



Education and Training  
Inspectorate

Impact Training (NI) Limited

Report of a Quality Improvement  
Planning Inspection in  
April 2019



The Education and Training Inspectorate  
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## **Introduction**

In April 2019, the Education and Training Inspectorate (ETI) carried out a quality improvement planning inspection of Impact Training (NI) Limited (Impact Training) to evaluate the effectiveness of the organisation's self-evaluation and quality improvement planning processes. At the last inspection in May 2015, the organisation demonstrated the capacity to identify and bring about improvement. Impact Training has recently undergone substantive staffing changes, including at management level.

## **Focus of the quality improvement planning inspection**

The quality improvement planning inspection focused on the following key areas which the organisation had prioritised for improvement through its self-evaluation and quality improvement planning processes:

1. to improve the overall retention rate on the Training for Success programme; and
2. to develop the work-readiness skills of the trainees in order to support them to sustain their work-experience placements.

The arrangements for safeguarding were also included.

## **Key findings**

The inspection identified the following key findings:

- The recently formed senior management team has undertaken a comprehensive strategic review of its provision, including the timetabling arrangements and the curriculum offer. This has led to more coherent timetabling arrangements resulting in improved punctuality and high rates of attendance. The revised curriculum offer provides clearer pathways and improved opportunities for the progression of the trainees across levels, and facilitates greater flexibility for enhanced mentoring and supportive intervention programmes. As a result, the retention rate of the year one trainees is high at 86% and the rate for the year two and three trainees has been sustained.
- Effective action, through a range of strategies, has been taken to develop the trainees' work-readiness skills to ensure more of them participate in, and sustain, relevant, purposeful work-experience placements which are matched well to their training needs, interests and abilities. Strategies include effective baseline assessments of the trainees' occupational, personal and social and employability skills which are used well to identify their skills development needs and to provide well-targeted interventions to support them. As a result, the work placement rate has increased over the period of the quality improvement plan from 43% to 75%. The recently formed youth mentoring team supports effectively the trainees furthest from the workplace.

## **Safeguarding**

On the basis of the evidence provided during the inspection, the arrangements for safeguarding young people and adults at risk reflect broadly current legislation and practice.

However, the organisation needs to:

- review and update its policies and procedures for safeguarding young people and adults at risk.

### **Overall Outcome**

At the time of the quality improvement inspection visit, and in the areas evaluated, Impact Training continues to demonstrate the capacity to identify and bring about improvement in the quality of the provision.

The outcome from this inspection will inform the next steps for the organisation with regard to the inspection cycle.

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