

# Short inspection of L.I.T.S. Limited

Inspection dates:

11–12 November 2019

## **Outcome**

L.I.T.S. Limited continues to be a good provider.

## **Information about this provider**

L.I.T.S. Limited (L.I.T.S.) was founded in 1981 and is based in Petts Wood, south east London. Providing training on a national basis in the engineering and manufacturing technologies sector, L.I.T.S. predominantly offers specialist training to the lift and escalator engineering industries. At the previous inspection of L.I.T.S. in October 2015 the overall effectiveness of the provision was judged to be good.

There are currently 88 apprentices who study at level 3. Of these, 62 are on engineering manufacture framework apprenticeships. Since September 2019 a further 26 apprentices began training on the standards-based lift and escalator electromechanics apprenticeship. Nearly all apprentices are aged over 19 years old. Around half of all apprentices are based in London and the south east of England. Apprentices are employed at eight different medium- to large-sized companies. Off-the-job training is subcontracted to 12 colleges. Apprentices attend college either on block or day-release.

## **What is it like to be a learner with this provider?**

Apprentices receive good training, by the end of which they are well-qualified and competent engineers. Because of their own positive experiences, a high proportion would recommend the training to a friend.

Managers work well with employers, so the curriculum gives apprentices what they need to know to work in the industry. Apprentices trust their trainers and assessors to help them develop the right behaviours and technical skills they need for work. Apprentices find the work they do rewarding. They learn the knowledge and skills to be proficient in engineering tasks on different jobs. They become effective communicators and learn to manage stressful situations well.

Apprentices value and gain benefits from the support they get from training advisers. Training advisers respond promptly to any queries that apprentices have with their work. They support apprentices when they have a problem in their lives that is affecting their studies.

## **What does the provider do well and what does it need to do better?**

Apprentices benefit from a curriculum and from teaching that helps build their knowledge, skills and behaviours securely. As a result, in the previous year all apprentices successfully completed their apprenticeship. They go on to be successful engineers in the industry.

Trainers teach well the right concepts at the right time. For example, they ensure that apprentices grasp the fundamental concepts of engineering and safe practice at the start of their programme. Apprentices learn procedures for safe working before taking on any responsibility at work.

Apprentices retain what they have been taught well. At work they repeat the correct procedures for carrying out the routine maintenance of lifts. They learn how to apply their knowledge and skills in increasingly challenging situations, such as assisting with lift repairs when the lift is full of occupants.

Working alongside and observing qualified engineers helps apprentices develop their ability to identify and solve problems. This enables apprentices to take on increasingly complex tasks such as identifying intermittent faults and assisting with repairs.

Apprentices near the end of their training, under the supervision of a qualified engineer, take responsibility for the breakdown of lifts. This helps confirm the technical skills they have and builds their confidence.

Employers rightly value the training and support that apprentices receive. They confirm that their employees make an increasingly valuable contribution at work.

Training advisers give suitable careers advice to apprentices. They help apprentices correctly identify the need for them to gain experience as a qualified engineer before taking further training or seeking out more senior roles in the engineering sector.

Leaders and managers have the capacity to sustain and improve the quality of provision. Since the previous inspection they have improved the arrangements for checking the quality of their subcontractors. They now have suitable arrangements to assess the quality of off-the-job learning.

Leaders and managers have made sound progress in launching the new apprenticeship standard. They have built capacity successfully to manage the increasing number of apprentices in training. They ensure that apprentices experience good-quality training.

A few apprentices, in their college training, are not taught engineering that links well to the industry they work in. Consequently, they do not link engineering concepts to workplace practice with confidence. Leaders and managers have not yet addressed

this area for improvement.

During reviews and in their feedback on assessed work, assessors do not always help apprentices to identify and address specific gaps in their knowledge. As a result, a few apprentices do not know the areas where they need to improve.

## **Safeguarding**

The arrangements for safeguarding are effective.

Staff are suitably trained and know what to do if they have concerns about apprentices' welfare or safety. They act effectively when apprentices' safety or welfare are compromised. Staff share and record information well. They provide the support that apprentices need.

Staff ensure that apprentices develop well their understanding of the threats of extremism and radicalisation, British values and how to stay safe online.

## **What does the provider need to do to improve?**

- Ensure that general engineering training that apprentices have as part of the off-the-job training has greater relevance to the lift and escalator industries.
- Ensure that training assessors consistently help apprentices to understand the areas they need to work on to improve.

## Provider details

<b>Unique reference number</b>	53069
<b>Address</b>	19 Fairway Orpington BR5 1EF
<b>Contact number</b>	01689 897620
<b>Website</b>	<a href="http://www.LITS.org.uk">www.LITS.org.uk</a>
<b>CEO</b>	Mr William Orr, Managing Director
<b>Provider type</b>	Independent training provider
<b>Date of previous inspection</b>	21 October 2015
<b>Main subcontractors</b>	Barking & Dagenham College City of Bristol College Cornwall Engineering Skills Centre Eastleigh College Hopwood Hall IPS South Thames Colleges Group (Kingston) Mid Kent College South Essex College (PROCAT) Solihull College Trafford College Tyne Coast College

## Information about this inspection

The inspection was the first short inspection carried out since L.I.T.S. Limited was judged to be good in October 2015.

The inspection team was assisted by the quality manager, as nominee. Inspectors took account of the provider's most recent self-assessment report and development plans, and the previous inspection report. The inspection was carried out using the [further education and skills inspection handbook](#) and took into account all relevant provision at the provider. Inspectors collected a wide range of evidence to inform judgements including observing learning sessions, scrutinising learners' work, seeking the views of learners, staff and other stakeholders, and examining the provider's documentation and records.

## Inspection team

Jon Bowman, lead inspector

David Baber

Her Majesty's Inspector

Ofsted Inspector

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