

SB Skills Solutions Ltd

Reinspection monitoring visit report

Unique reference number: 2654222

Name of lead inspector: Alastair Mollon, His Majesty's Inspector

Inspection dates: 14 and 15 February 2024

Type of provider: Independent learning provider

Address: Unit 4c
Selby Place
Skelmersdale
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Monitoring visit: main findings

Context and focus of visit

This is the first reinspection monitoring visit to SB Skills Solutions Ltd following publication of the inspection report on 23 August 2023 which found the provider to be inadequate overall.

SB Skills Solutions Ltd is an independent learning provider based in Skelmersdale, Lancashire. It specialises in training for the construction industry. At the time of the monitoring visit, 145 learners were studying on three different construction plant Skills Bootcamp pathways in tracked excavator, telescopic handler or ride-on roller/forward tipping dumpster.

At the time of the previous inspection, SB Skills Solutions Ltd offered apprenticeships in four different level 2 apprenticeship standards in groundworker, construction plant operative, highways maintenance skilled operative and bricklaying. Leaders chose to terminate their apprenticeship contract following notification of the last inspection. There are no apprentices in learning.

The provider does not subcontract any of its provision.

Themes

What progress have leaders and managers made to ensure that they have appropriate arrangements in place to safeguard learners?

Significant progress

Since the previous inspection, leaders have swiftly reviewed and updated their safeguarding processes. They accurately and effectively record, report and deal with safeguarding and well-being concerns. Leaders and managers have ensured that all staff, including the designated safeguarding lead, are appropriately trained.

Instructors place a high priority on the health and safety of their learners. Learners feel safe. They are highly vigilant of the very high standards of health and safety required of them. Learners wear appropriate personal protective equipment and complete safety checks such as checking for fluid leakage on plant machinery.

Leaders have appointed a board member with extensive experience in safeguarding. Leaders provide monthly safeguarding reports to enable governors to scrutinise and challenge the newly implemented systems and processes.

What progress have leaders made in recruiting and retaining suitable, qualified and experienced staff to provide a high-quality education to learners? **Significant progress**

Leaders ensure that Skills Bootcamp instructors are experienced, highly qualified subject experts. All instructors have significant experience in the construction and logistics sectors as plant operators, trainer/instructors and testers. Leaders ensure that instructors complete regulatory body updates and training to maintain their operating licences and certification. All instructors have teaching and training, first aid, and health and safety qualifications in addition to their plant training qualifications.

Instructors regularly receive session visits in both theory and practical environments to check on the quality of their training and instructing. They receive useful and timely feedback and development plans to continually improve their teaching and instructing, and to share best practice across the team. Instructors benefit from appraisals and regular meetings with managers to identify their strengths, weaknesses and opportunities for further development. They are supported to complete activities including teacher and assessor training, site management training and technical qualifications as trainers and testers in multiple items of plant machinery. This enables them to provide the most up-to-date training to learners.

Leaders involve their instructors in planning their workload. They routinely rotate staff across the range of Skills Bootcamps and commercial training to ensure that instructors maintain and hone their skills and practices. This also helps staff to avoid complacency. Leaders value their instructors and the vital contribution they make to the provision.

Instructors feel well supported by leaders and managers. They work with managers to identify their own professional development opportunities and routinely discuss their workload to ensure a balance in the type and quantity of training courses that they teach. Instructors find their work is demanding but rewarding. They feel valued by their leaders and managers.

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