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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

Coalisland Training Services

April 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 INSPECTION OF COALISLAND TRAINING SERVICES

The original inspection in May 2005 highlighted a number of strengths in the provision. These included the:

- good or better standards of work demonstrated by most of the trainees;
- excellent success rates, for those who complete their training programme, in both vocational qualifications and key skills;
- good quality of the workplace training for most trainees;
- rigorous and well-planned assessment arrangements;
- well-established links with employers; and
- good progression rates to employment or further training.

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

- the retention rate within wood occupations;
- the planning of directed training for wood occupations;
- the implementation of the technical certificate in the child care programmes;
- the initial assessment procedures for key skills;
- the vocational relevance of the tasks set for the development and assessment of the trainees' key skills; and
- the employers' awareness of the opportunities to develop the trainees' key skills within workplace training.

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

- the range of Jobskills provision has been increased to include hairdressing and beauty therapy, and new part-time tutors have been appointed to support this provision;
- the staffing complement has been increased through the appointment of two additional part-time tutors in trowel occupations;
- the pastoral care procedures have been updated to take into account the needs of vulnerable adults;
- the technical certificate has been integrated effectively into the child care programme;
- the essential skills tutor has completed the Certificate in Management and Teaching of essential skills and is completing an additional higher qualification;
- additional information technology (IT) resources have been purchased; and
- senior management has implemented a rigorous and robust quality improvement strategy across the organisation.

In April 2007, the Inspectorate carried out a follow-up inspection, and the following are the most significant improvements since the original inspection:

- the improved retention rate in wood occupations, which has increased from 0% and 63% in 2003/ 2004 to 80% and 71% in 2005/6 for the Traineeship and MA programmes respectively;
- the implementation of more rigorous procedures for initial assessment, which are effective in supporting the planning for the development of the trainees' essential skills;
- the improved planning, including the use of more practical sessions, for directed training in both early years care and education and wood occupations;
- the increased use of vocationally-relevant tasks for the development and assessment of the trainees' keyskills; and
- the integration of IT within the trainees' written work across all of the vocational areas.

The areas which require further improvement are the:

- development of more formal approaches to engage employers in setting, monitoring and reviewing short- term training targets; and
- further development of pastoral care procedures, particularly child protection training for new members of staff.

Overall, Coalisland Training Services has made good progress in addressing the areas for improvement identified in the original report and the trainees and the wider community can have confidence in the organisation's commitment to continuous improvement. The Inspectorate will continue to monitor the work of the organisation to ensure that improvements are sustained.

Grades	At the original inspection	At the follow-up inspection,	
	Original Grading	Original Grading	Revised Grading
Overall Quality of the Provision	Grade 2	Grade 2	Grade 3
Contributing grades:			
• Standards and Outcomes	Grade 2	Grade 2	Grade 3
• Quality of Training and Learning	Grade 2	Grade 2	Grade 3
• Leadership and Management	Grade 2	Grade 1	Grade 2

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