



Education and Training
Inspectorate

Training for Success and
ApprenticeshipsNI Provision in
Rutledge Training Limited

Report of a Follow-up Inspection
in June 2019



The Education and Training Inspectorate
Promoting Improvement

Providing inspection services for:

Department of Education
Department for the Economy
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FOLLOW-UP INSPECTION OF THE ESSENTIAL SKILLS PROVISION IN RUTLEDGE TRAINING LIMITED (JUNE 2019)

The ETI carried out an inspection of Rutledge Training Limited in May 2017 when the quality of the provision for the essential skills was evaluated as having important areas for improvement. A follow-up inspection was carried out in April 2018 and the essential skills provision continued to have important areas for improvement.

The key areas for improvement identified in the follow-up inspection were the need to:

- improve the very low attendance rate (31%) of the apprentices at their essential skills classes and also the significant variation in attendance across the branches;
- continue to monitor and improve the pace of progress the trainees and apprentices make towards achieving their level 1 and 2 literacy and numeracy qualifications, and address the variation across the branches; and
- more effectively analyse and use the available data, including at branch manager level, with a particular focus on identifying and addressing the significant variation in quality across the branches.

The ETI carried out an interim follow-up inspection visit in February 2019 and a follow-up inspection in June 2019.

Key findings

Since the first follow-up inspection:

- The quality of the provision for the essential skills and the outcomes achieved have become a much higher strategic priority at all levels in the organisation. Appropriate changes have been made to the key performance indicators, which are monitored by managers across the branches, to support and improve the essential skills delivery and outcomes.
- Three branch managers have been appointed to the role of regional manager and a significant part of their remit is to identify and share best practice across the branches, including in the essential skills.
- Relevant, up-to-date and accurate data, including attendance and exam performance, is collated and analysed consistently and to good effect across the branches to identify more clearly, and in a timely fashion, any emerging issues.
- Senior managers hold data-informed monthly meetings with branch managers where the essential skills performance in the branch is scrutinised and priority areas for focused attention are agreed.
- The monitoring of attendance by the trainees and apprentices at the essential skills sessions has improved significantly. Attendance issues are followed up promptly, including where necessary, contact with the employer. Consequently, the average attendance rate at the essential skills classes improved by 24% since April 2018, and is currently 63%.

- The achievement rate, to date, of the trainees and apprentices is 100%. In addition, a majority (70%) of the 2017/18 cohort have already achieved their literacy and numeracy essential skills.

Conclusion

In the essential skills, the quality of the education and training provided by Rutledge Training Limited is now good.

The organisation has the capacity to address the main area for improvement:

- to continue to work with all staff and the employers to improve further the attendance rates in the essential skills classes.

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