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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

CRAFT Recruitment and Training

May 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 minority

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 CRAFT RECRUITMENT AND TRAINING (CRAFT)

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

- good standards achieved by most of the trainees in their directed training and in the workplace;
- excellent success (93% and 100% respectively) and progression rates (100%) for both the Traineeship and Modern Apprenticeship (MA) programmes;
- good retention rates (83%) for the MA programme;
- well planned lessons;
- good development and assessment of key skills;
- effective monitoring and review procedures;
- good management of provision; and
- good quality links with employers and the wider community.

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

- the modest retention rates (65%) for the traineeship programme;
- the insufficient use of Information Learning Technology (ILT) to support training and learning;
- the slow progress of a small number of trainees in their vocational units;
- the development of the child protection and vulnerable adults policy; and
- the limited provision for careers education, information, advice and guidance (CEIAG).

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

- Information learning technology resources have been improved with the provision of information technology (IT) equipment to support the use of ILT in training and learning; and
- an additional workshop tutor has been appointed.

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

- an appropriate strategy has been developed and implemented to improve retention rates, resulting in retention rates in the traineeship programmes improving from modest (65%) to satisfactory (78%);
- the improved use of ILT to support training and learning;
- the development of more effective systems to monitor trainee progress on a regular basis;
- the development of an appropriate child protection and vulnerable adult policy; and
- the participation of all trainees in a more appropriate programme of CEIAG including jobsearch activities.

The areas which require further improvement are the:

- further improvement in retention rates for the traineeship programmes; and
- further development of the CEIAG programme.

In the area inspected, CRAFT has major strengths in its educational and training provision. The educational, training and pastoral needs of the learners are being well met, along with the needs of the community and the economy. The parents and community can have confidence in the organisation's capacity for sustained self-improvement.

Grades	The original inspection (old grading system)	The follow-up inspection (old grading system)	The follow-up inspection (revised grading system)
Overall Quality of the Provision	2	1	2
Contributing grades:			
• Standards and Outcomes	2	1	2
• Quality of Training and Learning	2	1	2
• Leadership and Management	2	1	2

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