Environmental Practitioner Degree Apprenticeship Assessment

Assessment of Apprentice Behaviours - Progress Pack

ST0778 | Employer Support

Purpose of this pack

From 2026, apprenticeship assessment reforms place responsibility for verifying apprentice behaviours for this apprenticeship (ST0778) with the employer. This guide has been developed to support employers in carrying out this responsibility consistently and effectively.

It provides practical guidance on observing workplace behaviours and highlights how the Environmental Practitioner (ST0778) behaviours align with the competences required for Registered Environmental Practitioner (REnvP) professional registration.

This pack offers a practical record for employers to observe, discuss and monitor an apprentice's workplace behaviours throughout the apprenticeship, and to support the final employer declaration. This will support a more seamless route to REnvP registration on completion of the apprenticeship, where the apprenticeship certificate can serve as evidence in meeting academic, experience and competency requirements.

Apprentice name	Click or type here
Employer / organisation	Click or type here
Line manager / verifier	Click or type here
Training provider / university	Click or type here
Apprenticeship start date	DD / MM / YYYY
Expected completion date	DD / MM / YYYY
Pack last updated	DD / MM / YYYY

Use this pack as a live record. Add brief, specific examples at regular reviews rather than completing it only at the end.

1. Quick guide for employers

Your role

To verify apprentice behaviours you have observed in the workplace. You are not being asked to assess technical competence, reinterpret the apprenticeship standard, or duplicate a professional registration assessment.

It is the employer's responsibility to report their verification of apprentice behaviours to the organisation requesting the apprenticeship completion certificate, in this case, the university awarding the degree qualification. Assessment organisations and training providers are not required to assess or grade behaviours or quality assure employer judgements.

A simple four-step approach you can use

Step	Focus	What to consider
1	**Understand the apprentices' role**	Consider the apprentice's responsibilities, working environment and level of responsibility.
2	**Record examples**	Note what you have directly observed in tasks, situations or challenges.
3	**Review performance**	Consider independence, judgement, consistency and when support is sought.
4	**Confirm impact**	Record the difference the behaviour made to quality, teamwork, safety, trust or delivery.

Progress rating

1 Not yet demonstrated	2 Developing	3 Consistently demonstrated
There is not yet enough evidence, or the behaviour is not consistently at the expected level	The behaviour is being shown, but further practice, consistency or support is needed	The behaviour is regularly shown at an appropriate level for the apprentice's role

Good evidence is...

- **specific**: it says what the apprentice did
- **observed**: it is based on workplace experience
- **proportionate**: it reflects the apprentice's role and responsibility
- **ongoing**: it shows a pattern over time, not only one example
- **useful**: it supports feedback and a clear next step

Suggested review points

Use induction or onboarding to introduce the behaviours, then revisit the pack through regular progress reviews through the tripartite relationship between the employer, apprentice and training provider. These conversations may take place through a combination of employer-apprentice, employer-provider and apprentice-provider meetings, rather than always involving all parties together.

2. Progress dashboard

Use this page to see progress across all seven behaviours. Update the rating after each review and add the next action or evidence needed.

Behaviour	Summary	Current rating	Last reviewed	Next action / evidence needed	Target review
1	Demonstrate a professional commitment to protect and enhance the built or natural environment	1 / 2 / 3	DD/MM/YY	Type here	DD/MM/YY
2	Demonstrate self-awareness of knowledge and skills, and only undertake work which they are competent to do	1 / 2 / 3	DD/MM/YY	Type here	DD/MM/YY
3	Demonstrate integrity and a personal commitment to environmental, health, safety, and welfare, equality and diversity, organisational, professional and ethical standards (including data protection, client confidentiality, anti-bribery and corruption) recognising obligations to society and the profession.	1 / 2 / 3	DD/MM/YY	Type here	DD/MM/YY
4	Work effectively and independently, through time-management, prioritisation, organisation, and delegation whilst being aware of the needs of others.	1 / 2 / 3	DD/MM/YY	Type here	DD/MM/YY
5	Have an open-minded and critical approach to work and achieving outcomes.	1 / 2 / 3	DD/MM/YY	Type here	DD/MM/YY
6	Have an active and positive attitude to collaborative working, engaging others and understanding the benefit that diversity can bring, demonstrating confidence and flexibility in dealing with new and changing situations.	1 / 2 / 3	DD/MM/YY	Type here	DD/MM/YY
7	Demonstrate personal effectiveness by taking responsibility for professional development, for example, by demonstrating a commitment to learning and development, identifying appropriate continuing professional development necessary to maintain and enhance knowledge and competence as an environmental professional.	1 / 2 / 3	DD/MM/YY	Type here	DD/MM/YY

Behaviour 1: Professional commitment to the environment

What the standard requires

Demonstrate a professional commitment to protect and enhance the built or natural environment

What this might look like at work

- Considers environmental outcomes when completing work
- Raises opportunities to prevent harm or improve environmental performance
- Explains why environmental protection or enhancement matters

These are prompts, not a checklist. Employers should use examples that are relevant to the apprentice's actual role.

Date	Workplace example observed	Consistency / impact	Rating 1-3	Feedback and next step
DD/MM/YY	Click or type here	Click or type here	1 / 2 / 3	Click or type here
DD/MM/YY	Click or type here	Click or type here	1 / 2 / 3	Click or type here
DD/MM/YY	Click or type here	Click or type here	1 / 2 / 3	Click or type here

Review summary

Current rating	1 / 2 / 3
Evidence supports this rating because...	Click or type here
Support or opportunity needed next	Click or type here
Next review date	DD / MM / YYYY
REnvP connection	D - Professional commitment and standards

Behaviour 2: Works within their competence

What the standard requires

Demonstrate self-awareness of knowledge and skills, and only undertake work which they are competent to do

What this might look like at work

- Recognises the limits of their own knowledge and experience
- Asks for advice or supervision at the right time
- Uses feedback to improve the quality of their work

These are prompts, not a checklist. Employers should use examples that are relevant to the apprentice's actual role.

Date	Workplace example observed	Consistency / impact	Rating 1-3	Feedback and next step
DD/MM/YY	Click or type here	Click or type here	1 / 2 / 3	Click or type here
DD/MM/YY	Click or type here	Click or type here	1 / 2 / 3	Click or type here
DD/MM/YY	Click or type here	Click or type here	1 / 2 / 3	Click or type here

Review summary

Current rating	1 / 2 / 3
Evidence supports this rating because...	Click or type here
Support or opportunity needed next	Click or type here
Next review date	DD / MM / YYYY
REnvP connection	B - Sustainable environmental management

Behaviour 3: Integrity, ethics and responsible practice

What the standard requires

Demonstrate integrity and a personal commitment to environmental, health, safety, and welfare, equality and diversity, organisational, professional and ethical standards (including data protection, client confidentiality, anti-bribery and corruption) recognising obligations to society and the profession.

What this might look like at work

- Follows relevant procedures, codes and confidentiality requirements
- Raises concerns appropriately and handles information responsibly
- Considers obligations to colleagues, clients, society and the profession

These are prompts, not a checklist. Employers should use examples that are relevant to the apprentice's actual role.

Date	Workplace example observed	Consistency / impact	Rating 1-3	Feedback and next step
DD/MM/YY	Click or type here	Click or type here	1 / 2 / 3	Click or type here
DD/MM/YY	Click or type here	Click or type here	1 / 2 / 3	Click or type here
DD/MM/YY	Click or type here	Click or type here	1 / 2 / 3	Click or type here

Review summary

Current rating	1 / 2 / 3
Evidence supports this rating because...	Click or type here
Support or opportunity needed next	Click or type here
Next review date	DD / MM / YYYY
REnvP connection	B and D - Management, ethics and professional standards

Behaviour 4: Effective and independent working

What the standard requires

Work effectively and independently, through time-management, prioritisation, organisation, and delegation whilst being aware of the needs of others.

What this might look like at work

- Plans and prioritises work realistically
- Takes ownership while keeping others informed
- Delegates or seeks help appropriately and meets agreed commitments

These are prompts, not a checklist. Employers should use examples that are relevant to the apprentice's actual role.

Date	Workplace example observed	Consistency / impact	Rating 1-3	Feedback and next step
DD/MM/YY	Click or type here	Click or type here	1 / 2 / 3	Click or type here
DD/MM/YY	Click or type here	Click or type here	1 / 2 / 3	Click or type here
DD/MM/YY	Click or type here	Click or type here	1 / 2 / 3	Click or type here

Review summary

Current rating	1 / 2 / 3
Evidence supports this rating because...	Click or type here
Support or opportunity needed next	Click or type here
Next review date	DD / MM / YYYY
REnvP connection	B - Leadership and management

Behaviour 5: Open-minded and critical thinking

What the standard requires

Have an open-minded and critical approach to work and achieving outcomes.

What this might look like at work

- Questions assumptions and considers reliable evidence
- Explores alternatives before reaching a conclusion
- Adapts their approach when new information becomes available

These are prompts, not a checklist. Employers should use examples that are relevant to the apprentice's actual role.

Date	Workplace example observed	Consistency / impact	Rating 1-3	Feedback and next step
DD/MM/YY	Click or type here	Click or type here	1 / 2 / 3	Click or type here
DD/MM/YY	Click or type here	Click or type here	1 / 2 / 3	Click or type here
DD/MM/YY	Click or type here	Click or type here	1 / 2 / 3	Click or type here

Review summary

Current rating	1 / 2 / 3
Evidence supports this rating because...	Click or type here
Support or opportunity needed next	Click or type here
Next review date	DD / MM / YYYY
REnvP connection	C - Communication and interpersonal skills

Behaviour 6: Collaboration, inclusion and adaptability

What the standard requires

Have an active and positive attitude to collaborative working, engaging others and understanding the benefit that diversity can bring, demonstrating confidence and flexibility in dealing with new and changing situations.

What this might look like at work

- Invites and respects different perspectives
- Contributes constructively to team decisions and shared outcomes
- Adapts communication or approach to suit people and changing circumstances

These are prompts, not a checklist. Employers should use examples that are relevant to the apprentice's actual role.

Date	Workplace example observed	Consistency / impact	Rating 1-3	Feedback and next step
DD/MM/YY	Click or type here	Click or type here	1 / 2 / 3	Click or type here
DD/MM/YY	Click or type here	Click or type here	1 / 2 / 3	Click or type here
DD/MM/YY	Click or type here	Click or type here	1 / 2 / 3	Click or type here

Review summary

Current rating	1 / 2 / 3
Evidence supports this rating because...	Click or type here
Support or opportunity needed next	Click or type here
Next review date	DD / MM / YYYY
REnvP connection	B and C - Collaboration, communication and leadership

Behaviour 7: Learning and professional development

What the standard requires

Demonstrate personal effectiveness by taking responsibility for professional development, for example, by demonstrating a commitment to learning and development, identifying appropriate continuing professional development necessary to maintain and enhance knowledge and competence as an environmental professional.

What this might look like at work

- Identifies learning needs and agrees development actions
- Records and reflects on learning
- Applies learning in the workplace and reviews its impact

These are prompts, not a checklist. Employers should use examples that are relevant to the apprentice's actual role.

Date	Workplace example observed	Consistency / impact	Rating 1-3	Feedback and next step
DD/MM/YY	Click or type here	Click or type here	1 / 2 / 3	Click or type here
DD/MM/YY	Click or type here	Click or type here	1 / 2 / 3	Click or type here
DD/MM/YY	Click or type here	Click or type here	1 / 2 / 3	Click or type here

Review summary

Current rating	1 / 2 / 3
Evidence supports this rating because...	Click or type here
Support or opportunity needed next	Click or type here
Next review date	DD / MM / YYYY
REnvP connection	D - Continuing professional development

3. Final employer review and declaration

Before signing

Review the full record and make sure all seven behaviours have been consistently demonstrated at an appropriate level within the apprentice's workplace role.

Final check

- ☐ The evidence covers a range of workplace activities and situations.
- ☐ The record shows a pattern over time rather than relying on a single example.
- ☐ Any development actions have been reviewed and closed or appropriately addressed.
- ☐ The apprentice has had an opportunity to discuss the final judgement.
- ☐ The person signing has worked closely with the apprentice or has sufficient oversight of their work.

Employer declaration

Before requesting an apprenticeship completion certificate, I confirm that I have reviewed the behaviours required within the Environmental Practitioner (ST0778) occupational standard and am satisfied that the apprentice has demonstrated and met these behaviours consistently and appropriately within their workplace role.

Employer / verifier name	Click or type here
Job title	Click or type here
Apprentice name	Click or type here
Organisation	Click or type here
Signature	
Date	DD / MM / YYYY

Apprentice acknowledgement

I have discussed the outcome of the employer review and understand the feedback provided.

Apprentice signature	
Date	DD / MM / YYYY

4. Connection to Registered Environmental Practitioner (REnvP)

The Environmental Practitioner apprenticeship has been mapped against the requirements for Registered Environmental Practitioner (REnvP). The behaviour record can therefore help the apprentice recognise how workplace development connects with professional standards and future registration.

Important

Behaviour verification supports apprenticeship completion. Apprentices should follow the relevant professional registration application process when they are ready to apply. See links at the end of this document.

REnvP competency areas

A Application of environmental knowledge for sustainability

- A1 Understand the sustainability principles applicable to the management of the environment
- A2 Apply environmental knowledge and principles in pursuit of sustainable environmental management
- A3 Identify, analyse, and anticipate the impact of problems and environmental trends to develop practical sustainable solutions

B Leading sustainable management of the environment

- B1 Promote behavioural and cultural change by influencing others to secure environmental improvements that go beyond statutory requirements
- B2 Develop and maintain a strategic environmental approach
- B3 Demonstrate leadership and management skills

C Effective communication and interpersonal skills

- C1 Communicate the environmental case, confidently, clearly, autonomously and competently
- C2 Ability to liaise with, negotiate with, handle conflict and advise others, in individual and/or group environments (either as a leader or member)

D Personal commitment to professional standards

- D1 Plan, undertake and evaluate CPD activities to maintain and enhance competence in area of practice
- D2 Assess and resolve environmental ethical issues
- D3 Understand demonstrate and advocate compliance with relevant codes of conduct and practice

Behaviour-to-REnvP overview

Behaviour	Main connection	Relevant REnvP area(s)
1	Professional commitment to the environment	D
2	Self-awareness and competent practice	B
3	Integrity, ethics and standards	B and D
4	Organisation, judgement and responsibility	B
5	Critical thinking and outcomes	C
6	Collaboration, inclusion and adaptability	B and C
7	Continuous professional development	D

5. Reference and additional guidance

Skills England guidance

Employers should refer to the current Apprenticeship Behaviour Verification Guidance for Employers published on GOV.UK.

The guidance explains that verification should be carried out by someone, or a combination of people, who has worked closely with the apprentice, has sufficient oversight of their work, and understands the behaviours in the occupational standard.

The guidance includes a suggested verification process and practical recommendations for employers. Many of the principles and approaches outlined are also reflected in this employer guide, helping to provide a consistent and proportionate approach to behaviour verification.

Guidance link: https://www.gov.uk/government/publications/verifying-apprenticeship-behaviours/apprenticeship-behaviour-verification-guidance-for-employers

Guidance on REnvP shortened application: https://skills.socenv.org.uk/apprenticeship/environmentalpractitioner/

Guidance on REnvP: https://socenv.org.uk/registered-environmental-practitioner/

Version	Date	Changes made
1.0	11/11/2026	Initial version