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*The Education and Training Inspectorate -  
Promoting Improvement*



*Providing Inspection Services for*  
Department of Education  
Department for Employment and Learning  
Department of Culture, Arts and Leisure

**Education and Training Inspectorate**

**Report of a Follow-up Inspection**

**of the**

**ApprenticeshipsNI Programme**

**in**

**RT Resources**

**November 2010**

## **FOLLOW-UP TO THE INSPECTION OF RT RESOURCES, LISBURN**

The longitudinal inspection in April and October 2009 highlighted strengths in the good standards of work achieved by the apprentices, and the well-motivated adult apprentices who are keen to achieve their qualifications.

The inspection identified the need for improvement in the following key areas:

- the inadequate leadership and management of the apprenticeship provision;
- the inadequate planning and quality of the essential skills provision; and
- the insufficient use of the training review process to inform the personal training plans and set appropriate training targets for the apprentices.

In the interval since the inspection, the following actions which affect the work of the organisation have taken place:

- regular meetings between the senior managers and the local manager to develop an effective management strategy;
- the formation of links with additional employers to better meet the needs of their apprentices;
- the appointment of a specialist sub-contractor to deliver the vocational directed training;
- the design and delivery of an appropriate essential skills provision by the Belfast Metropolitan College;
- the development of a service level agreement between RT Resources and Global Horizon Skills to provide future essential skills training; and
- training for designated staff and managers on pastoral care and safeguarding policies and procedures.

The Education and Training Inspectorate (the Inspectorate) carried out two interim follow-up visits, and a follow-up inspection in November 2010.

The improvement plan produced by RT Resources in response to the original inspection findings was of inadequate quality, but was adjusted appropriately in light of feedback given by the Inspectorate.

The following are the most important improvements that have taken place since the original inspection:

- the improved guidance and support for the local manager by the senior management team;
- successful marketing of level 2 and level 3 glass and glazing programmes, resulting in improved enrolments;
- the progression of the majority of the level 2 apprentices to level 3 programmes;

- the excellent success rate in the level 2 provision; and
- the achievement by the apprentices of good standards of literacy and numeracy, which they apply effectively in the workplace.

The areas which require further action include the:

- planning to integrate further the vocational and essential skills provision;
- development of on-line resources to support the apprentices in their learning; and
- limited participation of employers in the training review process.

## **CONCLUSION**

In the areas inspected, the quality of training provided by this organisation is now good. The organisation has important strengths in most of its educational provision. The follow-up inspection has identified some aspects of the areas for improvement still to be addressed but equally the organisation has demonstrated the capacity to address these.

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