

2 Start Limited

Monitoring visit report

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Name of lead inspector: Richard Kirkham, His Majesty's Inspector

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Type of provider: Independent learning provider

Address: Unit 2, Four Dells Farm
Poles Lane
Otterbourne
Hampshire
SO21 2DY

Monitoring visit: main findings

Context and focus of visit

Ofsted undertakes to carry out monitoring visits to all newly directly funded providers of apprenticeship training provision funded by the Education and Skills Funding Agency and/or the apprenticeship levy. This monitoring visit was undertaken as part of those arrangements and as outlined in the 'Further education and skills inspection handbook', especially the sections entitled 'Monitoring visits' and 'Monitoring visits to providers that are newly directly publicly funded'. The focus of these visits is on the themes set out below.

2 Start Limited is based in Eastleigh with six additional training centres across the south of England. It was established in 2008, gaining approval to offer standards-based apprenticeships in early 2023. At the time of the new provider monitoring visit, there were 20 apprentices, including three who were on a break in learning. There were 15 level 2 urban driver and five apprentices on either level 2 large goods vehicle (LGV) C+E or level 3 transport and warehouse operative supervisor apprenticeships.

Themes

How much progress have leaders made in ensuring that the provider is meeting all the requirements of successful apprenticeship provision?

Reasonable progress

Leaders have selected a curriculum that meets the needs of employers in high-priority sectors locally and regionally. Leaders have implemented a curriculum that supports employers in the transport and logistics sector by offering apprenticeships in urban and large goods vehicle drivers and transport and warehouse operations. Apprentices are learning the required knowledge, skills and behaviours that are essential for their chosen careers.

Leaders have been training individuals within the driver training goods vehicles sector for many years. Consequently, they have a well-established and highly experienced training team with which to support apprentices. Leaders have invested in high-quality resources that are required to teach the apprenticeships in their training centres across the south of England.

Employers value the training 2 Start Limited provide for their apprentices. Leaders agree appropriate training plans with employers and their apprentices at the start of the programme. Leaders work effectively with a specialist English and mathematics partner to ensure that apprentices receive the necessary support to gain these fundamental skills. Apprentices are developing the skills employers require. Leaders are aware of the majority of their strengths and weaknesses. Leaders have implemented many appropriate processes to recognise and support continuous

improvements. However, leaders are not as clear on the quality of apprenticeship teaching, particularly within sessions taught online.

Leaders have not yet implemented governance arrangements. As a result, leaders do not benefit from external scrutiny, support and challenge on the quality of learning and the effectiveness of all of their performance management systems.

What progress have leaders and managers made in ensuring that apprentices benefit from high-quality training that leads to positive outcomes for apprentices? **Reasonable progress**

Apprentices benefit from well-planned apprenticeships. Staff work effectively with apprentices and their employers to understand and meet their needs and aspirations. Apprentices benefit from effective learning opportunities that align with their shift patterns and personal circumstances.

Employers value the skills that their apprentices are developing. Apprentices are learning the required knowledge and skills for their chosen careers in the transport and logistics sector. Apprentices are applying their learning in the workplace and employers recognise the positive impact this has on their organisations.

Leaders have effectively sequenced the apprenticeships. Apprentices complete intensive theoretical training before progressing on to developing and applying the driving ability in goods vehicles. Apprentices are making positive progress and are prepared well for their licence tests.

Leaders have started to introduce a well-considered personal development programme. Apprentices develop their knowledge and understanding of topics such as equality and diversity and safeguarding and how these might apply in the context of logistics and transportation.

Tutors ensure that employers are proactively involved in the regular review of their apprentices' learning. Employers are aware of how they can best support apprentices to develop essential skills in the workplace. However, leaders have not ensured that all apprentices benefit from targeted support or challenge to make the rapid progress of which they are capable.

Leaders have established a well-planned functional skills programme. Tutors carefully assess apprentices' prior knowledge to develop an individualised learning programme that motivates apprentices to successfully acquire this essential knowledge. The vast majority of apprentices are making positive progress in improving their mathematics and English ability.

Leaders have well-established quality assurance processes for their commercial training programmes. Staff benefit from detailed feedback that identifies their strengths and supports with improvements in their teaching practice. However,

leaders do not yet have a sufficient overview of the quality of teaching and learning for all apprenticeships.

How much progress have leaders and managers made in ensuring that effective safeguarding arrangements are in place? Reasonable progress

Leaders have started to implement a positive culture for safeguarding apprentices. Leaders have implemented appropriate safeguarding and the 'Prevent' duty policies and procedures that ensure apprentices are safe.

Leaders have appointed and appropriately trained a designated safeguarding lead and deputy. Leaders ensure that staff receive training on how to recognise and refer apprentices who may be at risk of harm.

Apprentices are informed of how to keep themselves safe. Apprentices complete training at induction on how to stay safe in modern Britain and how to work safely in the transport sector. Apprentices are aware of who to contact if they have any concerns.

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