



*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

**Engineering Training Council
Belfast**

January 2008

FOLLOW-UP TO THE JOBSKILLS FOCUSED INSPECTION OF ENGINEERING TRAINING COUNCIL NORTHERN IRELAND (ENGINEERING TRAINING SERVICES)

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

- standards of practical work and technical knowledge demonstrated by almost all of the apprentices;
- high success rate (97%) of apprentices, out of those who complete their training programme, achieving their Modern Apprenticeship;
- quality of the work-based training provided by most employers; and
- hard-working staff and management in developing and managing effective links and partnerships with employers.

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

- the retention rate of apprentices remaining on their training programme;
- the key skills provision for a significant minority of apprentices;
- the arrangements to ensure regular monitoring, reviewing and assessing of apprentices progress and achievements, including internal verification;
- the policy and procedures for effective pastoral care, and careers education, information, advice and guidance (CEIAG) for all apprentices; and
- the quality assurance arrangements to promote improvement, particularly within the key skills provision.

In the interval since the inspection, the organisation was successful in its tender bid for Training for Success at level 2 in professional and technical area of engineering.

In January 2008, the Education and Training Inspectorate (Inspectorate) carried out a follow-up inspection. The development plan has been adjusted in light of the inspection findings, and the following are the most significant improvements since the focused inspection:

- the organisation has drawn up a policies for pastoral care, CEIAG, and essential skills.

The areas which require further improvement are the:

- implementation of pastoral care policies, including the protection of young people during work based training;
- provision of suitable CEIAG for all apprentices, particularly during recruitment and induction;
- apprentices' access to suitable essential skills provision, particularly for those who have less than a level 2 qualification in literacy and numeracy;
- provision of effective monitoring, reviewing and assessing of apprentices' progress and achievements in the workplace and in directed training; and
- reviewing of the organisation's development plan by senior management to evaluate its effectiveness in bringing about improvement across all aspects of the provision.

Insufficient progress has been made in important areas for improvement identified during the original inspection.

Important areas for improvement identified in the original inspection remain to be addressed urgently if the Engineering Training Council is to meet effectively the needs of all the learners.

The Inspectorate will monitor and report on the organisation's progress in addressing these areas for improvement. A further follow up inspection will be carried out.

Grades	At the original inspection		At the follow-up inspection	
	Original Grading System	Revised Grading System	Original Grading System	Revised Grading System
Overall Quality of the Provision	2	4	3	5
Contributing grades:				
• Standards and Outcomes	2	4	2	4
• Quality of Training and Learning	2	4	3	5
• Leadership and Management	2	4	3	5
Engineering	2	4	2	4
Preparation for Life and Work	3	5	3	5
- Essential Skills	3	5	3	5
- Pastoral Care	2	4	2	4
- CEIAG	3	5	3	5

Original (to be consistent with last table) Grading System 4 Point Scale	Revised Grading System 6 Point Scale	Descriptor
1	1	Outstanding characterised by excellence.
	2	Consistently good.
2	3	Many good features but some areas for improvement which the organisation has the capacity to address.

	4	Overall satisfactory but with some areas for improvement which need to be addressed.
3	5	Significant weaknesses which outweigh strengths.
4	6	Poor.

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