



Portfolio Assessment

Portfolios are a method of assessment and evaluation that promote self-assessment. It gives workers a chance to share examples of work that demonstrate achievement and competence. This flexible and adaptable assessment practice is particularly effective where a premium is placed on reflective learning. The method described below is a process portfolio – one that demonstrates the acquisition of competency and skill over time. However, a summative design, one that shares final achievements, could also be adapted for apprenticeship assessment.

A way to organize the portfolio is to give apprentices a set of possible entries or exhibits for the portfolio. Some may be required while others may be optional. It is the responsibility of the apprentice, with coaching and support from their instructors and/or their mentors, to select items that demonstrate the development of their professional competency and acquisition of workplace knowledge.

The following are examples of items that could be included in the portfolio. Sponsors, educators, and intermediaries could also develop or suggest other documents or artifacts for the portfolio including artifacts essays, project descriptions, presentations, etc.

1. Journaling my work
2. Pictures of my work
3. Examples of how I promote or support population health (or cost effective care, or as befits the objective of the particular job)
4. The story of a patient or my day at work
5. Application of learning to the job
6. Examples of reporting and documentation (based on whatever is required by the employer)
7. Comments and recommendations from others
8. Written material or presentations from classes
9. Other examples of work