

# INSPECTION REPORT

## **Hull City Council Training**

**16 November 2006**



ADULT LEARNING  
INSPECTORATE

## Adult Learning Inspectorate

The Adult Learning Inspectorate (ALI) was established under the provisions of the *Learning and Skills Act 2000* to bring the inspection of all aspects of adult learning and work-based learning within the remit of a single inspectorate. The ALI is responsible for inspecting a wide range of government-funded learning, including:

- work-based learning for all people aged over 16
- provision in further education colleges for people aged 19 and over
- **learnirect** provision
- Adult and Community Learning
- training funded by Jobcentre Plus
- education and training in prisons, at the invitation of Her Majesty's Chief Inspector of Prisons
- adult information, advice and guidance services (**nextstep**).

Inspections are carried out in accordance with the Common Inspection Framework by teams of full-time inspectors and part-time associate inspectors who have knowledge of, and experience in, the work which they inspect. All providers are invited to nominate a senior member of their staff to participate in the inspection as a team member.

## Pre-inspection analysis

The resources allocated to a cycle 2 inspection are primarily determined by the findings from the previous inspection. Account is also taken of information about achievement and retention obtained from the funding body, and any significant changes in the size or scope of the provision.

Where a provider has received good grades in cycle 1, the cycle 2 inspection is relatively light. If the provider offers a number of areas of learning, a restricted sample is inspected.

Where a provider has received satisfactory grades in cycle 1, the cycle 2 inspection is less intensive and it is possible that not all areas of learning are included.

Where there are significant unsatisfactory grades from cycle 1, the intensity of the cycle 2 inspection is broadly the same as cycle 1, and all significant areas of learning are inspected.

Providers that have not previously been inspected will receive a full inspection.

## Overall effectiveness

The grades given for areas of learning and leadership and management will be used to arrive at a judgement about the overall effectiveness of the provider.

An **outstanding** provider should typically have leadership and management and at least half of the areas of learning judged to be a grade 1. All area of learning grades will be graded 1 or 2.

A **good** provider should have leadership and management and at least half of the area of learning grades judged to be a grade 2 or better. A good training provider should not have any grade 4s, and few grade 3s in the areas of learning.

A **satisfactory** provider should have adequate or better grades in leadership and management and in at least two thirds of the area of learning grades. An adequate provider might have a range of grades across areas of learning, some of which might be graded 4.

Provision will normally be deemed to be **inadequate** where more than one third of the area of learning grades and/or leadership and management are judged to be inadequate.

The final decision as to whether the provision is inadequate rests with the Chief Inspector of Adult Learning.

## Grading

Inspectors use a four-point scale to summarise their judgements about the quality of provision in occupational/curriculum areas and Jobcentre Plus programmes, as well as to summarise their judgements about the quality of learning sessions. The same scale is used to describe the quality of leadership and management, which includes equality of opportunity and quality assurance. The descriptors for the four grades are:

- *grade 1 - outstanding*
- *grade 2 - good*
- *grade 3 - satisfactory*
- *grade 4 - inadequate*

# INSPECTION REPORT

## Hull City Council Training

### Contents

#### Summary

Description of the provider	1
Overall effectiveness	1
Key challenges for Hull City Council Training	1
Grades	2
About the inspection	3
What learners like about Hull City Council Training	5
What learners think Hull City Council Training could improve	5

## INSPECTION REPORT

### DESCRIPTION OF THE PROVIDER

1. Hull City Council Training (HCCT), formerly known as EDA Training, holds a contract with Humberside Learning and Skills Council to provide Entry to Employment (E2E) and apprenticeship programmes. The organisation has provided work-based learning since 1979. HCCT in its current form is part of Hull City Council's development and renewal directorate.
2. The senior management team comprises the group training manager and the quality and development team, who are responsible to the council head of service. HCCT operates from four main training centres and a head office in Hull. It provides most training directly, apart from some E2E training which is subcontracted.
3. Forty-four per cent of school leavers attained five general certificates of secondary education at grade C or above in the Kingston upon Hull unitary authority area in 2005, compared with a national average of 57.1 per cent. Unemployment rates in September 2006 were 5.5 per cent, compared with a national average of 2.6 per cent. According to the 2001 census, 2.3 per cent of the population of Kingston upon Hull are minority ethnic group members, compared with the national average of 9.1 per cent. The city is ranked ninth in the national index of multiple deprivation.

### OVERALL EFFECTIVENESS

**Grade 2**

4. **The overall effectiveness of HCCT is good.** More specifically, leadership and management are good as is the provider's arrangement for quality improvement. Equality of opportunity is outstanding. Provision is good in engineering and manufacturing technologies, in information and communications technology (ICT), in preparation for life and work and in business administration and law.
5. **The inspection team was broadly confident in the reliability of the self-assessment process.** The process is consultative and the self-assessment report reflects much of the inspection findings. It contains particularly good analysis of data and links well to development planning.
6. **The provider has demonstrated that it is in a good position to make improvements.** All quality assurance systems are well established and are effective in identifying issues and improving performance. Of particular note is the leadership focus on raising success rates for all areas of learning, which has been particularly successful for apprentices in engineering and business administration.

### KEY CHALLENGES FOR HULL CITY COUNCIL TRAINING:

- continue to improve success rates
- improve the sharing of good practice
- improve the quality of the progress review process for learners

## GRADES

grade 1 = outstanding, grade 2 = good, grade 3 = satisfactory, grade 4 = inadequate

Grades awarded at inspection

<b>Leadership and management</b>		<b>2</b>
Contributory grades:		
Equality of opportunity		1
Quality improvement		2

<b>Engineering and manufacturing technologies</b>			<b>2</b>
<b>Contributory areas:</b>	<b>Number of learners</b>	<b>Contributory grade</b>	
<b>Engineering</b> Apprenticeships for young people	214	2	

<b>Information and communications technology</b>			<b>2</b>
<b>Contributory areas:</b>	<b>Number of learners</b>	<b>Contributory grade</b>	
<b>ICT for users</b> Apprenticeships for young people	130	2	

<b>Preparation for life and work</b>			<b>2</b>
<b>Contributory areas:</b>	<b>Number of learners</b>	<b>Contributory grade</b>	
<b>Employability training</b> Entry to Employment	127	2	

<b>Business administration and law</b>			<b>2</b>
<b>Contributory areas:</b>	<b>Number of learners</b>	<b>Contributory grade</b>	
<b>Administration</b> Apprenticeships for young people	42	2	

## ABOUT THE INSPECTION

7. This was HCCT's second inspection, its first being reported on in February 2003. This inspection covered HCCT's leadership and management and provision in engineering and manufacturing technologies, in ICT, in business administration and law, and in preparation for life and work. Provision in construction and in arts, media and publishing, inspected in 2003, were not inspected this time due to very small numbers of learners.

Number of inspectors	8
Number of inspection days	32
Number of learners interviewed	73
Number of staff interviewed	68
Number of employers interviewed	21
Number of subcontractors interviewed	6
Number of locations/sites/learning centres visited	26
Number of partners/external agencies interviewed	2

### Leadership and management

#### Strengths

- good strategic management
- very effective operational management
- good quality improvement measures
- outstanding inclusion

### Engineering and manufacturing technologies

#### *Engineering*

#### *Strengths*

- extensive range of additional qualifications
- inspirational teaching activities
- extensive use of information and learning technology (ILT)
- highly effective induction programme
- very good resources to support learning

#### *Weaknesses*

- some poorly planned and monitored reviews

## **Information and communications technology**

### *Strengths*

- good success rates for apprenticeships
- very effective development of vocational and employability skills
- good use of ILT in teaching and assessment
- comprehensive induction

### *Weaknesses*

- low advanced apprenticeship success rates
- insufficient planning of learning

## **Preparation for life and work**

### ***Employability training***

#### *Strengths*

- good attainment
- good progression into employment
- good range of learning activities
- exceptional support for learners
- good operational management

#### *Weaknesses*

- insufficiently precise target-setting

## **Business administration and law**

### ***Administration***

#### *Strengths*

- very good apprenticeship success rates
- good work placements
- good progression routes for learners
- good support for learners

#### *Weaknesses*

- insufficient challenge for some learners

## **WHAT LEARNERS LIKE ABOUT HULL CITY COUNCIL TRAINING:**

- the good opportunities to develop skills for jobs
- the very approachable manager
- the course - 'it's better than expected'
- getting a work placement quickly
- receiving lots of support

## **WHAT LEARNERS THINK HULL CITY COUNCIL TRAINING COULD IMPROVE:**

- the amount of information about job options
- 'the qualification is dragged out a bit'