



Education and Training  
Inspectorate

Training for Success and  
ApprenticeshipsNI Provision in  
Seven Towers Training Limited

Report of an Essential Skills  
Follow-up Inspection in  
October 2016



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## **FOLLOW-UP INSPECTION OF ESSENTIAL SKILLS IN SEVEN TOWERS TRAINING LIMITED**

The ETI carried out an inspection of Seven Towers Training in November 2015<sup>1</sup>, the quality of the essential skills provision was evaluated as having important areas for improvement.

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

- improve further the quality of the teaching, training and learning in the essential skills;
- review the timetabling arrangements to ensure the range of levels in the essential skills classes are appropriate; and
- improve further the self-evaluation process for essential skills to make it more rigorous with a quality improvement plan that addresses appropriately the identified areas for improvement.

The organisation's improvement plan was of a good quality and addressed the areas for improvement identified in the inspection report.

The ETI carried out an interim follow-up visit in June 2016 and a follow-up inspection in October 2016.

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

- the timetabling arrangements have been reviewed and there are currently no more than two levels in each of the essential skills groups;
- the self-evaluation and quality improvement planning processes have been strengthened, including a review of the arrangements for the tutor observation process;
- the individual learning reviewed and strengthened and as a result a learning log has been introduced for literacy and numeracy;
- additional support sessions have been timetabled for trainees working at the lower levels including one-to-one sessions where appropriate;
- the essential skills provision for Wrightbus has been reviewed and, as a result, all three of the essential skills are now running concurrently;
- arrangements have been made with another training organisation to observe effective practice;
- two tutors have engaged in continuing professional development on blended learning;

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<sup>1</sup> <https://www.etini.gov.uk/publications/training-success-and-apprenticeshipsni-provision-seven-towers-training-limited>

- a trainee of the Month award, with a financial bonus attached, has been introduced for those trainees who demonstrate full attendance, including attendance at their work-experience placement and their essential skills classes; and
- the induction process has been reviewed and has resulted in a number of positive actions across the provision including, shorter sessions, a recap of key topics and a stronger focus on improving retention;

### **Key findings**

Since the original inspection:

- the timetabling arrangements and are now more appropriate with the trainees and apprentices being grouped appropriately by levels;
- attendance at the essential skills classes has improved significantly and is now good;
- an additional resource, the learner log, has been developed to support learning within the provision for literacy and numeracy;
- the quality of the learning, teaching and training is now good or better in the essential skills; and
- the self-evaluation and quality improvement planning processes have been reviewed and a revised more effective tutor observation process has been established.

### **Overall Effectiveness**

In essential skill, the quality of the education and training provided by Seven Towers Training is now good. The organisation has the capacity to address the remaining areas for improvement, including the:

- provision of more opportunities for the learners to consolidate their learning during the essential skills sessions; and
- better use of data to inform the self-evaluation and quality improvement planning process.

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