

Developing inspection: learning from the best



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Raising standards, improving lives

Association of Learning Providers
conference

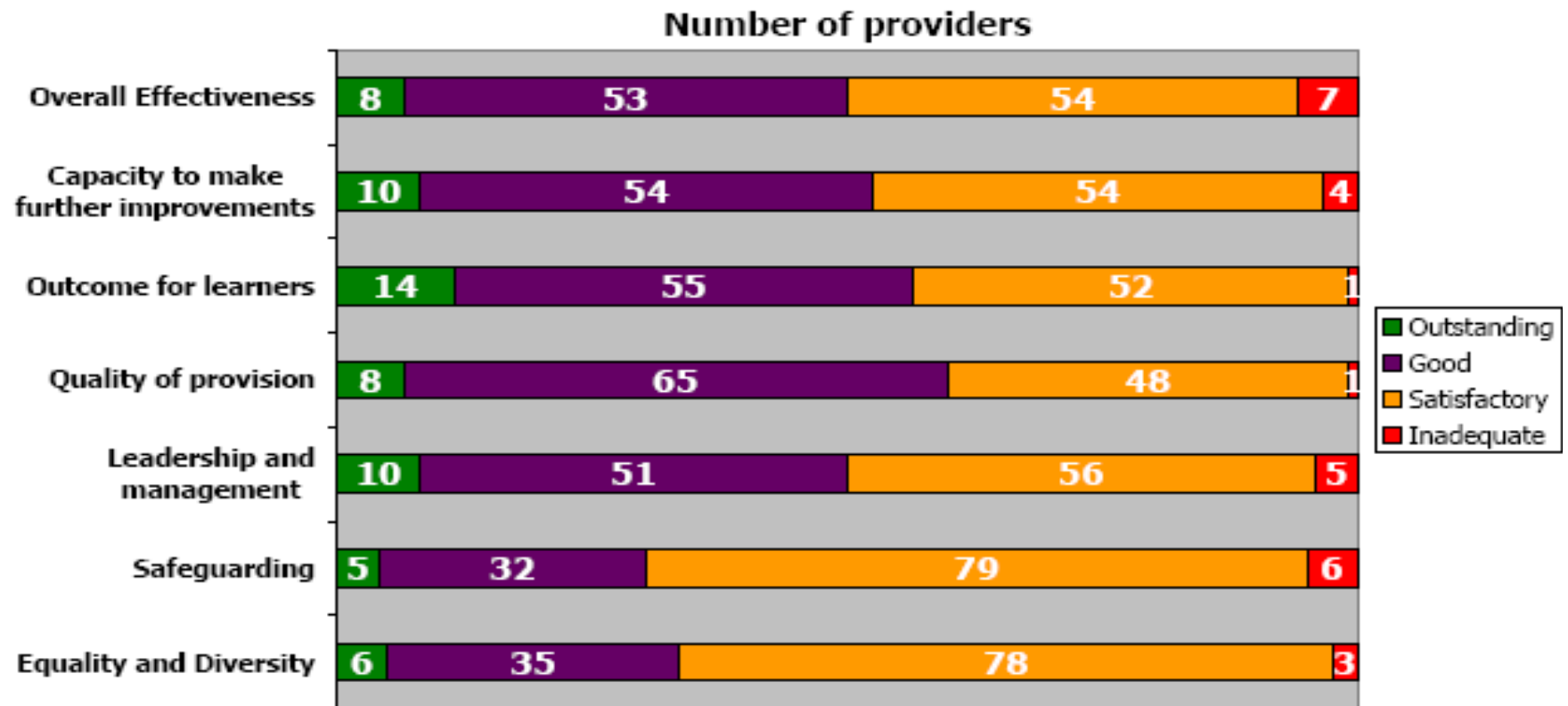
Learning from the best

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Summary of inspection outcomes – WBL (including Train to Gain) 2009/10



Work based learning

Emerging themes from 2009/10

Strengths

- Good improvements in learners' economic and social well-being through learning and development
- The outcomes of partnerships are positive
- Leaders and managers raise expectations and promote ambition well
- Good range of provision to meet the needs and interest of users

Work based learning

Emerging themes from 2009/10

Areas for improvement

- Too little good or better provision
- Insufficiently strong links between self-assessment and improvement of the provision
- Too many safeguarding arrangements are either only satisfactory or inadequate
- Too much promotion of equality and diversity is only satisfactory or inadequate

Work based learning 2009/10

Changes to grades since last inspection

Overall effectiveness grade improved	Overall effectiveness grade the same	Overall effectiveness grade declined
46	62	19
36%	49%	15%

Learners' views 2009/10

What learners like

- the good quality of teaching and training
- learning skills that improves their work
- being able to learn at their own pace
- the supportive training staff
- opportunities to gain a recognised qualification
- gaining confidence and improving communication skills

What learners would like to see improved

- more time allocated to complete requirements for key skills
- how long they sometimes wait for assessment
- improvements to the equipment in some areas

Employers' views

What employers like

- the flexibility and responsiveness of providers; sensitivity to employers' needs
- the quality of support provided to trainees
- learner' skill development and preparedness for the workplace

What employers would like to see improved

- the quality of communication with trainers
- a greater involvement in planning training and assessment and in reviews of learners' progress
- the stability in staffing, programmes and funding

Twelve outstanding providers of work-based learning

This report:

- presents some of the common factors that have led to high performance
- outlines the key challenges
- explains the ways in which they are seeking to sustain excellence
- includes profiles of the providers

The twelve outstanding providers

- Aspire Training Team Ltd
- British Gas Energy Academy
- Andrew Collinge Training Ltd
- Davidson Training Uk Ltd
- Gateshead College
- Hospitality Training Partnership
- The Intraining Group
- Skillnet
- Training Services 2000 Ltd
- Warwickshire College
- Zenos Ltd
- 5E Ltd

Critical success factors in the journey to becoming outstanding

- Establishing shared purpose and ambitious goals
- Knowing the market and aligning provision to the needs of employers
- Matching learners to the right programmes
- Having high expectations in setting direction and monitoring learners' progress

Critical success factors (2)

- Delivering a coherent programme of learning rooted in current working practice
- Smart assessment to capture achievement and accelerate progress
- Ensuring barriers to learners' progress are minimised

Sustaining excellence

- keeping a focus on continuous and ambitious improvement
- ensuring feedback is collected on all aspects of the learners' experience
- maintaining the currency of staff's skills and developing capacity in a fast-changing world

Sustaining excellence (2)

- using management information intelligently
- keeping the self-assessment processes inclusive and integral to business functions
- inviting external evaluation and challenge
- sharing good practice

Raising standards, improving lives

'...there should be no
inspection without a
reason...'

Hampton Report, 2005



