



*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**

**following an**

### **Inspection of the Training for Success and ApprenticeshipsNI provision**

**Larne Skills Development Limited**

**June 2013**

## **FOLLOW-UP TO THE INSPECTION OF LARNE SKILLS DEVELOPMENT LIMITED**

The original inspection in November 2011 highlighted strengths in the provision, including the: good quality of the provision in business and administration and the essential skills; very good links and partnerships with a wide range of employers; appropriate action taken to address areas for improvement identified in external audits and inspections; good or better quality of most of the directed training; good or better quality of most of the apprentices' and trainees' work-based training; and the outstanding achievement rate for those apprentices and trainees who complete their training.

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

- the inadequate planning to provide well-designed programmes in the specialist area of engineering to meet the individual needs of the apprentices and trainees;
- the inadequate quality of the training accommodation in Ballymena, which adversely affects a minority of the engineering apprentices and trainees;
- the inadequate careers education, information, advice and guidance provision, to promote all of the available progression opportunities open to apprentices and trainees; and
- the unsatisfactory (46%) retention rate for the Programme-Led Apprenticeship programme.

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

- the appointment of a new business development officer;
- the implementation of revised health and safety arrangements, underpinned by the achievement of appropriate health and safety accreditation;
- the development and implementation of policies and strategies for careers education, information, advice and guidance and for trainee retention, including the provision of a co-ordinator for the careers provision;
- the significant investment in upgrading the accommodation and training resources, particularly in Ballymena;
- the investment in, and planning for, relevant professional development to enhance the tutors' professional and technical and pedagogical skills;
- the revision of the engineering curriculum offer to align better the apprentices' and trainees' directed training with their employment or work placement roles;
- the development and implementation of a real-time tracking and monitoring system to inform a range of reports for management, employers, trainees and parents/carers; and
- the review and updating of the safeguarding policies.

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

- the quality of the leadership and management, particularly the very good response of the management team to external evaluations, leading to a range of cohesive actions to bring about key improvements;
- the quality of the accommodation and training resources across the organisation, which is now good;
- the coherence of the engineering curriculum which now meets well the needs of most of the apprentices and trainees; and
- the effective use of tracking, monitoring and reporting systems to support more effective pastoral care, and to improve the trainee retention rate for the Programme-led Apprenticeship programme, which has improved to good (74%) for the 2011/12 intake.

The areas which require further development are:

- the embedding of the quality improvement planning process across the organisation, to improve further the apprentices' and trainees' attendance and retention rates; and
- the breadth of the careers provision, to include more effective individual career planning by the apprentices and trainees, and tailored support to increase their capacity to secure work placements or to progress to employment or further training.

## CONCLUSION

The quality of education and training provided by Larne Skills Development Limited is now good. The organisation has important strengths in most of its training and pastoral provision. The inspection has identified areas for improvement which the organisation has demonstrated the capacity to address. The inspectorate will monitor Larne Skills Development Limited's progress on the areas for improvement.

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