



Validation method justification

This document provides the rationale for selecting the validation method for each GCCS qualification. Method selection is based on the nature of the learning outcomes (knowledge, skills, social competences), the feasibility of standardized assessment, and the principle of selecting the most reliable and proportionate method for each qualification domain. All methods are permitted under the Global Competence Certification Standard – Standard and Governance Framework current version.

The validation methods listed in this document (Theoretical test, Analysis of evidence and declarations, Open interview, Observation under simulated conditions) represent the primary and the complimentary method of assessment for each qualification. In all cases, a minimum of two validation methods is applied – no single method may be used in isolation. Full definitions and delivery mode descriptions are provided in the Global Competence Certification Standard – Standard and Governance Framework current version.

Where the primary method is not a theoretical test – i.e. where the qualification is assessed through observation under simulated conditions, analysis of evidence and declarations, or open interview – a theoretical test is additionally applied as a complementary component of the validation process. The purpose of the supplementary theoretical test is to verify the candidate's underpinning knowledge (regulatory frameworks, health and safety requirements, professional terminology, and domain-specific theory) that cannot be fully assessed through the primary method alone.

Where the theoretical test is the primary method, analysis of evidence and declarations is additionally applied as the complementary validation method. The purpose of this supplementary assessment is to verify that the candidate's knowledge is supported by documented evidence of its application in professional practice – such as work samples, project documentation, portfolios, employer references, or signed declarations of relevant experience. This ensures that skills and social competences, which cannot be fully captured by a written examination alone, are also assessed.

This dual-method approach guarantees that every GCCS-certified candidate demonstrates the full scope of learning outcomes: theoretical knowledge, practical skills, and social competences required for professional practice.



The following matrix summarises the validation method pairing logic applied across all GCCS qualifications:

Primary validation method	Complementary validation method	Primary method verifies	Complementary method verifies
Theoretical test	Analysis of evidence and declarations	Knowledge	Skills and social competences
Analysis of evidence and declarations	Theoretical test	Skills and social competences	Knowledge
Observation under simulated conditions	Theoretical test	Skills and social competences	Knowledge
Open interview	Theoretical test	Skills and social competences	Knowledge

In every case, the combination ensures that all three categories of learning outcomes – knowledge, skills, and social competences – are assessed. No qualification may be validated using a single method alone.



#	Qualification	Primary validation method	Complementary validation method	Validation method justification
1	Nail Stylist	Analysis of evidence and declarations	Theoretical test	The candidate's competence is best demonstrated through a documented portfolio of completed nail styling work (photographs of manicure, gel, and nail art results). Visual evidence allows the assessor to evaluate technique quality, hygiene awareness, and aesthetic precision without requiring a live demonstration. This method also captures evidence of real client work over time, providing a broader view of consistent competence than a single observed task.
2	Eyelash Stylist	Analysis of evidence and declarations	Theoretical test	Eyelash styling results are highly visual and well-suited to portfolio-based assessment. Candidates can present before-and-after photographic documentation of lash extension, lifting, and lamination work. The assessor evaluates symmetry, technique selection, adhesive application quality, and adherence to hygiene protocols through submitted evidence. A declaration of practice hours and client volume further substantiates practical experience.



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3	Brow Stylist	Analysis of evidence and declarations	Theoretical test	Brow styling competence – including shaping, tinting, lamination, and henna application – produces clear visual outcomes that are effectively assessed through photographic portfolio evidence. The candidate submits documented examples of completed work across different brow types and techniques, allowing the assessor to verify precision, symmetry, and colour-matching skills. Supporting declarations confirm scope and duration of practice.
4	Cosmetician / Cosmetic Treatment Specialist	Analysis of evidence and declarations	Theoretical test	Cosmetic treatments span a broad range of procedures (facial care, chemical peels, apparatus-based treatments). A portfolio of documented treatment records, before-and-after photographs, and client consent forms allows the assessor to evaluate the candidate's breadth of competence, treatment planning ability, and adherence to safety and hygiene standards across multiple procedure types – which a single observed session could not fully capture.



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5	Make-up Artist	Analysis of evidence and declarations	Theoretical test	Make-up artistry is inherently visual and portfolio-driven. Candidates present documented evidence of work across categories (bridal, editorial, corrective, special effects) through professional photographs. This method allows the assessor to evaluate colour theory application, technique range, skin preparation, and creative execution. Declarations of professional engagements and client references provide additional verification of real-world competence.
6	Permanent Make-up Specialist	Analysis of evidence and declarations	Theoretical test	Permanent make-up procedures (microblading, lip blushing, eyeliner) produce lasting visual outcomes best documented through healed-result photography. The candidate's portfolio of before-and-after images across techniques and skin types allows the assessor to evaluate pigment selection, symmetry, depth control, and healing outcomes. Evidence of completed hygiene and safety training (including bloodborne pathogen protocols) is verified through supporting declarations and certificates.



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7	Podologist / Podology Specialist	Analysis of evidence and declarations	Theoretical test	Podology produces clear visual outcomes – treatment of ingrown nails, calluses, cracked heels, and other foot conditions – that are effectively documented through before-and-after photographs and treatment records. The candidate submits a portfolio of completed cases demonstrating technique range, hygiene compliance, and treatment planning. Supporting declarations and certificates confirm training in sterilisation protocols and infection control, providing a comprehensive picture of competence across multiple client cases.
8	Massage Specialist (e.g. Kobido, therapeutic massage)	Observation under simulated conditions	Theoretical test	Massage competence is fundamentally kinaesthetic and cannot be verified through written evidence, portfolio, or interview alone. The assessor must directly observe the candidate's hand technique, pressure application, body mechanics, client positioning, and real-time adaptation to tissue response. A simulated session with a standardized subject is the only method that reliably verifies these psychomotor skills and the candidate's ability to maintain professional conduct throughout a treatment.



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9	Artificial Intelligence (AI) Specialist	Theoretical test	Analysis of evidence and declarations	AI competence at this level is primarily knowledge-based, covering machine learning concepts, neural network architectures, data preprocessing, model evaluation metrics, ethical considerations, and application design principles. A structured theoretical test with objective scoring provides the most reliable, standardised, and scalable method to verify this knowledge. The complementary analysis of evidence and declarations allows the assessor to evaluate the candidate's practical engagement with AI tools and projects – such as documented model development workflows, data pipeline designs, or applied AI project reports – verifying that theoretical knowledge is supported by demonstrated professional application.
10	Bartender	Observation under simulated conditions	Theoretical test	Bartending is a hands-on profession requiring real-time demonstration of cocktail preparation, pouring techniques, speed, hygiene practices, and station organisation. The assessor must directly observe the candidate preparing drinks under timed conditions to verify technique, product knowledge in action, and adherence to food safety (HACCP) standards. A simulated bar service scenario is the most authentic way to assess these psychomotor and organisational competences.



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11	Marketing Specialist (social media / digital / AI)	Theoretical test	Analysis of evidence and declarations	Digital and social media marketing relies on a structured body of knowledge including platform algorithms, campaign metrics (CTR, ROAS, CPA), content strategy frameworks, GDPR compliance, and AI-assisted marketing tools. A theoretical test provides objective, standardised measurement of this knowledge base. The complementary analysis of evidence and declarations enables the assessor to review the candidate's documented campaign work – such as analytics reports, content calendars, campaign performance summaries, or social media strategies – confirming that knowledge is underpinned by practical marketing experience.
12	Graphic Designer	Analysis of evidence and declarations	Theoretical test	Graphic design competence is most authentically demonstrated through a curated portfolio of completed work – logos, layouts, brand identity systems, digital assets, and print materials. The assessor evaluates composition, typography, colour usage, software proficiency, and design thinking across multiple projects. This method captures the candidate's creative range and professional output more comprehensively than any single observed task or written examination could.



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13	Administrative / Office Worker	Theoretical test	Analysis of evidence and declarations	Administrative competence covers a defined body of procedural and regulatory knowledge: document management, correspondence standards, office software proficiency, data protection principles, and organisational procedures. A theoretical test provides efficient, objective verification of this knowledge with consistent scoring. The complementary analysis of evidence and declarations allows the assessor to review documented examples of the candidate's professional practice – such as correspondence samples, filing system designs, meeting organisation records, or employer references – verifying that procedural knowledge is applied in a real work context.



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14	HR and Payroll Specialist	Theoretical test	Analysis of evidence and declarations	HR and payroll competence requires precise knowledge of labour law, social insurance regulations, tax obligations, employment documentation, and payroll calculation rules. A theoretical test is the most reliable method to verify accurate knowledge of legal frameworks and computational procedures where precision is critical. The complementary analysis of evidence and declarations enables the assessor to evaluate documented examples of payroll processing, employment contract preparation, HR policy documentation, or compliance records – confirming that the candidate applies regulatory knowledge in professional practice.
15	Project Management Specialist	Open interview	Theoretical test	Project management competence is fundamentally situational and decision-driven – risk escalation, stakeholder conflict resolution, scope change management, and resource reallocation require judgement that cannot be fully captured by a written test. An open interview with scenario-based questions allows the assessor to explore the candidate's reasoning process, their ability to apply methodological frameworks (Agile, Waterfall, PRINCE2) to realistic project situations, and their communication and leadership approach under pressure.



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16	Process Optimisation Specialist	Theoretical test	Analysis of evidence and declarations	Process optimization draws on defined methodologies (Lean, Six Sigma, BPM, value stream mapping) and analytical frameworks. A theoretical test verifies the candidate's understanding of these methodologies, their ability to identify bottlenecks and inefficiencies, and their knowledge of continuous improvement principles. The complementary analysis of evidence and declarations allows the assessor to review documented optimisation projects – such as process maps, improvement reports, KPI dashboards, or change implementation records – verifying that methodological knowledge translates into applied professional competence.



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17	Sustainability Specialist (ESG)	Theoretical test	Analysis of evidence and declarations	ESG competence requires knowledge of regulatory frameworks (EU Taxonomy, CSRD, SFDR), reporting standards (GRI, ESRS), carbon accounting principles, and stakeholder engagement strategies. A theoretical test provides the most efficient and standardised means to verify this regulatory and conceptual knowledge base. The complementary analysis of evidence and declarations enables the assessor to evaluate the candidate's documented ESG work – such as sustainability reports, materiality assessment outputs, carbon footprint calculations, or ESG policy drafts – confirming that theoretical expertise is supported by applied professional experience.



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18	Environmental Protection / Circular Economy Specialist	Theoretical test	Analysis of evidence and declarations	This qualification centres on regulatory knowledge (waste management legislation, environmental impact assessment, circular economy principles, life cycle analysis). A theoretical test is the most appropriate method to verify accurate understanding of environmental regulations, compliance procedures, and circular economy frameworks. The complementary analysis of evidence and declarations allows the assessor to review documented professional outputs – such as environmental audit reports, waste management plans, life cycle assessment summaries, or circular economy project documentation – verifying that regulatory knowledge is applied in practice.
19	Chef / Head Chef	Observation under simulated conditions	Theoretical test	Culinary competence is fundamentally practical – it requires real-time demonstration of knife skills, cooking techniques, timing, plating, food safety practices, and kitchen organisation. No portfolio, interview, or written test can reliably verify whether a candidate can execute dishes to professional standard under time pressure. Observation of a simulated cooking task in a controlled kitchen environment is the only method that authentically assesses these psychomotor and organisational skills.



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20	Personal Trainer / Fitness Specialist	Observation under simulated conditions	Theoretical test	Fitness training competence requires live demonstration of exercise programming, correct movement cueing, client safety monitoring, and real-time adaptation of training intensity. The assessor must observe the candidate conducting a simulated training session to verify proper exercise technique, spotting ability, communication skills, and responsiveness to a client's physical feedback. These competences cannot be reliably assessed through written or portfolio-based methods alone.
21	Specialist in Foreigners, Migration and Integration	Open interview	Theoretical test	Working with foreigners and migrants requires strong interpersonal, intercultural, and crisis-management competences that extend well beyond regulatory knowledge. An open interview with scenario-based questions allows the assessor to evaluate how the candidate approaches sensitive client situations – language barriers, cultural misunderstandings, asylum-related distress, and complex administrative cases. The conversational format reveals the candidate's empathy, procedural reasoning, and ability to navigate real-world situations that a written test cannot adequately capture.



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22	Medical Receptionist	Theoretical test	Analysis of evidence and declarations	Medical reception competence covers patient data management, appointment scheduling systems, medical terminology, GDPR/patient confidentiality requirements, and healthcare facility procedures. A theoretical test efficiently and objectively verifies this defined knowledge base. The complementary analysis of evidence and declarations enables the assessor to review documented examples of the candidate's work in a healthcare setting – such as employer references, descriptions of scheduling workflows managed, or declarations of practice hours – confirming that procedural knowledge is grounded in real professional experience.



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23	Accounting Specialist	Theoretical test	Analysis of evidence and declarations	<p>Accounting requires precise knowledge of accounting standards, tax regulations, financial reporting rules, and bookkeeping procedures. A theoretical test – including calculation-based items – is the most reliable and standardised method to verify this technical knowledge where accuracy is paramount. The complementary analysis of evidence and declarations allows the assessor to evaluate documented examples of the candidate's accounting work – such as anonymised financial statements, tax filing summaries, ledger extracts, or employer references – confirming that technical precision is applied in professional practice.</p>



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24	Cybersecurity Specialist	Theoretical test	Analysis of evidence and declarations	Cybersecurity competence at certification level requires knowledge of network security principles, threat modelling, encryption standards, incident response frameworks, and regulatory compliance (e.g. NIS2, ISO 27001). A theoretical test provides standardised, objective verification of this knowledge base. The complementary analysis of evidence and declarations enables the assessor to review documented professional outputs – such as security audit summaries, incident response reports, risk assessment documentation, or completed training certificates – verifying that knowledge is supported by practical engagement with cybersecurity operations.



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25	Data Analyst	Theoretical test	Analysis of evidence and declarations	Data analysis competence covers statistical methods, data visualisation principles, database querying (SQL), data cleaning techniques, and interpretation of analytical outputs. A theoretical test reliably verifies this knowledge base with objective scoring. The complementary analysis of evidence and declarations allows the assessor to evaluate the candidate's documented analytical work – such as data visualisation samples, query scripts, analysis reports, or project summaries – confirming that analytical knowledge is applied to real datasets and professional contexts.
26	Drone Construction Specialist	Observation under simulated conditions	Theoretical test	Drone construction requires hands-on assembly, soldering, component integration, calibration, and flight testing skills that cannot be verified through written assessment or portfolio alone. The assessor must directly observe the candidate assembling components, configuring flight controllers, performing pre-flight checks, and demonstrating basic flight competence. A simulated construction and flight task is the only method that reliably verifies these technical and psychomotor skills.



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27	Hairdresser	Observation under simulated conditions	Theoretical test	Hairdressing is a hands-on profession requiring real-time demonstration of cutting, colouring, styling, and blow-drying techniques across different hair types and textures. The assessor must directly observe the candidate's scissor and razor technique, sectioning precision, colour application, and client consultation approach. A simulated salon service scenario is the only method that reliably verifies these psychomotor skills, time management under realistic conditions, and adherence to hygiene and safety standards throughout the service.
28	Caregiver for Elderly and Disabled Persons	Analysis of evidence and declarations	Theoretical test	Caregiving competence spans a broad set of practical and procedural skills – personal hygiene assistance, mobility support, medication management, nutrition planning, and emergency response. A portfolio of documented care records, completed training certificates (first aid, manual handling, infection control), employer references, and signed declarations of practice hours allows the assessor to evaluate the candidate's breadth of experience across different care settings and client needs.



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29	Florist	Analysis of evidence and declarations	Theoretical test	Floristry competence is inherently visual and craft-based, producing tangible creative outcomes – bouquets, wedding arrangements, funeral tributes, event installations, and seasonal compositions. A portfolio of photographic documentation across arrangement types, styles, and occasions allows the assessor to evaluate the candidate’s colour harmony, structural technique, plant knowledge, and creative range. Supporting declarations of professional experience and completed training in plant care, conditioning, and seasonal sourcing provide a comprehensive picture of competence that a single observed arrangement could not capture.



#	Qualification	Primary validation method	Complementary validation method	Validation method justification
30	AI Office – Automation of Office Processes Using AI	Theoretical test	Analysis of evidence and declarations	This qualification centres on knowledge of AI-powered office automation tools, including prompt engineering for business applications, workflow automation platforms, AI-assisted document processing, and integration of large language models with standard office software. A structured theoretical test with objective scoring provides the most reliable and scalable method to verify this knowledge. The complementary analysis of evidence and declarations enables the assessor to review the candidate's documented automation implementations – such as workflow designs, prompt libraries, automation process descriptions, or before-and-after efficiency reports – confirming that tool knowledge translates into demonstrated professional application.



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31	Sales Specialist	Theoretical test	Analysis of evidence and declarations	<p>Sales competence at this level requires structured knowledge of sales methodologies (consultative selling, SPIN, solution selling), CRM systems, pipeline management, negotiation frameworks, customer psychology, and commercial law fundamentals. A theoretical test provides objective, standardised measurement of this knowledge base. The complementary analysis of evidence and declarations allows the assessor to evaluate documented examples of the candidate's sales activity – such as pipeline reports, client case studies, negotiation outcome summaries, or employer references – confirming that methodological knowledge is applied in real commercial practice.</p>