



## Assessing and final interview

As a workplace trainer, it's important to assess your student honestly and clearly. This helps the student to develop well. Assess based on facts and clear criteria, such as learning goals and skills.



*Assess honestly, give clear feedback and help the student grow.*



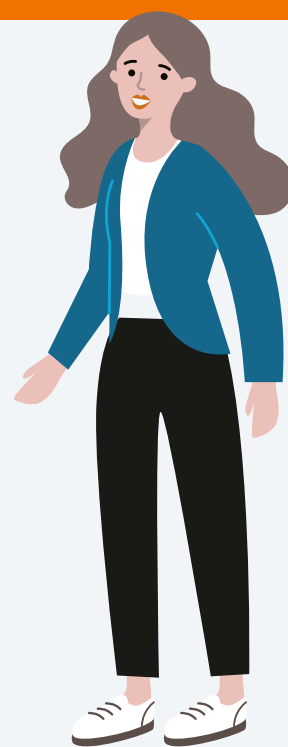
Use agreed criteria and give clear examples. Write down what you see and stay honest. Give feedback regularly and work together on points to improve. This makes the student feel safe and motivated. At the end of the work placement, look back together. In a final interview, discuss not only the student's performance but also the cooperation and learning process. Ask how the student experienced the work placement.

## What works

- Assess based on facts and learning goals, not feelings.
- Be clear and concrete about what goes well and what does not.
- Always explain why you give a certain grade.
- Give feedback regularly and discuss it together.
- Take the student's level and progress into account.
- Help if something is still difficult.

## What doesn't work

- Assessing based on personal preference.
- Comparing students with each other or with yourself.
- Not explaining why something went well or wrong.
- Giving feedback only once or not at all.
- Awarding a pass based solely on effort.



### More training and tools

SBB supports workplace trainers in guiding students with different training courses and tools. Discover our full range at [s-bb.nl](https://s-bb.nl) or contact your work placement advisor.