



*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

Ballycastle Community Workshop (BCW)

February 2007

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 number.

Grading System

The Education and Training Inspectorate (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 JOBSKILLS AND NEW DEAL EXTENDED INSPECTION OF BALLYCASTLE COMMUNITY WORKSHOP (BCW)

The original inspection from September to December 2004 highlighted a number of strengths in the provision. These included the:

- good standards of work and development of skills by most trainees;
- good quality of most of the work placements;
- good success rates on the Jobskills and New Deal programmes;
- good quality assurance systems; and
- effective management team.

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

- the development of strategies to improve recruitment, attendance and retention;
- the poor progression rates to employment for trainees on the New Deal programme;
- the development of careers education, information, advice and guidance (CEIAG);
- the development of the provision for key and essential skills;
- the development of more effective pastoral care procedures; and
- the development of procedures to facilitate better involvement of employers in the process of setting training targets.

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

- Gingerbread has been sub-contracted by the New Deal consortium to deliver the New Deal for Lone Parents programme;

- Information Technology provision is no longer offered within the Jobskills programme;
- Plastering is now offered within the Jobskills programme, and a new part-time tutor has been employed;
- a new full-time tutor has been employed for the delivery of essential skills; and
- a new full-time member of staff has been employed for the administration of the Jobskills and New Deal programmes.

In February 2007, the Education and Training Inspectorate (Inspectorate) carried out a follow-up inspection, and the following are the most significant improvements since the original inspection:

- the introduction of strategies to monitor attendance and retention, resulting in an excellent average attendance (95%) rate for Jobskills trainees currently registered on both the bricklaying and hairdressing programmes, and an improvement in the overall retention rate for trainees on the Jobskills programme from poor (53%) to satisfactory (75%);
- a review of the provision for essential skills has been carried out and the integration and contextualisation of essential skills within the vocational training programmes has improved;
- an appropriate policy has been developed to improve the provision for (CEIAG);
- an appropriate pastoral care policy has been developed and staff training has taken place;
- a review of the administration systems for recording and tracking the trainees' progress has been carried out and more integrated and cohesive systems are now in place; and
- improved procedures have been introduced for the development of the self-evaluation and development planning process, including the implementation of a six-monthly review process.

The areas which remain in need of further improvement are the:

- decline in recruitment to both administration and retailing within the Jobskills programme;
- the progression rates from the traineeships to the modern apprenticeships in the Jobskills programme and the poor progression rate to sustained employment for participants on the New Deal programme; and

- the on-going development of procedures to facilitate better involvement by employers in the process of setting targets on both the Jobskills and New Deal programmes.

In the areas inspected, BCW has important strengths in most of its educational and training provision. The inspection has identified a number of areas for improvement, which need to be addressed if the needs of the learners, and those of the community and the economy are to be fully met. The organisation has the capacity to bring about the improvements required.

The organisation's progress on the areas for improvement will be followed-up by the District Inspector.

	Original Inspection Grade	Follow-up Inspection (old grading system)	Follow-up Inspection (revised grading system)
Overall	2	2	3
Standards and Outcomes	2	2	4
Quality of Training and Learning	2	2	3
Leadership and Management	2	2	3

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