

## **Education and Training Inspectorate**

### **Report of a Follow-up Inspection**

#### **Training for Success provision in**

**People 1<sup>st</sup>**

**May 2016**

## Performance levels

The Education and Training Inspectorate (ETI) use the following performance levels when reporting on achievement and standards, on provision for learning, on leadership and management, and on the overall quality of professional and technical areas:

Current performance level	Previous performance level <sup>1</sup>
Outstanding	Outstanding
Very Good	Very good
Good	Good
Important area(s) for improvement	Satisfactory
Requires significant improvement	Inadequate
Requires urgent improvement	Unsatisfactory

## Overall effectiveness

The ETI use one of the following inspection outcomes when evaluating the overall effectiveness of the organisation:

Overall effectiveness outcome	Previous performance level
The organisation has a high level of capacity for sustained improvement in the interest of all the learners. The ETI will monitor the organisation's progress in addressing any area(s) for improvement through its annual scrutiny inspection.	Outstanding and very good
The organisation demonstrates the capacity to identify and bring about improvement in the interest of all the learners. The ETI will monitor the organisation's progress in addressing the area(s) for improvement through its annual scrutiny inspection.	Good
The organisation needs to address (an) important area(s) for improvement in the interest of all the learners. The ETI will monitor and report on the organisation's progress in addressing the area(s) for improvement, which includes the need to produce an improvement plan, which will be the basis for a formal follow-up inspection within 12-18 months.	Satisfactory
The organisation needs to address urgently the significant areas for improvement identified in the interest of all the learners. The ETI will monitor and report on the organisation's progress in addressing the areas for improvement, which includes the need to produce an improvement plan, which will be the basis for a formal follow-up inspection within 12 - 18 months.	Inadequate and unsatisfactory

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<sup>1</sup> The ETI performance levels were revised with effect from the 1 September 2015.

## **FOLLOW-UP INSPECTION OF INFORMATION TECHNOLOGY (IT) USER AND CREATIVE MEDIA IN PEOPLE 1<sup>st</sup>**

The Education and Training Inspectorate (ETI) carried out an inspection<sup>2</sup> of People 1<sup>st</sup> in January 2015 when the quality of the education and training in IT User and creative media was evaluated as satisfactory<sup>3</sup>.

The main areas for improvement were the need to:

- put appropriate measures in place to address the slow progress being made by the trainees in the completion of their programme, including processes to improve the quality of their written work;
- review the timetabling arrangements to ensure that the learning needs of all of the trainees were being met appropriately;
- increase the number of trainees undertaking relevant work-placements;
- improve the quality of the provision for careers education, information, advice and guidance;
- improve the quality of the trainees' personal training plans; and
- develop more effective quality assurance processes to promote improvement across the provision, in particular, the processes used for self-evaluation and quality improvement planning, and those used to track and monitor the overall progress of the learners.

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

The ETI carried out an interim follow-up visit during October 2015, with a follow-up inspection in May 2016.

In the interval since the original inspection, the following actions or changes within the professional and technical area of IT User and creative media have taken place:

- sub-contracting arrangements for the provision have ceased and it is now delivered in-house by People 1<sup>st</sup>;
- a new IT and creative media tutor has been appointed;
- the curriculum offer has been reviewed resulting in the better integration of all elements of the trainees' learning programme;

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<sup>2</sup> <http://www.etini.gov.uk/index/inspection-reports/inspection-reports-work-based-learning/inspection-reports-work-based-learning-2015/training-for-success-and-apprenticeshipsni-provision-in-people-1st.pdf>

<sup>3</sup> The ETI performance levels were revised with effect from the 1 September 2015 and the old performance level of satisfactory now equates to important areas for improvement.

- revised arrangements have been put in place for programme delivery and quality assurance, including the processes used for self-evaluation and quality improvement planning, and those used to track and monitor the progress of the trainees; and
- improved mechanisms have been put in place to support the learning and progression needs of the trainees.

### **Key findings**

- Management and staff have taken appropriate action to address all the areas for improvement highlighted in the inspection report, and the quality and effectiveness of leadership, management and action to promote improvement is now good.
- The improved curriculum offer is matched well to the needs of the trainees, includes appropriate enrichment activities, and provides them with better opportunities for progression.
- More effective processes for self-evaluation and quality improvement planning have been developed.
- More appropriate timetabling arrangements are now in place.
- Improved processes have been developed to track and monitor the overall progress of the trainees, and to provide feedback to promote improvement in their learning.
- The assessment tasks have been reviewed to include more differentiation and provide better stretch and challenge for the more able learners.
- The quality of learning, training and teaching observed is now good.
- Standards and achievements are now good, the trainees demonstrate good standards of practical and written work and most are making good progress in their learning.
- The quality of the personal training plans has improved and more regular processes are in place to monitor and review the trainees' progress.
- The quality of the provision for careers education, information, advice and guidance has improved.
- A greater number of trainees are now in a work-placement or undertaking relevant work-based learning projects and activities.

### **Overall Effectiveness**

In IT User and creative media, the quality of the education and training provided by People 1<sup>st</sup> is now good.

To improve the quality of the IT User and creative media provision further People 1<sup>st</sup> needs to:

- continue to keep the curriculum offer under review to ensure that it best meets the needs of industry and supports on-going progression opportunities for the trainees;
- to increase the number of trainees undertaking a work placement with IT or media companies, particularly at level 2; and
- sustain the significant improvements made to support the ongoing development of the IT and creative media provision.

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