51P 04	H1	Coordinate the Clearance and Preparation of a Site for Planting	7	11
H522 04	H2	Prepare Growing Media	6	11
H52T 04	H4	Coordinate the Collection and Storage of Propagation Materials	7	5
H53H 04	H6	Coordinate the Preparation and Establishment of Propagation Materials	6	5
H53M 04	H8	Coordinate Propagation of Plants from Seed	6	7
H51T 04	H12	Monitor and Control the Growth of Crops or Plants	7	8
H51V 04	H14	Coordinate the Provision of Water to Crops or Plants	6	6
H51W 04	H15	Coordinate the Provision of Nutrients to Crops or Plants	6	5
H51X 04	H16	Control Environmental Conditions for Protected Crops	7	10
H520 04	H18	Maintain Plant Displays	6	5
H526 04	H23	Exhume Coffins and Remains	6	11

Optional Units: Candidates must complete 6 Units from this group (cont)				
SQA code	SSC code	Title	SCQF level	SCQF credits
H52B 04	H29	Implement Plans for the Management of Sports Turf Areas	7	12
H52E 04	H30	Plan and Set Out Sports Areas	7	8
H52F 04	H31	Install Land Drainage System	6	7
H52G 04	H32	Maintain Land Drainage Systems	6	6
H52H 04	H33	Maintain Irrigation Systems	6	6
H52M 04	H35	Prepare Sites for Landscape Construction and Installation	6	6
H60A 04	H36	Construct Rock Gardens	–	–
H52N 04	H37	Construct Pools and Water Features	5	9
H52R 04	H38	Maintain Pools and Water Features	5	8
H535 04	H49	Design Landscape Areas and Specify Materials and Components	6	11
H538 04	H51	Coordinate Harvesting Operations	7	8
H53A 04	H53	Coordinate Post Harvest Operations	7	6
H53C 04	H55	Coordinate the Collection of Plants for Sale or Dispatch	7	10
H53E 04	H57	Respond to Legislation Which Affects Customer's Rights	5	2
H5XY 04	CS5	Maintain and Store Records within the Workplace	6	3
H517 04	CS6	Transport Physical Resources within the Work Area	4	3
H50K 04	CS16	Construct Paths or Surfaces	5	6
H50L 04	CS17	Maintain and Repair Paths or Surfaces	5	6
H50M 04	CS18	Construct Structures	6	12
H50N 04	CS19	Maintain and Repair Structures	5	7
H50R 04	CS20	Construct Boundaries or Access Points	7	12
H50S 04	CS21	Maintain and Repair Boundaries or Access Points	5	6
H50T 04	CS22	Coordinate the Construction and Maintenance of Landbased Site Infrastructure	7	18

Optional Units: Candidates must complete 6 Units from this group (cont)				
H50V 04	CS26	Prepare for and Maintain Equipment and Machines	6	10
H50Y 04	CS30	Coordinate the Control of Pests, Diseases and Disorders	7	10
H510 04	CS31	Prepare and Apply Pesticides	6	10
H512 04	CS34	Coordinate the Management of Planted Areas	7	18
H5Y0 04	CS37	Plan and Oversee Habitat Management Work	8	10
H514 04	CS39	Assess the Characteristics of Sites	7	11
H53S 04	TW9	Transplant Large Root-Balled Trees	6	4
H5XW 04	EnC2	Consult and Work with the Local Community	6	6
H46T 04	EnC3	Survey and Report on the Condition of the Environment	5	5
H5Y4 04	EnC29	Research and Prepare Environmental Interpretative Activities	6	8
H51C 04	D11	Lead Teams	7	4
H51D 04	E11	Communicate Information and Knowledge	7	3
H50E 04	B5	Provide Leadership for your Team	7	9
H0CC 04	MSCD5	Allocate and Check Work in Your Team	5	12
H507 04	25	Organise the Delivery of Reliable Customer Service	6	6
H508 04	26	Improve Customer Relationships	6	7
H509 04	32	Monitor and Solve Customer Service Problems	6	6
H5Y1 04	BAA152	Plan, Run and Evaluate Projects (CfA)	8	10

Additional Extras (Optional)				
SQA code	SSC code	Title	SCQF level	SCQF credits
H50G 04	C18	Assemble and Install Purpose Made Equipment and Components for Sport/Play	5	3
FT4P 04	SKAP W7	Develop and Maintain a Healthy, Safe and Secure Environment for Children	7	12

GH7X 23: Sports Turf level 3 (12 Units required)

Mandatory Units: Candidates must complete 8 Units from this group				
SQA code	SSC code	Title	SCQF level	SCQF credits
H50X 04	CS3	Promote, Monitor and Maintain Health, Safety and Security	6	11
H52J 04	H34	Estimate Resource Requirements and Programme Work	6	5
H50A 04	A1	Manage Your Own Resources	6	7
H51R 04	H10	Coordinate the Planting of Crops or Plants	7	6
H52B 04	H29	Implement Plans for the Management of Sports Turf Areas	6	14
H52E 04	H30	Plan and Set Out Sports Turf Areas	7	8
H52G 04	H32	Maintain Land Drainage Systems	6	6
H52H 04	H33	Maintain Irrigation Systems	6	6

Optional Units (Group 1): Candidates must complete 1 Unit from this group				
SQA code	SSC code	Title	SCQF level	SCQF credits
H51C 04	D11	Lead Teams	7	4
H51D 04	E11	Communicate Information and Knowledge	7	3

Optional Units (Group 2): Candidates must complete 3 Units from this group				
SQA code	SSC code	Title	SCQF level	SCQF credits
H50V 04	CS26	Prepare for and Maintain Equipment and Machines	6	10
H50Y 04	CS30	Coordinate the Control of Pests, Diseases and Disorders	7	10
H510 04	CS31	Prepare and Apply Pesticides	6	10
H46T 04	EnC3	Survey and Report on the Condition of the Environment	5	5
H53F 04	H58	Identify and Name Plants Using Their Botanical Names	6	5

Additional Units				
SQA code	SSC code	Title	SCQF level	SCQF credits
H50G 04	C18	Assemble and Install Purpose Made Equipment and Components for Sport/Play	5	3
FT4P 04	SKAP W7	Develop and Maintain a Healthy, Safe and Secure Environment for Children	7	12

GH7E 23: Parks, Garden and Green Space level 3 (12 Units required)

Mandatory Units: Candidates must complete 6 Units from this group				
SQA code	SSC code	Title	SCQF level	SCQF credits
H50X 04	CS3	Promote, Monitor and Maintain Health, Safety and Security	6	11
H52J 04	H34	Estimate Resource Requirements and Programme Work	6	5
H50A 04	A1	Manage Your Own Resources	6	7
H51R 04	H10	Coordinate the Planting of Crops or Plants	7	6
H53F 04	H58	Identify and Name Plants Using Their Botanical Names	6	5
H50Y 04	CS30	Coordinate the Control of Pests, Diseases and Disorders	7	10

Optional Units: Candidates must complete 6 Units from this group				
SQA code	SSC code	Title	SCQF level	SCQF credits
H51P 04	H1	Coordinate the Clearance and Preparation of a Site for Planting	7	11
H522 04	H2	Prepare Growing Media	6	11
H52T 04	H4	Coordinate the Collection and Storage of Propagation Materials	7	5
H53H 04	H6	Coordinate the Preparation and Establishment of Propagation Materials	6	5
H53M 04	H8	Coordinate Propagation of Plants from Seed	6	7
H51T 04	H12	Monitor and Control the Growth of Crops or Plants	7	8
H51V 04	H14	Coordinate the Provision of Water to Crops or Plants	6	6
H51W 04	H15	Coordinate the Provision of Nutrients to Crops or Plants	6	5
H51X 04	H16	Control Environmental Conditions for Protected Crops	7	10
H520 04	H18	Maintain Plant Displays	6	5
H523 04	H20	Carry Out Management of Planted Areas	6	14

Optional Units: Candidates must complete 6 Units from this group (cont)				
SQA code	SSC code	Title	SCQF level	SCQF credits
H526 04	H23	Exhume Coffins and Remains	6	11
H52B 04	H29	Implement Plans for the Management of Sports Turf Areas	7	12
H52E 04	H30	Plan and Set Out Sports Areas	7	8
H52F 04	H31	Install Land Drainage System	6	7
H52G 04	H32	Maintain Land Drainage Systems	6	6
H52H 04	H33	Maintain Irrigation Systems	6	6
H52M 04	H35	Prepare Sites for Landscape Construction and Installation	6	6
H60A 04	H36	Construct Rock Gardens	–	–
H52N 04	H37	Construct Pools and Water Features	5	9
H52R 04	H38	Maintain Pools and Water Features	5	8
H535 04	H49	Design Landscape Areas and Specify Materials and Components	6	11
H538 04	H51	Coordinate Harvesting Operations	7	8
H53A 04	H53	Coordinate Post Harvest Operations	7	6
H53C 04	H55	Coordinate the Collection of Plants for Sale or Dispatch	7	10
H53E 04	H57	Respond to Legislation Which Affects Customer's Rights	5	2
H5XY 04	CS5	Maintain and Store Records within the Workplace	6	3
H517 04	CS6	Transport Physical Resources within the Work Area	4	3
H50K 04	CS16	Construct Paths or Surfaces	5	6
H50L 04	CS17	Maintain and Repair Paths or Surfaces	5	6
H50M 04	CS18	Construct Structures	6	12
H50N 04	CS19	Maintain and Repair Structures	5	7
H50R 04	CS20	Construct Boundaries or Access Points	7	12
H50S 04	CS21	Maintain and Repair Boundaries or Access Points	5	6

Optional Units: Candidates must complete 6 Units from this group (cont)				
SQA code	SSC code	Title	SCQF level	SCQF credits
H50T 04	CS22	Coordinate the Construction and Maintenance of Landbased Site Infrastructure	7	18
H50V 04	CS26	Prepare for and Maintain Equipment and Machines	6	10
H510 04	CS31	Prepare and Apply Pesticides	6	10
H512 04	CS34	Coordinate the Management of Planted Areas	7	18
H5Y0 04	CS37	Plan and Oversee Habitat Management Work	8	10
H514 04	CS39	Assess the Characteristics of Sites	7	11
H53S 04	TW9	Transplant Large Root-Balled Trees	6	4
H5XW 04	EnC2	Consult and Work with the Local Community	6	6
H46T 04	EnC3	Survey and Report on the Condition of the Environment	5	5
H5Y4 04	EnC29	Research and Prepare Environmental Interpretative Activities	6	8
H51C 04	D11	Lead Teams	7	4
H51D 04	E11	Communicate Information and Knowledge	7	3
H50E 04	B5	Provide Leadership for your Team	7	9
H0CC 04	MSCD5	Allocate and Check Work in Your Team	5	12
H507 04	25	Organise the Delivery of Reliable Customer Service	6	6
H508 04	26	Improve Customer Relationships	6	7
H509 04	32	Monitor and Solve Customer Service Problems	6	6
H5Y1 04	BAA152	Plan, Run and Evaluate Projects (CfA)	8	10

Additional Units				
SQA code	SSC code	Title	SCQF level	SCQF credits
H50G 04	C18	Assemble and Install Purpose Made Equipment and Components for Sport/Play	5	3
FT4P 04	SKAP W7	Develop and Maintain a Healthy, Safe and Secure Environment for Children	7	12

An assessment strategy for the SVQ

As part of its review of the SVQs, the standards-setting body Lantra has developed an assessment strategy which defines a range of requirements:

- ◆ the occupational expertise of assessors and verifiers
- ◆ a definition of simulation
- ◆ definition of the workplace
- ◆ information on a model of independent assessment or external quality control

The relevant parts of the assessment strategy are published on SQA's website (www.sqa.org.uk), and both SQA and centres must comply with these requirements.

Why would people be interested in the SVQ?

People will take SVQs for a variety of reasons: to gain promotion, to prove their job competence, or for personal development. There will be other reasons too. One of the first things to do is to find out why your candidates want to do the SVQ, and to advise them of the appropriateness of the qualification. If anyone is acting as a coach or mentor to your candidates, they might help you to do this.

How do candidates begin?

Choosing the SVQ

You should make sure that candidates get guidance before starting out on an SVQ — they need advice to ensure that their existing job remit, skills, experience, and their plans for progression, are matched to the SVQ selected. It does not have to be you as the assessor, who carried out the matching process, but whoever has responsibility for this should ensure that the assessment opportunities available to the candidate are also considered.

Example

John had worked as a charge hand on a local authority nursery for two years but did not possess any formal qualifications. He wanted to gain a nationally recognised qualification which would recognise the skills he already had. The nursery manager told John about SVQs and suggested that he meet with the training organiser for the local authority to find out more about what was involved.

During the course of discussions with the training officer, it became apparent that John's experience and skills should be able to generate sufficient evidence to meet the requirements of several of the SVQ Units in Horticulture at level 2. The Units for which evidence could be generated straight away were:

- ◆ H7 Propagate Plants from Seed
- ◆ H9 Establish Crops or Plants
- ◆ H11 Maintain the Growth of Crops or Plants
- ◆ CS4 Establish and Maintain Effective Working Relationships with Others

The training organiser arranged for an assessor within the local authority training Unit to provide John with guidance on how to collect evidence and construct a portfolio to achieve the Units H7, H9, H11 and CS4.

John also had some experience in relation to two further Units, however, some planning was required in order to provide him with the opportunity to demonstrate competence in these areas. These Units were:

- ◆ CFABAAG25 Agree How to Manage and Improve Own Performance in a Business Environment
- ◆ CS2 Monitor and Maintain Health and Safety

The training organiser arranged for an assessor from a local further education college to visit John on the nursery during the year to assess him for the Units CFABAAG25 and CS2. These were assessed through a combination of observation, questioning and assessment of work products.

John had very little knowledge of preparing growing media but it was decided that this would be a useful skill for him to take and so it was agreed that the final optional Unit he would take would be:

◆ H2 Prepare Growing Media

It was agreed that training would be provided by the further education college for Unit H2, the assessment being carried out when the standard had been reached.

All the arrangements were agreed by everyone involved and then written up in an assessment plan for John.

2 Preparing to assess the SVQ

This section offers practical advice on how to begin to go about assessing you candidates for the SVQ. This advice is offered as examples of good practice — you may develop your own approaches to assessing your candidates which also work well.

Your role and your candidate's role

Assessing the SVQ will involve several stages. Both you and the candidate should be clear on your roles in the assessment process before you begin.

Your role

- ◆ ensure candidates understand what is to be assessed and how it is to be assessed
- ◆ ensure the conditions and resources required for assessment are available
- ◆ help candidates to identify and gather evidence
- ◆ observe and record candidates carrying out the activities described in the standards — records should say what has been observed, how it was carried out, and what it demonstrates
- ◆ assess products of the candidate's own work
- ◆ question candidates and record results
- ◆ help candidates to present evidence
- ◆ authenticate the evidence candidates provide
- ◆ judge evidence and make assessment decisions
- ◆ identify gaps or shortfalls in candidates' competence
- ◆ provide feedback to candidates throughout the assessment process
- ◆ record achievement

Candidates' role

- ◆ prepare for assessment — become familiar with the standards, what is to be assessed and how it is to be assessed
- ◆ help to identify sources of evidence and how these could be assessed
- ◆ carry out activities, and/or produce products of own work, and/or answer questions
- ◆ gather and present evidence
- ◆ receive and act on feedback from the assessor

Planning

In planning for assessment, you will find it helpful to meet with your candidate and plan what is to be assessed, in what way, and when and where the assessment is to take place. This discussion can be confirmed in the form of an agreed assessment plan between you and your candidate.

You should treat assessment plans as working documents — they can be updated and changed as you review progress with your candidate.

As you are planning assessment, don't forget to make the most of opportunities to *integrate* assessment. This means planning to assess an activity which draws on the contents of different Units or Elements. It can be a practical and cost-effective way of assessing your candidate's competence.

If you are a new assessor working towards your A/V Units (the national standards in assessment and verification) you will need copies of completed assessment plans as part of your evidence.

To help you plan for assessment, we have produced an assessment plan which covers Unit(s) H3 *Collect and Store Propagation Materials* and H2 *Prepare Growing Media*. You will notice that we have included spaces to enter dates when the assessment plan has been reviewed. Any gaps identified during these reviews should be discussed with your candidates and noted for action in the assessment plan.

Assessment plan

Units: H3 Collect and Store Propagation Material					
Elements: All					
Activities	Performance Criteria	Method of assessment/Sources of evidence	Date of assessment	Evidence already available	Links to other Units (PCs and range)
<p>Collect and prepare cuttings and place in a rooting environment. Prepare the rooting media for the cuttings.</p>					
<p>Deciduous shrubs are to be propagated from softwood cuttings in the summer. Propagation material will be collected from the correct stock plants, according to the propagation list, and handled and labelled correctly. Materials for the required rooting material will be gathered and the correct mix prepared and stored for use with the cuttings. The cuttings will be prepared correctly depending on the plants being propagated and following the instruction of the nursery manager. Handling will ensure damage is kept to a minimum and stress on the cuttings is kept to a minimum. The candidate will organise the work area correctly and work with regard to health and safety requirements.</p>	<p>H3 PC 1–8</p> <p>H3 PC 1–9 H3 PC 1–9 H3 PC 2</p> <p>H3 PC 1–8 H3 PC 4</p> <p>H3 PC 1, 3, 5–8</p>	<p>Observation checklist to be completed while each stage of operation is carried out. Oral questions to test knowledge at each stage to be asked during the operation. Access to records to check that these are correctly completed.</p>	<p>1/12/02</p>	<p>Two propagation methods are required for this Unit. Evidence has already been obtained that the trainee can propagate plants by grafting.</p>	<p>CS2 Monitor and Maintain Health and Safety. PC1, 5, 7, 8, 10,</p>

<p>Propagation records will be correctly completed.</p> <p>Once prepared the cuttings will be inserted into the media in the correct container.</p> <p>The filled propagation containers will then be watered in and placed into the required propagation environment.</p>		<p>Witness statement by supervisor that work is completed to the standard required by nursery.</p>			
<p>Questioning for knowledge and understanding not apparent from performance to be identified from 2nd review.</p>					

Assessor's signature: *B Singh*

1st review due: 15/12/09

Candidate's signature: *John McEwan*

2nd review due: 15/01/10

Date of agreement: 28/11/09

Date of completion:

Selecting methods of assessment

The methods of assessment you use should be valid, reliable and practicable.

- ◆ by *valid* we mean that the assessment method should be appropriate to the standards
- ◆ by *reliable* we mean that the assessment method should ensure consistent results when used with different candidates, different assessors and on different occasions
- ◆ by *practicable* we mean that the method ensures that the assessment makes best use of available resources, equipment and time

Before you assess a candidate, you must make sure that the methods of assessment you have chosen to use, along with any assessment materials (such as questions and sample answers) have been agreed within your centre through its system of internal quality assurance. This system is often called *internal verification* — its purpose is to help to ensure that assessment methods are valid, reliable and practicable.

There are both benefits and challenges when you are assessing SVQs in the workplace, or in conditions in the workplace. When you select methods of assessment, you should try to offer the candidate the benefits of workplace assessment and minimise any potential difficulties.

The benefits might be:

- ◆ familiarity between candidate and assessor, assessment progresses at candidate's own pace of learning, candidate is familiar with work environment, candidate is familiar with specific equipment to be used

The challenges might be:

- ◆ familiarity between candidate and assessor, confidentiality, pressure of work, meeting needs of customers, not all aspects of Unit may be covered by specific workplace tasks

Example

You might agree with a candidate working as a plant propagator, who has to demonstrate how to prepare, grade and pot on a batch of rooted cuttings to the required quality and at an acceptable work rate, that this will be assessed by **observation** as and when suitable material is available. If you are an assessor who is working alongside the candidate, you should be well placed to observe the candidate's performance, perhaps using a prepared checklist, and to question the candidate orally about how the rooted cuttings were graded and potted on afterwards.

Methods of assessment

Assessment may involve a range of assessment methods. For SVQs, some of the most commonly used methods are observation, product evidence, and questioning.

Observation

Observation by an assessor is considered to be the most valid and reliable method of assessment. It can be organised in a variety of ways:

- ◆ working alongside the candidate
- ◆ arranging to visit when naturally-occurring activities are carried out by the candidate
- ◆ arranging for activities to take place

Observation by the assessor can often be supplemented by other types of assessment methods such as questioning. For example, it may be appropriate to ask oral questions of candidates as they carry out naturally-occurring activities.

Examples of occasions where observation could be used are:

- ◆ whilst collecting and preparing a batch of plants for dispatch
- ◆ whilst monitoring the environmental conditions in a glasshouse

Product evidence

As candidates work towards achieving the SVQ, they will produce evidence in the form of products of their work. The nature of this evidence can vary widely depending on what the candidate's job entails, but examples of product evidence include:

- ◆ a batch of cuttings has been correctly prepared and potted by the candidate and the stock records have been correctly completed
- ◆ plants have been collected for dispatch, and are correct with regard to species, numbers and quality

Questioning

Candidates have to show that they can meet the knowledge specifications for the SVQs. For these SVQs, knowledge and understanding is specified for each Unit. Much of a candidate's knowledge and understanding will be apparent from what they do or produce as part of their work, but this will not always be the case, and questioning can be a useful way of confirming what candidates know and understand.

Questions can be asked in a variety of forms, such as oral questions, short answer written questions and multiple choice.

You should be careful that the method of questioning does not go beyond the competence required for the SVQ and become a barrier to fair assessment. For example, some candidates will feel more comfortable with oral questions than written.

Questioning may be used for the SVQs where the candidate is required to show knowledge of why a practical task is being undertaken. It can also be used where knowledge of other techniques related to the task is required but those techniques are not being used. For example, for Unit H3.3, PC (h), you might ask:

Q: How do you maintain good hygiene throughout the propagation process?

A: Healthy propagation material is selected for cuttings, clean equipment and new media are always used, dropped leaves or dead plant material is removed from the propagation area and cuttings are removed from the propagation area as soon as they are rooted.

Then, for PC (a), you might ask:

Q: H3 (a) What rooting media are used on the nursery for cuttings?

A: Two basic mixes are used. In summer a mix of 75% peat and 25% fine pine bark is used. In winter the bark is increased to 50% to improve aeration. Controlled-release fertiliser is added for most plants, a 12 month CRF at 1kg/m³. This is omitted for cuttings of sensitive plants like heathers.

Other methods of assessment

These methods, like questioning, are often used for authentication. See Section 3 for more about authenticating candidates' evidence.

Personal statements

You might sometimes find it helpful to ask a candidate to give an account of why they did an activity in a certain way or how they produced a product of their work. This is often referred to as a *personal statement*. You should take care to ensure that by asking candidates to produce such statements, you are not asking them to demonstrate competence beyond what is required by the standards. You should also be selective in the use of personal statements, and make sure they have not been produced as a substitute to a more valid, reliable and practical method of assessment.

An example of this may be for the candidate to give a statement about how they carry out the preparation of nodal tip cuttings (see the personal statement on page 39).

Witness testimony

For practical reasons, you may not be able to observe all the activities carried out by your candidates, but might feel that other people may be able to provide a statement on what your candidates have been doing or producing as part of their work. Statements of this kind are called *witness testimony*, and are often used to support other evidence produced by candidates. If witness testimony is used, you should, ideally, identify witnesses and opportunities for using their testimony as part of assessment planning.

You should bear in mind that the weight of the evidence will vary, depending on the knowledge and expertise of the person providing the witness testimony. You will have to take these factors into account as you make your judgement.

Strongest



Someone with considerable occupational expertise in the candidate's area of work and who is familiar with the standards. This person may also be an assessor or internal verifier qualified with the A/V Units or 'D-Units'.

Someone with considerable occupational expertise in the candidate's area of work and who is familiar with the standards.

Someone with considerable occupational expertise in the candidate's area of work, but with no knowledge of the standards.

Someone who may be a colleague of the candidate, but with no knowledge of the standards.

Weakest

Someone with no or little knowledge of the candidate's work or no knowledge of the standards.

Witness testimony is unlikely to be sufficient in itself for a decision about the candidate's competence, and would normally be supplemented by questioning candidates.

An example of this may be for the candidate's supervisor to give a statement about how the candidate carries out the preparation of cuttings (see the completed witness testimony form on page 42).

Simulation

Simulation is any structured assessment exercise involving a specific task which reproduces real-life situations.

On some occasions, it may not be practical to assess a candidate in real work. Examples might be where the standards require candidates to carry out emergency or contingency procedures, or where client confidentiality is an issue, or where a candidate's job role does not cover all aspects of the qualification.

Lantra has defined what it regards as simulation, and has specified in the standards when simulation is and is not acceptable. The standards also state when candidates must demonstrate competence in the workplace.

For more details on simulation and what constitutes performance in the workplace, look at the assessment strategy on SQA's website: **www.sqa.org.uk**.

Examples of areas where simulation would be acceptable are:

- ◆ Unit CS2 Monitor and Maintain Health and Safety, where the candidate has to show that they can deal with accidents which cause personal injury. A simulation may deal with a cut from a knife or secateurs, for example.

A simulation could be used where the candidate has to take an order from a customer by telephone, write out the order and pass on instructions to a colleague as to the quality to be selected and where the plants are to be found.

Other sources of evidence

Other sources of evidence can be previous experience or learning, case studies or assignments.

SQA's *Guide to Assessment* (see section 5) has more advice on methods of assessment and how to ensure that your assessment is valid, reliable and practicable.

3 Generating evidence

The methods of assessment you use should generate sufficient evidence to demonstrate the candidate's competence.

We described earlier the circumstances in which you might choose to use different methods of assessment. Starting on the next page, this section gives you examples of forms which you can use to record and present evidence of:

- ◆ observation (by the assessor)
- ◆ questions and candidate responses
- ◆ personal statement (produced by the candidate)
- ◆ witness testimony

There are blank forms which you can copy and use in assessment in Appendix 1.

Observation

For observation, note that the form asks you to record the skills and activities observed. This helps you to make a judgement on how the activity was carried out and what it demonstrates.

Observation record

Unit/Element(s): H3 Collect and Store Propagation Material

Candidate: John McEwan

Date of observation: 01/11/09

Evidence index number: 1 and 2

Skills/activities observed:	PCs covered:
<p>Preparation of soft wood leafy cuttings. The propagation area was correctly prepared; bench cleaned, disposable knife selected for cutting preparation and a new blade was selected for use to ensure it was clean and sharp. Fresh rooting media was placed into clean trays, fresh liquid rooting hormone of the correct strength obtained and cutting material kept on wet hessian in open trays to keep moist and cool. The cuttings were prepared using the knife in the correct safe manner, cuttings selected and prepared according to instructions of supervisor; healthy lateral, vegetative shoots, preparing ten centimetres nodal tip cuttings, removing one third leaves and dipping in hormone for five seconds. Cuttings were prepared individually to reduce physical damage and heating in the hand. Trays of completed cuttings were correctly labelled. At all times the trainee worked according to the requirements of the risk assessment prepared. All suitable cutting material was removed from the plant material. Organic waste was kept separate from plastics and removed for composting. The propagation record book was completed as required with regard to species, number of cuttings, cutting method used and media used.</p>	<p>H3 PC 1–8.</p> <p>Note: This assessment has to be repeated for one other type of propagation to complete Unit H3.</p>

Knowledge and understanding apparent from this observation:

72.2 a, c

(a) the maintenance, preparation and safe use of equipment

(c) instructions for preparing propagation material

Other Units/Elements to which this evidence may contribute:

Element CS2, Monitor and Maintain Health and Safety, evidence for PC 5, The Use of Equipment and Materials in Accordance with Manufacturers' Instructions and any Organisational Training and PC 7, Dispose of Waste Safely and Correctly. It may also be possible to cover aspects of risk assessment. It may be possible to include assessment of CU74, Prepare Growing Media, if the rooting media is prepared on the nursery.

Assessor's comments and feedback to candidate:

I can confirm the candidate's performance was satisfactory.

Assessor's signature: *B Singh*

Date: *01/11/09*

Candidate's signature: *John McEwan*

Date: *01/11/09*

Questions and candidate responses

This form can be used to record any questions you might ask the candidate to establish what they know and understand. You should note the candidate's responses on this form too.

Note that there is a space near the top of the form for you to record when, where, how and why you asked the questions.

Where you want to give the candidate written questions, this form could also be used.

Record of questions and candidate's answers

Unit: H3 Collect and Store Propagation Material
Evidence index number:
Circumstances of assessment: The assessment took place in the potting shed when batches of softwood cuttings were being graded, prepared and placed into rooting media. The equipment being used was a disposable knife. The questions asked were to show a knowledge and understanding of the tasks being undertaken during propagation.
List of questions and candidate's responses: Q: (b) Why do you handle cuttings individually and with care? A: To avoid damaging the stems and leaves, to avoid increasing risk of disease and they are handled individually for as short a time as possible to prevent them heating up and losing water. Q: (d) Can you tell me two types of cutting and two types of division that can be used? A: Softwood, leafy, nodal tip cuttings or single node leaf bud cuttings. Herbaceous perennials can be divided by splitting. Bulbs can be divided by removing the new bulbs from the parent. Q: (e) Can you tell me two types of budding and two types of grafting? A: Budding can be chip or T-budding. Grafting could be whip and tongue or side-veneer graft. Q: (f) Can you give me three reasons why vegetative methods are used to propagate plants? A: Vegetative propagation maintains a clone, that is all the propagated plants are identical to the parent plant. Not all plants produce viable seeds and therefore vegetative means need to be used for, for example, bananas. Unusual forms of plants can be produced, for example, grafted standard roses. Q: (g) What two treatments can be applied to a basic nodal cutting to help rooting? A: You could lightly wound the side of the cutting to help improve root quality and apply a rooting hormone to the base of the cutting to help stimulate rooting. Q: (h) What are your responsibilities under health and safety legislation? A: I have to ensure that I follow the correct working practices using the risk assessment to identify hazards. It is especially important to handle the knife correctly to reduce the hazard to myself and others. I must also ensure that I keep my work station tidy so that I do not create hazards for others.

Q: (i) Why is good hygiene needed throughout the propagating process?

A: To reduce the possibility of disease entering and causing the cutting to fail to root.

Q: (j) Why is it important to complete records correctly?

A: To ensure that the correct species and number of plants are propagated and to have a record for future propagation to be followed if method is successful or changes made if rooting is unsuccessful.

Assessor's signature: *B Singh*

Date: *01/11/09*

Candidate's signature: *John McEwan*

Date: *01/11/09*

Candidate's personal statement

If a personal statement is being used as evidence, it should be completed by the candidate. The statement should record what they did, how and why they chose to carry out an activity or produce work in a certain way. Where other people may have been present during an activity and they may be able to provide witness testimony, the candidate should record how the statement links to other evidence in the column provided.

Personal statement

Date	Evidence index number	Details of statement	Links to other evidence (enter numbers)	Unit, Elements, PCs, Performance statements, scope covered
	4	<p>I prepared a batch of nodal tip cuttings of <i>Potentilla</i> cultivars as directed by my supervisor. The plant material had been collected from stock plants and was being kept on wet hessian in an open-sided tray which keeps the cutting material cool and prevents water loss. I got clean modular trays from the store and the rooting media of peat and perlite that is stored in bags. The rooting hormone at the dilution rate specified by my supervisor was obtained from the store and I made sure that my disposable knife had a clean sharp blade.</p> <p>I selected lateral, non-flowering shoots from the plant material. These were free from signs of damage and had three — four nodes. I prepared a nodal tip cutting, removing the bottom leaves and also the growing tip. I dipped it for five seconds in the liquid hormone and then inserted it into the rooting media. I did the cuttings individually, handling them with care to avoid damage and heating up. I repeated this, grading all the cuttings to a consistent size.</p> <p>I ensured that the work bench was set up efficiently and that I did not create any hazards for myself or others by not leaving materials lying loose on the floor and protecting the knife blade when not in use. The trays were labelled when filled.</p>	This supports the knowledge and understanding for the observation assessment for Unit H3.	H3 PC 1–8

Date	Evidence index number	Details of statement	Links to other evidence (enter numbers)	Unit, Elements, PCs, Performance statements, scope covered
		<p>At the end of each cultivar I filled in the propagation book with the number of cuttings and propagation methods used. All organic waste material was separated for composting and plastics were placed in the skip.</p>		

Signed (candidate): *John McEwan*

Date: *01/11/09*

Witness testimony

Remember when you begin to use witness testimony that it must be capable of being authenticated — even if the testimony itself is being used to authenticate a candidate's claim to competence.

To make sure the witness testimony is genuine, you must ensure that you have a record of who is acting as a witness, their relationship to the candidate (eg supervisor, client) address, telephone number and the date. There are spaces for this information in the form.

Filling the gaps

There may come a time when your candidate has provided evidence for most of the Unit (or SVQ), but there are some gaps. For example, you may find that certain situations, such as handling contingencies, have not arisen during assessment. Often these will relate to dealing with health and safety issues, or unexpected problems with workflow like delays in receiving information from another part of the organisation.

In these SVQs, such gaps are likely to occur in parts of Unit CS2 Monitor and Maintain Health and Safety. Other optional Units may have sections that pose problems, for example in H3 Collect and Store Propagation Material, a second method of vegetative propagation may not always be commonly used on a nursery.

You may be able to overcome these by using simulation, where permissible, to generate evidence, or by carrying out practical tasks not undertaken at the place of work at another nursery or at college facilities. A simulated accident or a role-play exercise for taking an order on the telephone, writing it out and passing it to the despatch department could be organised for example. If only one method of vegetative propagation were used on a nursery, instruction and assessment in a second could be organised at another nursery or at a local college.

Guidance and support to candidates

At all times during the assessment process — from planning through to making your assessment decision — feedback should be on-going, clear and constructive. Feedback should be given against the national standards by relating it to the evidence provided, including the knowledge specifications.

Where there are any shortfalls in a candidate's competence, you should discuss these with your candidate and make plans for re-assessment.

Judging candidate evidence and making an assessment decision

In judging candidate evidence, you must be satisfied that your candidates can work consistently to the required standard, and that the evidence they have produced is their own. You must consider whether your candidate understands and applies the knowledge evidence and how this links to performance evidence.

Evidence must:

- ◆ be relevant to the SVQ
- ◆ be authentic
- ◆ show current competence
- ◆ be sufficient to help you form a decision about the candidate's competence

Insufficient evidence

You have to judge whether the candidate has produced enough evidence required by the standards for you to reach a decision about their evidence.

Where there is insufficient evidence, you should say this to your candidate. You should tell them that it is not that they are not yet competent — there is simply not enough evidence on which to make a decision.

In this situation, your feedback to your candidates must help them produce more evidence and/or plan for further assessment.

Authenticating candidates' evidence

Authentication is required where you have not observed candidates' performance at first hand.

You can check whether a candidate has produced evidence which they claim shows their competence by questioning them or, if this is appropriate, asking them to produce a personal statement, using witness testimony, or seeking peer reports from other colleagues of the candidate.

Example

A day could be organised on another nursery to learn how to propagate plants by grafting. It may not be possible to organise an assessor to attend this day. A witness testimony by the instructor, and a personal statement of how the technique was carried out and why, could be produced to authenticate that this second method of vegetative propagation has been carried out correctly.

4 Recording achievement

You should retain all evidence — clearly referenced — for internal and external verification.

The candidate's evidence is normally kept in a file, often called a *portfolio*. These documents help you and your candidates to collect, present and cross-reference the evidence to the national standards. They are also a means of recording your assessment decisions, and they tell an External Verifier what stage a candidate has reached in achieving the SVQ.

There are a few SVQs where you are strongly recommended to use the nationally-devised recording documents. Should you choose to use your own material, this has to be approved by us or by the awarding partner (where this is a requirement). For all other SVQs, you can use your own recording documents so long as they meet with our quality assurance requirements.

Recording documents do not need to be paper-based — it is possible to use an electronic format for collecting and structuring the evidence. Whatever format you and your candidates choose to use, the documents must show what evidence was generated, the assessment decisions you made, how the evidence meets the standards, and where the evidence can be located. You should avoid photocopying items simply to put them in a portfolio — a clear explanation of where the evidence can be found (for example, in a filing cabinet) may be sufficient for the External Verifier to follow it up and include it in the visit.

There are various reasons why record-keeping is so important:

- ◆ it provides a way of tracking a candidate's progress in achieving an SVQ
- ◆ it helps candidates to make claims for certification of their competence
- ◆ internal verifiers and External Verifiers use the records to sample assessment decisions
- ◆ it helps us to monitor the quality assurance of our qualifications

If your candidates' evidence is incomplete, or cannot be located, or if there is inaccurate cross-referencing to the standards, there is a risk that an internal verifier or External Verifier will be unable to confirm your assessment decisions.

To help you and your candidate present evidence and record your assessment decision, we have provided examples of the forms which you and your candidate might use to compile the portfolio.

- ◆ completing the unit progress record
- ◆ using the evidence index
- ◆ completing the element achievement record

These forms are also used in SQA's portfolio.

Completing the Unit progress record

You should complete this form each time your candidate achieves a Unit from the SVQ by adding your signature and the date next to the relevant Unit.

At this stage, candidates should make sure they have completed the recording documents correctly and that their evidence can be easily located. Only then should they circle the relevant Unit number at the top of the form. This enables both of you to see at a glance what stage the candidate is at in their SVQ.

Unit progress record

Qualification and level: Horticulture level 2

Candidate: John McEwan

To achieve the whole qualification, you must prove competence in two **mandatory** Units and seven **optional** Units.

Unit checklist

Mandatory	CU2	CU5							
Optional		CU72	H7	CU74	H9	H54			

Mandatory Units achieved

Unit Number	Title	Assessor's Signature	Date
CU2	Monitor and Maintain Health and Safety	<i>B Singh</i>	01/10/09
CU5	Develop Personal Performance and Maintain Working Relationships	<i>B Singh</i>	01/10/09

Optional Units achieved

H7	Propagate Plants from Seed	<i>B Singh</i>	15/10/09
H9	Establish Crops or Plants	<i>B Singh</i>	15/10/09
H54	Identify, Collect and Prepare Plants for Sale Or Dispatch	<i>B Singh</i>	15/10/09

Using the index of evidence

The purpose of the index of evidence is to help you locate and work through the candidate's evidence. It should give you a summary of what evidence the candidate has collected, and where (eg in a portfolio) it can be found.

The index of evidence should be completed by entering:

- ◆ the index number for each piece of evidence
- ◆ a description of each piece of evidence
- ◆ the place or location where it can be found
- ◆ the initials of the internal verifier and the date (if they have sampled the candidate's evidence)

Ideally, it should be candidates themselves (with your support and encouragement) who complete the index.

You must make sure that the information in the evidence index is accurate when your candidates' portfolios are presented for assessment and verification — particularly the information about where the evidence can be located. This is important because we suggest that anything which has been produced as day-to-day work is kept in its normal location, but anything which has been produced through assessment for the SVQ, eg observation checklists, is filed in the candidate's portfolio. In this way, your candidate can avoid having to photocopy work products just for the sake of including them in a portfolio. It also means that evidence produced as a result of assessment is kept safely in a central file.

If the index of evidence is not completed with an accurate description and location of the evidence, there is a risk that an internal verifier or External Verifier might be unable to confirm your assessment decisions.

Index of evidence

SVQ title and level:

Evidence number	Description of evidence	Included in portfolio (Yes/No) If no, state location	Sampled by the IV (initials and date)
1	Observation evidence	Yes	1
2	Observation evidence, propagation record book	No, in nursery office	2
3	Record of questions and candidate's answers	Yes	3
4	Personal statement	Yes	4
5	Witness testimony	Yes	5

Completing the Element achievement record

To help you and your candidates cross-reference the evidence to the standards of the SVQs, we have provided records similar to those produced in the SQA portfolio. Use one record for each Element. The grids should be completed by:

- ◆ entering the evidence index number in the first column
- ◆ giving a brief description of the evidence in the second
- ◆ ticking the relevant boxes for the Performance Criteria (or statements of competence as they are sometimes known)
- ◆ entering the areas of knowledge and understanding the piece of evidence covers

If integrated assessment is used (linking PCs or Elements across different Units) the evidence should be cross-referenced back to the relevant Units.

We have provided a completed example to show how to use the record.

Element achievement record

Unit: H3 Collect and Store Propagation Material

Element: H3.1 'Prepare Propagation Material'

Evidence index no	Description of evidence	What you must be able to do								What you must know and understand																	
		1	2	3	4	5	6	7	8	a	b	c	d	e	f	g	h	i	j	k	l						
1	Observation record, task being completed	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓															
2	Observation record, records completed	✓																	✓	✓	✓						
3	Record of questions and candidate's answers	✓									✓		✓	✓	✓	✓	✓	✓									

Unit: H3 Collect and Store Propagation Material

Element: H3.1 'Prepare Propagation Material'

Notes/Comments

The candidate has satisfied the assessor and internal verifier that the performance evidence has been met.

Candidate: *John McEwan*

Date: *01/12/09*

Assessor: *B Singh*

Date: *01/12/09*

Internal verifier: *R Jackson*

Date: *01/12/09*

5 Further information

What else should I read?

The publications listed here provide additional information on how to implement SVQs. Details of these and other SQA publications are available on our website at www.sqa.org.uk on the 'Publications, Sales and Downloads' section. They can be ordered from SQA's Business Development and Customer Support Team — telephone 0303 333 0330. Please note that there may be a charge for some of these publications.

Assessor/Verifier Units: assessment guidance

External Verification: A Guide for Centres

Guide to Assessment

Introduction to Assessment Arrangements for Schools and Colleges

SQA's Quality Framework: a guide for centres

Operational Help Centre

The Operational Guide for Centres has been replaced by the online Operational Help Centre on www.sqa.org.uk

Appendix 1: Blank recording forms

Unit:

Element:

Notes/Comments

The candidate has satisfied the assessor and internal verifier that the performance evidence has been met.

Candidate:

Date:

Assessor:

Date:

Internal verifier:

Date:

Assessment plan

Units: Elements:					
Activities	PCs	Method of assessment/Sources of evidence	Date of assessment	Evidence already available	Links to other Units (PCs and range)
Questioning for knowledge and understanding not apparent from performance to be identified from 2nd review					

Assessor's signature:

1st review due:

Candidate's signature:

2nd review due:

Date of agreement:

Date of completion:

Personal statement

Date	Evidence index number	Details of statement	Links to other evidence (enter numbers)	Unit, Elements, PCs covered

Signed by candidate:

Date:

Observation record

Unit/Element(s):

Candidate:

Date of
observation:

Evidence index number:

Skills/activities observed:	PCs covered:

Knowledge and understanding apparent from this observation:

Other Units/Elements to which this evidence may contribute:

Assessor's comments and feedback to candidate:

I can confirm the candidate's performance was satisfactory.

**Assessor's
signature:**

Date:

**Candidate's
signature:**

Date:

Record of questions and candidate's answers

Unit:	Element(s):
Evidence index number:	
Circumstances of assessment:	
List of questions and candidate's responses:	
Assessor's signature:	Date:
Candidate's signature:	Date: