



Education and Training
Inspectorate

Training for Success and ApprenticeshipsNI Provision in Bryson FutureSkills

Report of a Follow-up Inspection
of Retail in Bryson FutureSkills in
November 2016



The Education and Training Inspectorate
Promoting Improvement

Providing inspection services for:

Department of Education
Department for the Economy
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SECOND FOLLOW-UP INSPECTION OF RETAIL IN BRYSON FUTURESKILLS

The Education and Training Inspectorate (ETI) carried out an inspection of Bryson FutureSkills in November 2014¹ when the quality of the education and training in retail was evaluated as satisfactory². At the first follow-up inspection in January 2016³ the quality of the retail provision was evaluated as still having important areas for improvement.

The first follow-up inspection identified the need for further improvement in the following key areas:

- re-commence the directed training urgently;
- extend further the range of suitable work-experience placements available for trainees;
- further develop the careers provision, particularly the increased use of industry visits and external speakers;
- increase the trainees' pace of assessment; and
- use more rigorously self-evaluation and quality and improvement planning to underpin sustained improvement.

The ETI carried out an interim follow-up visit in June 2016 and the second follow-up inspection in November 2016. In the interval since the first follow-up inspection, the following key actions which affect the work of the organisation have taken place:

- a new retail tutor has been appointed;
- there has been further engagement with employers in the retail sector, leading to an increase in work-experience opportunities for trainees; and
- additional learning and assessment support was provided temporarily to help trainees catch-up in their assessments and to successfully complete their qualification framework.

Key findings

Since the second follow-up inspection:

- the quality of the teaching, training and learning is now good, there is an increased range of more appropriate learning approaches deployed in directed training sessions;
- most (71%) of the trainees are now provided with suitable work-experience placements to enable them to develop their occupational and employability skills;
- the trainees are provided with a well-targeted range of additional activities to develop their personal capabilities and increase their awareness and understanding of career opportunities within the retail sector;

¹ [Report of original inspection in November 2014](#)

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'.

³ [Report of first follow-up inspection in January 2016](#)

- the overall retention and achievement rates on the Training for Success programme has improved to 64% and 82% respectively for 2015/16; and
- the course team has developed a good quality improvement plan with an appropriate range of actions to drive sustained improvement in this professional and technical area.

Overall effectiveness

In retail, the quality of the education and training provided by Bryson FutureSkills is now good. The organisation has the capacity to address the remaining areas for improvement, including the need to:

- increase further the number of good quality work-experience opportunities for the trainees; and
- further embed self-evaluation and quality improvement planning, particularly at course team level, to sustain improvements in the range and quality of the trainees' learning experiences, underpinned by the better use of pertinent data.

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