



*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

Wade Training Limited

Inspected: November 2008

A number of quantitative terms are used in the report. In percentages, the terms correspond as follows:

More than 90%	-	almost/nearly all
75%-90%	-	most
50%-74%	-	a majority
30%-49%	-	a significant minority
10%-29%	-	a minority
Less than 10%	-	very few/a small minority

Grading System

The Education and Training Inspectorate (Inspectorate) is using 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
1	2	Very good
2	3	Good
2	4	Satisfactory
3	5	Inadequate
4	6	Unsatisfactory

FOLLOW-UP TO THE JOBSKILLS INSPECTION OF WADE TRAINING Ltd.

The original inspection in April 2006 highlighted a number of strengths in the provision. These included the:

- good standards of almost all of the trainees' practical skills;
- good standards of trainees' literacy and numeracy skills;
- excellent success rates for the trainees who complete their programmes;
- good progression to further education or employment for all programmes;
- thorough and effective initial assessment;
- good quality of all of the teaching and learning;
- excellent trainee support;
- good quality workplace training; and
- good leadership and management.

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

- the modest retention rates on the Traineeship programmes;
- the need for greater involvement of employers in setting and monitoring short term training targets in most vocational areas;
- use of information learning technology (ILT) to support training and learning across all vocational areas;
- lack of provision for practical skill development, during directed training, in all vocational areas; and
- the development of a strategy to address low recruitment across all vocational areas.

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

- the replacement of Jobskills training by a contract under Training for Success (TFS);
- the appointment of an additional essential skills tutor;

- the successful application for status as an accredited centre to deliver children's care, learning and development in their own right; and
- the securing of new purpose built training accommodation for 2009, which will provide practical skills development facilities to enhance learning and training across all professional and technical areas delivered.

In November 2008, the Education and Training Inspectorate (Inspectorate) carried out a follow-up inspection, and the following are the most significant improvements since the original inspection:

- improved planning for induction and individualised personal training plans which have improved early retention rates in all strands of TFS;
- increased focus by the organisation on meeting the needs of learners with special or additional learning needs;
- improved access to information communications technology (ICT) for learners and use of (ILT) by tutors to support training and learning; and
- the development of appropriate procedures to make employers more aware of the training needs of the learners, and to involve them more effectively in the training process.

The area which remains in need of further improvement is the:

- planning for, and implementation of, the effective transfer of all training provision to the new accommodation in 2009.

Very good progress has been made in most of the areas for improvement identified during the original inspection. In the areas inspected, the quality of training provided by this organisation is now good. Wade Training Ltd has important strengths in most of its educational and pastoral 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.

	Original Inspection Grade (old grading system)	Original Inspection Grade (new grading system)	Follow-up Inspection Grade
	2	3	3
Leadership and Management	2	3	2
Standards and Outcomes	2	3	3
Quality of training and Learning	2	3	3

© CROWN COPYRIGHT 2008

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 or may be obtained from the Inspection Services Branch, Department of Education, Rathgael House, 43 Balloo Road, Bangor, Co Down BT19 7PR.