



Education and Training
Inspectorate

Training for Success Provision in
Impact Training (NI) Limited

Report of a Follow-up Inspection of
the Engineering provision

January 2017



The Education and Training Inspectorate
Promoting Improvement

Providing inspection services for:

Department of Education
Department for the Economy
and other commissioning Departments

CUSTOMER
SERVICE
EXCELLENCE



FOLLOW-UP INSPECTION OF ENGINEERING IN IMPACT TRAINING (NI) LIMITED

The Education and Training Inspectorate (ETI) carried out an inspection of Impact Training (NI) Limited in May 2015¹ when the quality of the education and training in engineering was evaluated as satisfactory².

The inspection identified that the main areas for improvement were the need to:

- update the curriculum provision, aligned better to the local and regional progression opportunities available to the trainees;
- establish more strategic links and partnerships with employers and other educational providers to improve the range of the work-experience placements and progression opportunities for the trainees;
- implement more detailed and cohesive planning of the trainees' learning and assessment; and
- enhance the range of specialist training resources to underpin the trainees' development of a broader range of occupational skills.

The quality improvement plan submitted by the organisation took appropriate account of the areas for improvement and was of good quality. The ETI carried out an interim follow-up visit in January 2016 and a follow-up inspection in January 2017.

In the interval since the original inspection, the following key actions which affect the work of the organisation have taken place:

- the curriculum offer has been revised to include two extra units and practical engineering projects;
- a work-experience placement officer has been appointed to develop links with a broader range of employers;
- significant investment has been made to improve the quality of the accommodation and resources for engineering, including the provision of a dedicated theory classroom, new improved practical training facilities and additional equipment and tools; and
- the tutors have undertaken a range of professional development activities, particularly to improve the quality of the learning, teaching and training they provide.

Key findings

Since the original inspection:

- The trainees are now provided with a broader and more balanced range of learning experiences enabling them to develop a wider range of industry-relevant occupational skills, including project work which supports the development of their personal capabilities.

¹ [Report of the original inspection in May 2015](#)

² From September 2015, the overall effectiveness of an organisation or professional and technical area previously evaluated as 'satisfactory', is now evaluated as 'important areas for improvement'.

- In directed training sessions, an enhanced range of teaching strategies are deployed well to engage the trainees and promote effective learning, with the quality of the learning, teaching and training being now very good.
- The revised arrangements for planning, recording and tracking the trainees' learning and achievements are comprehensive and include shared progress charts to promote sustained trainee achievement.
- The work-experience placement rate has improved significantly from a low rate of 11% at the time of the inspection, to 54% for the year 1 cohort, but remains low overall at 41%.
- The retention rates for 2015/16 are outstanding at 80% and good at 74% for the level 1 and level 2 programmes respectively and all of the trainees who completed their training achieved, with most of them progressing to employment.
- The quality processes have been implemented systematically to promote and sustain improvement in the provision, particularly in the quality of the learning, teaching and training through sensitive and supportive lesson observations.

Overall effectiveness

In engineering, the quality of the education and training provided by Impact Training (NI) Limited is now very good. The organisation has the capacity to address the remaining areas for improvement, including the need to:

- expand further the range of good quality work-experience opportunities for the trainees; and
- continue to build clearer progression pathways and opportunities for the trainees, particularly to apprenticeships or further education.

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