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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
Rutledge Joblink Strabane**

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 RUTLEDGE JOBLINK STRABANE (RJS)

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

- good standards of knowledge and understanding and occupational competence demonstrated by most of the trainees;
- excellent success rates (99%) on the Traineeship programmes;
- excellent success rate (99%) for key skills;
- good quality work placements and the good to excellent quality of most of the workplace training;
- opportunity for trainees to achieve qualifications in addition to their vocational framework qualifications; and
- effective leadership and management and good co-ordination of the training programmes.

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

- the poor progression rate (50%) from the Traineeship programme to further training or relevant employment;
- the integration of key and essential skills qualifications into a vocational context;
- the involvement of employers in the setting of short-term training targets;
- the improved access to computer and Internet facilities;
- the improved facilities for the inclusion of trainees with disabilities;
- the development of a policy for the provision of careers education, information, advice and guidance;

- the development of a pastoral care policy; and
- the ongoing development of the self-evaluation and development planning process.

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

- the tutor for essential skills and administration has left and has been replaced by two new tutors, one in essential skills and one in administration.

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

- the introduction of strategies to monitor attendance and retention resulting in an improved retention rate of 79% for the year 2005/06;
- a review of the provision for essential skills has been carried out and the integration and contextualisation of essential skills within the vocational training programmes has improved;
- appropriate procedures have been developed to make employers more aware of the training needs of the trainees and to involve them more in the training process;
- improved access to Information and Communication Technology (ICT) resources has been provided for trainees completing childcare and essential skills qualifications and Information and Learning Technology (ILT) is being used appropriately to support training and learning in administration;
- an appropriate policy has been developed to improve the provision for careers education, information, advice and guidance;
- an appropriate pastoral care policy has been developed and staff training in child protection has taken place; and
- improved procedures have been introduced for the development of the self-evaluation and development planning process.

The areas which remain in need of further improvement are the:

- overall progression rate to further training or relevant employment which remains poor; and
- ongoing need to improve facilities for the inclusion of trainees with disabilities.

In the areas inspected, RJS has important strengths in most of its educational and training provision. The inspection has identified a number of areas for improvement, which need to be addressed if the needs of the learners, and those of the community and the economy are to

be fully met. The organisation, with some external support, has the capacity to bring about the improvements required.

The organisation's progress on the areas for improvement will be followed-up by the District Inspector.

	Original Inspection Grade	Follow-up Inspection Grade
Overall	2	3
Standards and Outcomes	2	4
Quality of Training and Learning	2	3
Leadership and Management	2	3

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