



*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

Larne Skills Development Ltd

March 2008

FOLLOW-UP TO THE JOBSKILLS FOCUSED INSPECTION OF LARNE SKILLS DEVELOPMENT LTD

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

- excellent success rates across all vocational areas, at over 90%;
- excellent progression rates for most of the Traineeship and Modern Apprenticeship (MA) programmes, at over 90%;
- good standards of practical work demonstrated by almost all of the trainees;
- excellent and good success rates on the essential skills and key skills at 100% and 80% respectively;
- good to satisfactory quality of the directed training, which includes a supportive learning environment and an appropriate balance of theory and practical learning activities;
- good quality of the workplace training;
- effective trainee monitoring and review, and trainee support; and
- majority of staff are appropriately qualified and experienced.

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

- the poor retention rate on the Access programme at 36%;
- the modest retention rate on the Traineeship and MA programmes at 60%;
- the poor retention rate in Administration at 30%;
- the insufficient progress of a minority of trainees in engineering;
- the limited use of computer-based learning resources;
- the insufficient involvement with employers in drawing up trainee training plans;
- the poor quality of directed training in essential skills and key skills;
- the poor management of the Access provision;
- the inadequate provision to prepare trainees for work-based training;
- the lack of rigour of the quality assurance procedures; and
- the limited implementation of Child Protection and Vulnerable Adult policies.

In the interval since the inspection, the organisation has made the following changes:

- moved into new premises that are spacious and suitably resourced;
- recruited a new essential skills tutor, a new administration tutor and an additional new engineering tutor; and
- secured a Training for Success (TfS) contract for level 2 apprenticeships in administration, engineering, retail and storage and warehousing.

In March 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 retention rate on the Access programme, which is now modest at 58% for 2006/2007;
- the overall retention rate on the Traineeship and MA programmes which is now satisfactory at 73% for 2006/2007, and excellent for TfS apprenticeships at over 90%;
- the effective tracking systems now in place to monitor trainee progress;
- the new premises, which include a modern computer suite to provide trainees access to suitable internet-based learning resources and computer-aided design software;
- the greater involvement of employers in drawing up individual training plans;
- the quality of the essential skills provision;
- the quality of the leadership and management, particularly in tracking trainee progress and in improvement planning;
- the induction programme to prepare trainees for work-based training; and
- the implementation of suitable policy and procedures for the protection of children and vulnerable adults.

Very good progress has been made in the areas for improvement identified during the original inspection. The educational and pastoral needs of the learners are well met. The parents and broader community can have confidence in the effectiveness of the Larne Skills Development Ltd response to the findings of the inspection and its capacity for sustained self-improvement.

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	2	3
Contributing grades:				
• Standards and Outcomes	2	4	2	3
• Quality of Training and Learning	2	4	2	3
• Leadership and Management	3	5	2	2
Engineering	2	4	2	3
Preparation for Life and Work	3	5	2	3
- Access	3	5	*	*
- Essential Skills	3	5	2	3
- Pastoral Care	2	3	2	3
- CEIAG	2	3	2	3

* Not recorded due to the number of trainees currently registered in less than ten.

Original Grading System	Revised Grading System	Descriptor
4 Point Scale	6 Point Scale	
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.

© CROWN COPYRIGHT 2008

This report may be reproduced in whole or in part, except for commercial purposes or in connection with a prospectus or advertisement, provided that the source and date thereof are stated.

Copies of this report are available on the DE website: www.deni.gov.uk or may be obtained from the Inspection Services Branch, Department of Education, Rathgael House, 43 Balloo Road, Bangor, Co Down BT19 7PR.