



Education and Training
Inspectorate

Training for Success and
ApprenticeshipsNI Provision in
Ballycastle and District Community
Workshop Ltd

Report of a Follow-up Inspection
in January 2017



The Education and Training Inspectorate
Promoting Improvement

Providing inspection services for:

Department of Education
Department for the Economy
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CUSTOMER
SERVICE
EXCELLENCE



FOLLOW-UP TO THE INSPECTION OF BALLYCASTLE AND DISTRICT COMMUNITY WORKSHOP LIMITED

The original inspection carried out in April 2015¹ concluded that the organisation needed to address important areas for improvement in the interest of all the learners.

The key areas for improvement were the need to:

- strategically review curriculum planning to ensure that trainees can access a wider range of high quality learning experiences, particularly in relation to developing more consistently their personal, social and employability skills;
- enhance the quality of teaching, training and learning, to include the use of a wider range of approaches and the more effective use of Information Learning Technology, to ensure that the needs of all of the learners are met more effectively;
- develop further the self-evaluation and quality improvement planning processes across the organisation, including each of the professional and technical areas; and
- address the unsatisfactory progression rates to further education, training or employment of the Skills for Work trainees.

The organisation's improvement plan took appropriate account of the areas for improvement and was of good quality.

The ETI carried out an interim follow-up visit in December 2015 and a follow-up inspection in January 2017. In the interval since the initial inspection the following key actions which affect the work of the organisation have taken place:

- developed and started to use well a bespoke management information system to record, track, monitor and report on all aspects of the trainees' and apprentices' achievements and progress;
- revised and improved the curriculum provision and timetabling arrangements to ensure that all of the trainees access their professional and technical, essential skills and personal, social and employability training in a more coherent and structured manner;
- introduced an effective wider enrichment programme to enhance the trainees and apprentices experiences in their overall programme of professional and technical, extracurricular activities, personal development and careers;
- extended the scope of continuing professional development opportunities for staff at all levels, to expand the range of teaching, training and learning strategies used; and
- introduced a system for the identification of trainees and apprentices at risk of leaving in order to provide early interventions for those who may require support.

¹ From September 2015, the overall effectiveness of an organisation previously evaluated as 'satisfactory', will now be evaluated as 'important areas for improvement'.

Key Findings

The quality and effectiveness of leadership, management and action to promote improvement is now good.

- the co-ordination of the professional and technical areas and the essential skills provision has improved and is now good;
- ongoing overall monitoring and tracking is better supported by the use of the management information system which provides managers with reports that are monitored by them in order to promote improvement in the provision;
- all of the staff have a clearer understanding of their roles and responsibilities;
- collaborative working between the professional and technical and the essential skills tutors has improved and is now good;
- more effective partnership work with an appropriate range of support agencies is now in place to provide tailored support to meet the varied needs of the trainees and apprentices; and
- the self-evaluation and quality improvement planning processes at whole organisation level have improved and are now good.

The quality of learning, teaching and training is now good.

- the quality of provision in children's care, learning and development, construction, hairdressing, retail and essential skills is now good;
- in almost all of the sessions observed, the quality of the learning, teaching and training is good or better;
- a wider range of more appropriate learning, teaching and training strategies to meet the diverse and often challenging learning needs of the trainees have been developed;
- the personal training plans capture better the barriers to progression and the review processes measure more effectively the progress made by individual trainees and apprentices; and
- the level of engagement with employers has been strengthened and there are better links between directed training and workplace experiences.

The standards and achievements are now good.

- the overall retention rates across the provision for 2015/16 are good at 76%;
- the progression rates for the Skills for Work trainees for 2015/16 are now very good at 80%;

- the learning and skills development needs of the trainees and apprentices are being met with regular and well-planned training sessions being provided; and
- the majority of the trainees are in appropriate work placements and are achieving good standards of work: an additional small number of trainees are ready to start planned work placements.

Overall Effectiveness

Ballycastle and District Community Workshop Limited demonstrates the capacity to identify and bring about improvement in the interests of all of the learners. The ETI will monitor how the organisation sustains improvement in:

- continuing to monitor, review and improve further the quality of teaching, training and learning across the range of the provision to ensure that the needs of all of the trainees and apprentices continue to be addressed fully; and
- increasing the capacity of all of the tutors for self-evaluation and quality improvement planning at programme level.

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