



*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**



INVESTOR IN PEOPLE

## **Education and Training Inspectorate**

### **Report of a Follow-up Inspection**

**Jobskills/Training for Success/Apprenticeships  
Northern Ireland**

**Engineering and Training Council Northern Ireland  
(Engineering Training Services)**

**April 2009**

## **FOLLOW UP TO THE INSPECTION OF THE JOBSKILLS/TRAINING FOR SUCCESS/APPRENTICESHIPS NORTHERN IRELAND PROVISION IN ENGINEERING TRAINING COUNCIL NORTHERN IRELAND (ENGINEERING TRAINING SERVICES) NOVEMBER 2006**

The Education and Training Inspectorate (Inspectorate) carried out an interim follow-up inspection of the Jobskills/Training for Success provision in Engineering Training Council (Engineering Training Services) in February 2008 which highlighted a number of important areas for improvement.

These included the:

- implementation of pastoral care policies, including the protection of young people during work based training;
- provision of suitable careers education, information advice and guidance for all apprentices, particularly during recruitment and induction;
- apprentices' access to suitable essential skills provision, particularly for those who have less than a level 2 qualification in literacy and numeracy;
- provision of effective monitoring, reviewing and assessing of apprentices' progress and achievements in the workplace and in directed training; and
- reviewing of the organisation's development plan by senior management to evaluate its effectiveness in bringing about improvement across all aspects of the provision.

In the interval since the interim follow-up inspection the following actions which affect the work in Engineering Training Services has taken place:

- the appointment of a new Chief Executive;
- the recruitment of an additional member of staff to monitor apprentices' progress and achievements in the workplace;
- the introduction of revised procedures to monitor apprentices' progress and achievements in the workplace;
- redrafting of procedures for implementing a careers education, information advice and guidance policy;
- the introduction of a pre-employment assessment day to include opportunities for potential apprentices to meet with employers from a range of engineering backgrounds;
- providing employers and apprentices with suitable information on child protection arrangements;

- provision for Essential Skills within the apprenticeship training programme ;
- the piloting of bespoke Maintenance training for Maintenance apprentices in response to employer needs, to be rolled out across all provision from September 2009;
- the introduction of a mandatory induction week for apprentices in response to employer needs, to include, Health and Safety, fundamentals of engineering applications, careers education, information advice and guidance and Pastoral Care;
- the reinstatement of the Employer Steering Committee with representation from the Belfast Metropolitan College;
- the audit and review of the level 2 apprenticeship provision; and
- improved partnership contracts for progression to level 3 apprenticeships with the Further Education Colleges.

Since the interim follow-up inspection in February 2008, the Inspectorate has carried out a scrutiny inspection, a monitoring visit and a final follow-up inspection in April 2009.

The action plan produced by Engineering Training Services in response to the interim follow-up inspection was good, and was adjusted appropriately in the light of feedback given by the Inspectorate during the monitoring visit. Good progress has been made in the areas for improvement identified during the interim follow-up inspection and monitoring visit.

The following are the most important improvements since the interim follow-up inspection:

- the improved arrangements for monitoring and reviewing apprentices' progress and achievements in the workplace;
- the revised and enhanced careers education information advice and guidance provision for apprentices;
- the improved arrangements to ensure all apprentices are aware of their child protection officer in the workplace and in directed training;
- the restructuring of management roles and responsibilities within the organisation to improve the quality of the Jobskills/Training for Success and Apprenticeships Northern Ireland provision;
- appropriate revision to the Essential Skills policy to include the strengthening of the responsibility of the employers;
- the much improved arrangement for the timetabling of essential skills provision to ensure almost all apprentices, who have not already achieved a level 2 qualification in English and/or mathematics, have the opportunity to achieve an appropriate essential skills qualification as part of their overall training programme;

- the audit and review of the level 2 apprenticeship to ensure an appropriate match between the technical certificate provision and the apprentices' ability and prior achievement; and
- the improved arrangements for level 2 apprentices to progress to level 3.

Further improvement is needed in the following area:

- all apprentices, who have not already achieved a level 2 qualification in English and/or mathematics, should have the opportunity to achieve an appropriate essential skills qualification as an integral part of their overall training programme.

In the areas inspected, the quality of the education and training provided by the Education and Training Council is now good. The organisation has important strengths in most of its educational (and pastoral) provision. The organisation has demonstrated the capacity to address the area for improvement.

The Inspectorate will monitor the organisation's progress in addressing the remaining area for improvement.

<b>Grades</b>	<b>Original Follow-up Grade</b>	<b>Revised Grade</b>
Overall Quality of the Provision	5	3
Essential Skills	5	3

© CROWN COPYRIGHT 2009

This report may be reproduced in whole or in part, except for commercial purposes or in connection with a prospectus or advertisement, provided that the source and date thereof are stated.

Copies of this report are available on the DE website: [www.deni.gov.uk](http://www.deni.gov.uk) or may be obtained from the Inspection Services Branch, Department of Education, Rathgael House, 43 Balloo Road, Bangor, Co Down BT19 7PR.