



Education and Training
Inspectorate

European Social Fund provision in
TRIAX

Skills North West

Report of a Quality Improvement
Planning Inspection in October 2019



The Education and Training Inspectorate
Promoting Improvement

Providing inspection services for:

Department of Education
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Introduction

In October 2019, the Education and Training Inspectorate (ETI) carried out a quality improvement planning inspection of TRIAX to evaluate the effectiveness of the project promoter's self-evaluation and quality improvement planning processes. At the last inspection in December 2016, the project promoter demonstrated a high level of 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 project promoter had prioritised for improvement through its self-evaluation and quality improvement planning processes:

- the provision of additional support to meet the individual needs of the participants; and
- increased employer engagement in order to extend the opportunities for employment for the participants.

The arrangements for safeguarding were also included.

Key findings

The inspection identified the following key findings:

- In line with its quality improvement plan, the project promoter has enhanced the initial assessment processes across the partner organisations in order to promote consistency and effectively identify, at an early stage, the individual needs and barriers to participation and progression of each participant. The information collated from the process is used well to plan for meeting the diverse and often complex individual needs and barriers to employment of the participants. The early identification of learning support, care and welfare needs results in enhanced one-to-one mentoring and good signposting to an appropriate range of specialist support services. The full impact of the provision of high quality additional support is demonstrated in the very good outcomes for the participants, with a majority (66%) of them remaining on the programme and almost all of them achieving their individual targets.
- Through a number of strategies, the project promoter has been successful in increasing the level of employer engagement, including: the appointment of dedicated employer engagement staff based within the project consortium; the annual review of the curriculum and provision of a wider range of accredited training opportunities which are matched well to the employment opportunities across the contract area; bespoke pre-employment programmes with key employers which guarantee job interviews for the participants; and tailored support for job applications and interviews. These actions have impacted positively on the overall outcomes to date; the number of economically inactive participants progressing into employment is in line with the target set at 86% and the number of unemployed participants progressing to employment (146%) has exceeded the target set.

Safeguarding

Based on the evidence available at the time of the quality improvement planning inspection, the arrangements for safeguarding participants reflect broadly current legislation and practice. The project promoter, however, needs to:

- update the safeguarding policy to reflect more closely local legislation and practice; and
- appoint an Adult Safeguarding Champion and ensure that all staff, including across the partner organisations, have adult safeguarding training appropriate to their role.

Overall Outcome

At the time of the quality improvement planning inspection visit, and in the areas evaluated, TRIAX continues to demonstrate a high level of 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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