



Education and Training
Inspectorate

European Social Fund provision in
Access Employment Ltd

Hands on Training

Report of a Quality Improvement
Planning Inspection in
November 2019



The Education and Training Inspectorate
Promoting Improvement

Providing inspection services for:

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Introduction

In November 2019, the Education and Training Inspectorate (ETI) carried out a quality improvement planning inspection of Access Employment Ltd to evaluate the effectiveness of the project promoter's self-evaluation and quality improvement planning processes. At the last inspection in November 2016, the project promoter demonstrated its capacity to identify and bring about improvement.

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:

- a review of the curriculum and provision of training to meet better the needs of a wider and more diverse range of participants; and
- increased employer engagement in order to raise employer awareness of diversity and to extend the opportunities for work placement experiences and employment for the participants.

The arrangements for safeguarding were also included.

Key findings

The inspection identified the following key findings:

- In order to improve recruitment to the programme Access Employment Ltd has increased, from five to 15, the number and range of professional and technical areas available to the participants. It has also introduced to good effect a broader range of associated OCN Level 1 and 2 qualifications in order to improve the participants' employability. In addition, the project promoter has developed employment outreach clinics providing tailored support for curriculum vitae development, job applications, interview preparation and a range of appropriate bespoke short courses to meet more effectively and quickly the interests, aspirations and employability needs of a broader range of the participants. These actions have ensured that recruitment to the programme exceeded its recruitment target in the first year at 105%, and is currently in line with the target at 86% in year two.
- The project promoter increased successfully the level and impact of employer engagement, including more high quality work tours, work placements, long-term volunteering opportunities and paid employment. Through the development of an inclusive employer charter, a three-tiered charter award scheme at bronze, silver and gold levels, the project promoter recognises and rewards the contribution made by socially responsible local employers in providing participants with additional support needs with access to a range of opportunities to experience the world of work. The awards are highly valued by the employers who appreciate the associated advertising by Access Employment Ltd, as well as the practical support and training provided, which

helps them meet more effectively the needs of the participants. These actions have impacted positively on the overall quality of the provision to date, with sixteen work tours undertaken and eighteen participants accessing external work placements. At this early stage of the programme, the project promoter has progressed 29% of the overall target of participants into employment.

Safeguarding

Based on the evidence available at the time of the inspection, the arrangements for safeguarding participants reflect current legislation and practice.

Overall Outcome

At the time of the quality improvement planning inspection visit, and in the areas evaluated, Access Employment Ltd continues to demonstrate its 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 project promoter with regard to the inspection cycle.

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