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*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 Centre of Learning**

**March 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.

<b>ORIGINAL GRADE</b>	<b>REVISED GRADE</b>	<b>DESCRIPTOR</b>
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 - BELFAST CENTRE OF LEARNING**

The original inspection of the Jobskills provision in Belfast Centre of Learning took place in February 2005 and highlighted a number of strengths in the provision which included the:

- good quality of the learning support provided for trainees by the vocational and key skills tutors;
- good standards set in most of the directed training sessions inspected;
- good occupational skills demonstrated by most trainees in the workplace;
- good quality of most of the directed training inspected;
- good quality work placements across all of the programmes;
- good tracking systems to monitor trainee progress in directed training and key skills; and
- good internal verification systems in all programmes.

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

- attendance and time-keeping of trainees in directed training for all programmes inspected;
- modest retention rates on the Jobskills Traineeship programmes at 61%;
- poor retention rates on the Modern Apprenticeship (MA) programmes at 31%;
- poor success rate on the MA programmes at 42%;
- success rates on the Traineeship and MA in early years care and education at 47% and 50% respectively, and the MA programme in administration at 0%;
- poor levels of achievement in key skills for trainees on all programmes;
- integration of directed and workplace training for trainees on all programmes inspected;
- provision of initial assessment for all trainees to inform teaching and learning programmes at individual trainee level;
- planning for the delivery and assessment of all of the components in the Jobskills frameworks across all programmes inspected;
- lack of systems to ensure the effective monitoring of trainee progress in the

workplace;

- intensive self evaluation and development planning of individual occupational areas by vocational tutors;

In the interval since the inspection, the main changes that affect the work of the organisation include:

- major staffing changes in the delivery of training and learning in all vocational areas including essential skills provision;
- the introduction of essential skills training, including timetabled sessions, for all new Jobskills recruits;
- initial assessment for all trainees, at all levels, used effectively to inform individual learning plans; and
- the provision of support by the Learning and Skills Development Agency (LSDA) in a range of areas relating to training and learning and self evaluation.

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

- the introduction of an effective strategy for addressing poor attendance and time-keeping;
- planning for all component parts of all training programmes;
- improvements in the average retention rates on the Jobskills traineeship programmes to satisfactory at 75%, with a significant upward trend;
- good average success rates on the MA programmes at 88%;
- excellent success rates on the traineeship and MA in early years at 92% and 100% respectively;
- significant improvements in the average success rates for essential skills from poor at 43% to satisfactory at 71%, with significant upward trends; and
- a systematic approach to vetting for all trainees placed in early years settings.

The areas which require further improvement are the:

- need for ongoing review of the Jobskills provision in relation to the low levels of recruitment in some vocational areas;
- poor average retention rates on the MA programmes; and

- further engagement of employers in setting, monitoring and reviewing short term training targets.

## CONCLUSION

Belfast Centre of Learning has important strengths in most of its educational and pastoral provision. The follow up inspection has identified minor areas for improvement which the organisation has the capacity to address.

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

## GRADES

<b>Grades</b>	<b>The original inspection (old grading system)</b>	<b>The follow-up inspection (old grading system)</b>	<b>Revised Grading System</b>
<b>Overall Grade</b>	<b>Grade 3</b>	<b>Grade 2</b>	<b>Grade 3</b>
<b>Contributory grades:</b>			
Standards and Outcomes	Grade 3	Grade 2	Grade 3
Quality of Training and Learning	Grade 3	Grade 2	Grade 3
Leadership and Management	Grade 3	Grade 2	Grade 3

<b>Area of Learning</b>	<b>The original inspection (old grading system)</b>	<b>The follow-up inspection (old grading system)</b>	<b>Revised Grading System</b>
Administration	Ungraded due to low numbers	Ungraded due to low numbers	Ungraded due to low numbers
Early Years Care and Education	Grade 3	Grade 2	Grade 3
Hospitality and Catering	Grade 3	Grade 2	Grade 3
Key Skills	Grade 3	Grade 2	Grade 3

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