



*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 Provision**

#### **Belfast Metropolitan College**

**February 2009**

In this report, proportions may be described as percentages, common fractions and in more general quantitative terms. Where more general terms are used, they should be interpreted as follows:

Almost/nearly all	-	more than 90%
Most	-	75% - 90%
A majority	-	50% - 74%
A significant minority	-	30% - 49%
A minority	-	10% - 29%
Very few/a small number	-	less than 10%

## Grading System

The Education and Training Inspectorate is piloting a new 6-point grading scale to replace the original 4-point scale as set out below. Where grades are recorded in this report, the grade is given on both the old and the revised scales.

ORIGINAL GRADE	REVISED GRADE	DESCRIPTOR
1	1	Outstanding characterised by excellence.
1	2	Consistently good; major strengths.
2	3	Important strengths in most of provision. Areas for improvement which organisation has the capacity to address.
2	4	Overall sound/satisfactory but with areas for improvement in important areas which need to be addressed.
3	5	A few strengths; significant areas for improvement which require prompt action.
4	6	Poor, major shortcomings which require urgent action.

## **FOLLOW-UP TO THE INSPECTION OF THE JOBSKILLS PROVISION IN BELFAST METROPOLITAN COLLEGE (FORMERLY BELFAST INSTITUTE TRAINING AND EMPLOYMENT SERVICES) IN FEBRUARY 2007**

The inspection in 2007 highlighted strengths in the well qualified and experienced tutors, monitoring officers and assessors; the good quality of the work placements with a wide range of employers; and the modern workshops and training facilities.

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

- the quality of training and learning in a significant minority of the training sessions;
- the success rates for the full framework in Traineeship programmes, which were poor in hospitality and catering, motor vehicle, mechanical engineering and wood occupations, and modest in travel services;
- the success rates for the full framework in Modern Apprenticeship programmes, which were poor in all vocational areas inspected except plumbing;
- the retention rates, which were poor or modest in all Traineeship and Modern Apprenticeship programmes except travel services;
- the quality of the provision to prepare trainees for Life and Work, including keyskills and essential skills;
- the quality assurance of the full Traineeship and Modern Apprenticeship frameworks in most of the vocational areas; and
- the leadership and management of the Jobskills provision at all levels, including the strategies for quality improvement.

In the interval since the inspection, the following action which affects the work of the training organisation has taken place:

- the Belfast Institute of Further and Higher Education has been merged with Castlereagh College to form the Belfast Metropolitan College (BMC) and a new management structure has been put in place;
- the Jobskills programme is currently being phased out and has been replaced by the Training for Success, and Apprenticeships Northern Ireland (ApprenticeshipsNI) programmes;

- a senior lecturer has been appointed to manage essential skills provision, and a team of essential skills tutors dedicated to the support of professional and technical training programmes, has been put in place;
- additional tutors and assessors have been appointed in plumbing services and wood occupations; and
- the travel services programme has been withdrawn; the Jobskills provision in mechanical and manufacturing engineering had finished at the time of the inspection and the inspection of Motor Vehicle - Transport Operations has been incorporated into the Survey of Motor Vehicle Provision.

Since the original inspection the Education and Training Inspectorate (Inspectorate) carried out two monitoring visits, and a follow-up inspection in February 2009.

The action plan produced by BMC in response to the inspection findings was of good quality and was adjusted appropriately in light of feedback given by the Inspectorate during the monitoring visits.

Very good progress has been made in the areas for improvement identified during the original inspection.

The following are the most important improvements since the inspection:

- the enhanced leadership and management, which has promoted coherence in the training programmes and contributed significantly to the improved retention and success rates in most of the Jobskills programmes;
- the improved quality of the training and learning in the programmes inspected;
- achievements in the essential skills, which are now good or better across most of the programmes;
- the use of a wider range of training and learning approaches, as a result of the implementation of a comprehensive programme of staff development, supported well by staff from the Learning and Skills Development Agency, Northern Ireland;
- the implementation of robust systems for the tracking and monitoring of trainee progress, and more effective quality improvement procedures, which include good strategies for gathering trainee feedback;
- improved arrangements for the provision of careers advice and guidance for trainees across the Jobskills programmes; and
- more robust systems for the collation of data on key performance indicators, and their use by senior managers to inform decision-making and take action to effect improvement.

Further improvements are needed in the following area:

- quality assurance arrangements need to be extended, to ensure that centre managers monitor key performance indicators on a regular basis, including the trainees' attendance and progress in the essential skills, to effect further improvements in retention and success rates.

Since the inspection, BMC evaluated rigorously the progress made in the areas for improvement identified in the original inspection.

The promotion of a self-evaluative culture throughout the follow-up inspection period contributed significantly to the improvement made and helped BMC identify appropriately its priorities for future development. The inspection confirms that through effective self-evaluation BMC has demonstrated clear evidence of improvement. Accordingly, the Inspectorate recommends that the processes for self-evaluation now in place are further developed.

## CONCLUSION

In the areas inspected the quality of education and training provided by BMC is now good; the strengths outweigh areas for improvement in the provision. The organisation has important strengths in most of its educational and pastoral provision. The organisation has demonstrated the capacity to address any remaining areas for improvement.

### Overall Grade for Jobskills provision

Number of Jobskills trainees	Original grade	Revised grade
72	5	3

Area of learning grades	Original grade	Revised grade
Hospitality and Catering	5	3
Plumbing	4	3
Wood Occupations	5	4
<b>Preparation for Life and Work Contributory Grades</b>	5	3
Access	4	3
Literacy	5	3
Numeracy	5	3
ICT	5	3
Careers education information advice and guidance	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.