

Training and Recruitment Partnership Ltd

Partial reinspection report

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Introduction

Training and Recruitment Partnership Ltd (TRP Ltd) was inspected in April 2008. The overall effectiveness and quality of provision were found to be satisfactory or better in all areas except construction, planning and the built environment, which was judged to be inadequate. Ofsted is responsible for reinspecting all provision that is inadequate.

The outcome of the reinspection is as follows:

Subject area/type of provision	Original grade	Reinspection grade
Construction, planning and the built environment	4	2

Context

TRP Ltd currently has seven learners on advanced apprenticeships, 16 learners on apprenticeships and 37 learners on Train to Gain. All learners are employed. For all apprentices, TRP Ltd carries out assessment and progress reviews in the workplace, with apprentices also attending one of three local colleges of further education to achieve the technical certificate. Train to Gain learners work with a sub-contracted provider, the Skills Centre, to achieve a National Vocational Qualification (NVQ).

Key findings

- Outcomes for learners are good overall. A high proportion of apprentices, advanced apprentices and learners on Train to Gain programmes complete their programmes successfully. Progress towards the qualification in the planned timescale was slow for many learners in 2007/08. It improved significantly in 2008/09 but is still only satisfactory.
- The standard of learners' work is high. Learners make particularly good progress in the development of work-related skills, which contributes well to learners' economic well-being and meets the needs of their employers very effectively.
- Learners feel very safe and use safe working practices in learning and at work. The promotion of health and safety has a very high profile in the company and with employers. Learners receive appropriate health and safety training and work on sites where health and safety are continually reinforced and which are of a high standard.
- The monitoring of learners' progress significantly improved in 2008/09 and is now good; this is improving the pace of learners' progress towards their qualifications. TRP Ltd has an effective tracking system in place and takes effective actions to help learners to maintain progress.
- Training and assessment support learning and development very well. Trainers and assessors use their up-to-date vocational expertise well to develop learners'

vocational skills. Assessment practice is good. Assessors make regular visits to learners and use an appropriate range of assessment methods and good use of direct observation and evidence from the workplace. Learners receive very helpful feedback following an assessment.

- Learners' progress reviews are good. Reviewers provide effective checking of learners' job knowledge and understanding and the reinforcement of health and safety is good. Targets are clear and appropriately challenging and focused on helping learners to make progress. However, the promotion of equality and diversity at progress reviews is insufficient.
- The construction provision meets the needs and interests of learners and employers very effectively. TRP Ltd has well-established links with employers and carries out extensive local research to identify employment needs in the construction industry, although it does not systematically collect and analyse their views on a regular basis. Arrangements for training and assessment are particularly flexible to meet both learners' and employers' needs.
- Partnership working is also well established and highly effective. TRP Ltd works closely with a wide range of local employers and statutory and voluntary sector organisations to help meet learners' needs.
- Learners benefit from particularly effective care and support. Staff work very well with individual learners and provide good support to help learners overcome problems and difficulties and to gain in confidence and skills. Information, advice and guidance are satisfactory.
- Managers promote high standards and have effective strategies in place to plan and develop the construction provision. They have a clear understanding of national and local priorities that are relevant to learners and employers. The use of resources is satisfactory.
- The promotion of safeguarding for learners is good. TRP Ltd places a very strong emphasis on safeguarding and managers and staff have a good understanding of current requirements. All relevant policies and procedures are in place and managers thoroughly audit their implementation. TRP Ltd ensures that all staff have appropriate and regular training on safeguarding.
- Equality and diversity are satisfactory. Staff make appropriate checks on equality and diversity with learners and employers in the workplace and learners are protected from harassment, bullying and discrimination. Managers analyse the achievement of different groups by gender, ethnicity and disability, to ensure that no significant differences exist. Learners have a satisfactory understanding of their rights and responsibilities, but the promotion of race, gender and disability equality with learners is insufficient.
- The self-assessment process and report are satisfactory and outcomes for learners are improving. The use of management information data to improve the provision is satisfactory. Satisfactory systems and processes are in place to quality assure the provision, although staff visits to learners, employers and sub-contractors are not always sufficiently systematic or fully recorded. Value for money is satisfactory.

What does Training and Recruitment Partnership Ltd need to do to improve further?

- Ensure that all learners achieve their qualification within the planned timescales.
- Improve the promotion of race, gender and disability equality for learners, particularly during formal progress reviews to check their understanding.
- Collect and analyse the views of learners and employers more regularly and systematically to inform improvement actions.
- Improve the planning and recording of quality assurance visits to learners, employers and sub-contracted providers.

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