

Learning from Ofsted Early Monitoring Visits of Apprenticeship Providers

Webinar practicalities

- Mics are closed to help manage the sound quality
- Use the question box to send questions throughout the webinar, we'll be picking them up at the end
- Sending a survey afterwards along with the link to view the recording at your leisure

About us

Mesma are specialists in quality improvement for schools, further education and skills and universities.

We help our clients build a robust approach to quality management.

We combine improvement partner services with our software platform insightQ



Carole Loader
Mesma

Today's host



Tim Chewter
Strategic Development
Network

Our guest today



Kevin Dowson.
Independent Consultant
in FE and Skills

Outline

- Brief outline of where Early Monitoring Visits fit into the cycle of inspection
- Reminder of some key findings from 2018/19 Chief Inspectors
Report published 21.01.2020
- Learning from research findings
- In conversation with Kevin Dowson, and
- Opportunity to ask more questions

Early Monitoring Visits and the cycle of inspection

Types of inspections

New provider monitoring

Visit will normally be carried out within 24 months of starting to deliver

- Insufficient progress
- Reasonable progress
- Significant progress

Full

providers will normally receive their first full inspection within 24 months of the publication of their monitoring visit report

- Outstanding
- Good
- Requires improvement
- Inadequate

Short

Providers judged good at their previous full inspection will normally undergo a short inspection

A short inspection will determine primarily whether the quality of education/training that learners receive is good

Types of inspections

Monitoring visits

Pilot

Survey / Research

Hearing from you...

Reminder of some key findings from 2018/19 Chief Inspectors Report

“During 2018/19, we inspected 152 providers of apprenticeships. Of these, 3% were judged outstanding for overall effectiveness, 51% good, 37% requires improvement and 10% inadequate.

One-hundred-and-thirty of the 152 providers also received a judgement for their apprenticeship provision. Of these judgements, 2% were outstanding, 53% good, 38% requires improvement and 8% inadequate. “During 2018/19, we carried out 334 new provider monitoring visits to newly and directly funded providers of apprenticeship training provision.

We found that over one fifth of providers were making insufficient progress in at least one area”

Annual Report of Her Majesty's Chief Inspector of Education, Children's Services and Skills 2018/19 pg 104

New providers with at least one insufficient judgement

- “staff did not use the results of assessments completed at the start of the programme to plan apprentices’ learning
- apprentices did not receive their entitlement to off-the-job training, which resulted in many making slow progress on their apprenticeship and not developing the substantial new knowledge and skills that they and their employers needed
- leaders and managers did not have an accurate oversight of the progress that apprentices were making on their apprenticeship, which prevented them from intervening quickly when improvements were required
- governance was either ineffective or did not exist.”

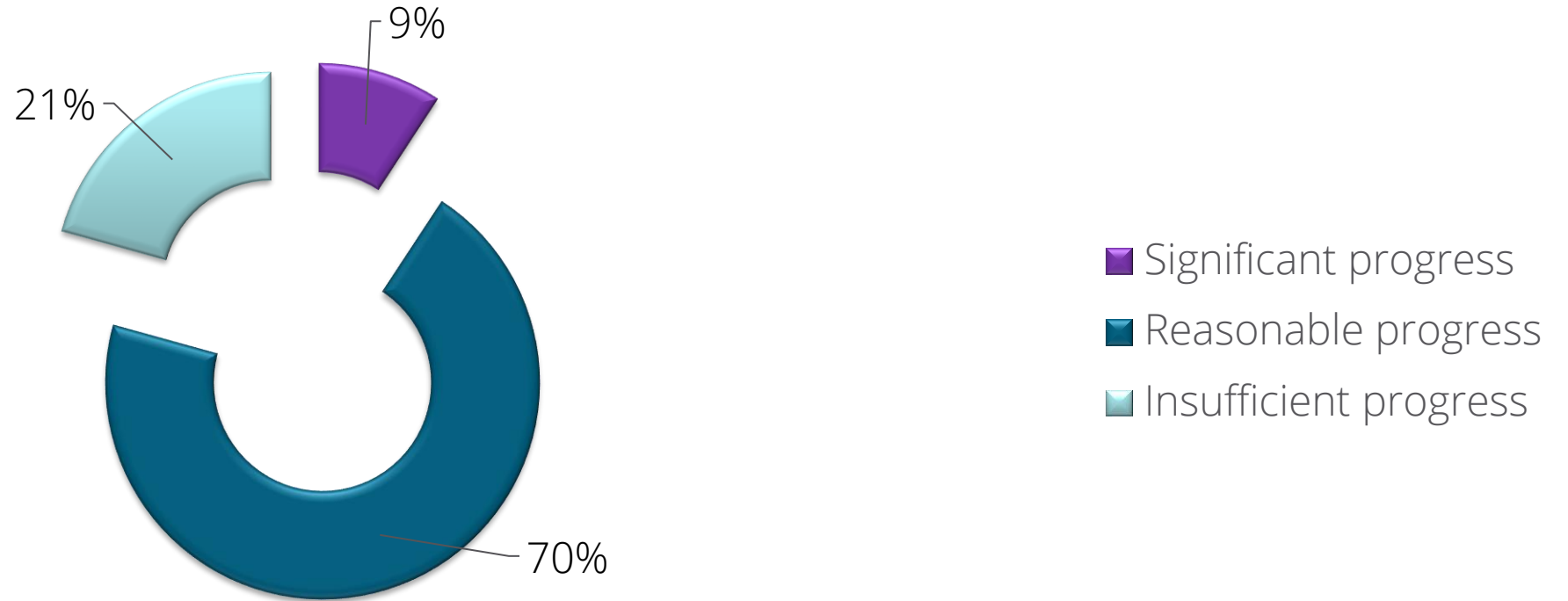
The Annual Report of Her Majesty's Chief Inspector of Education, Children's Services and Skills 2018/19

Learning from research findings

Questions

1. When things go wrong; are there any key themes?
2. Providers reported to have at least one insufficient grade; is there an improving picture?
3. What proportion of providers are reported to have at least 1 significant grade?
4. If I get 'reasonable' across the three themes, will I get a good result in my full inspection?
5. Are there differences in the results of new provider full inspections under the CIF versus the EIF?

How much progress have leaders made in ensuring that the provider is meeting all the requirements of successful apprenticeship provision?

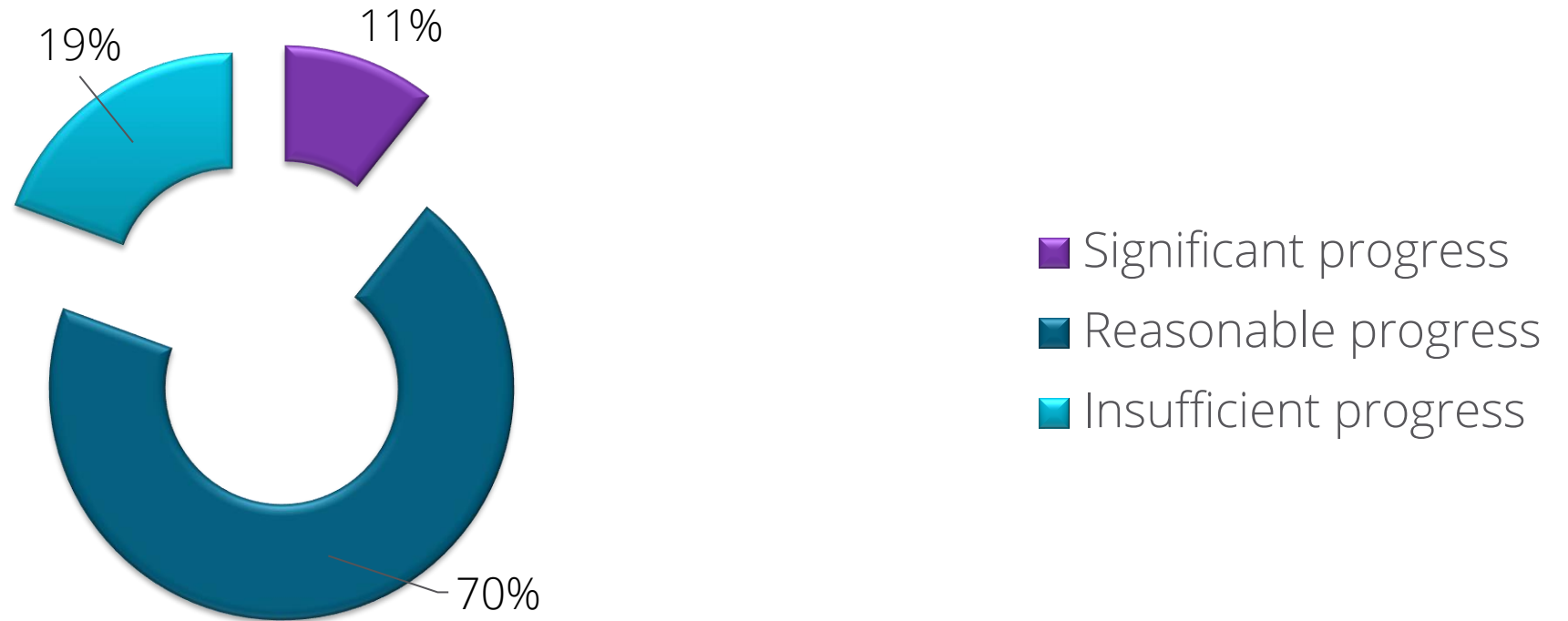


How much progress have leaders made in ensuring that the provider is meeting all the requirements of successful apprenticeship provision?

Insufficient progress

- Leaders do not have sufficient understanding of the requirements of apprenticeships
- Apprentices not receiving their full entitlement
- Insufficient staff training and development
- Leaders do not develop an effective curriculum
- Systems and processes are not set up to enable leaders to track progress
- Governance is ineffective
- Leaders have not developed adequate quality assurance and improvement processes. They do not understand their strengths and weaknesses

What progress have leaders and managers made in ensuring that apprentices benefit from high-quality training that leads to positive outcomes for apprentices?

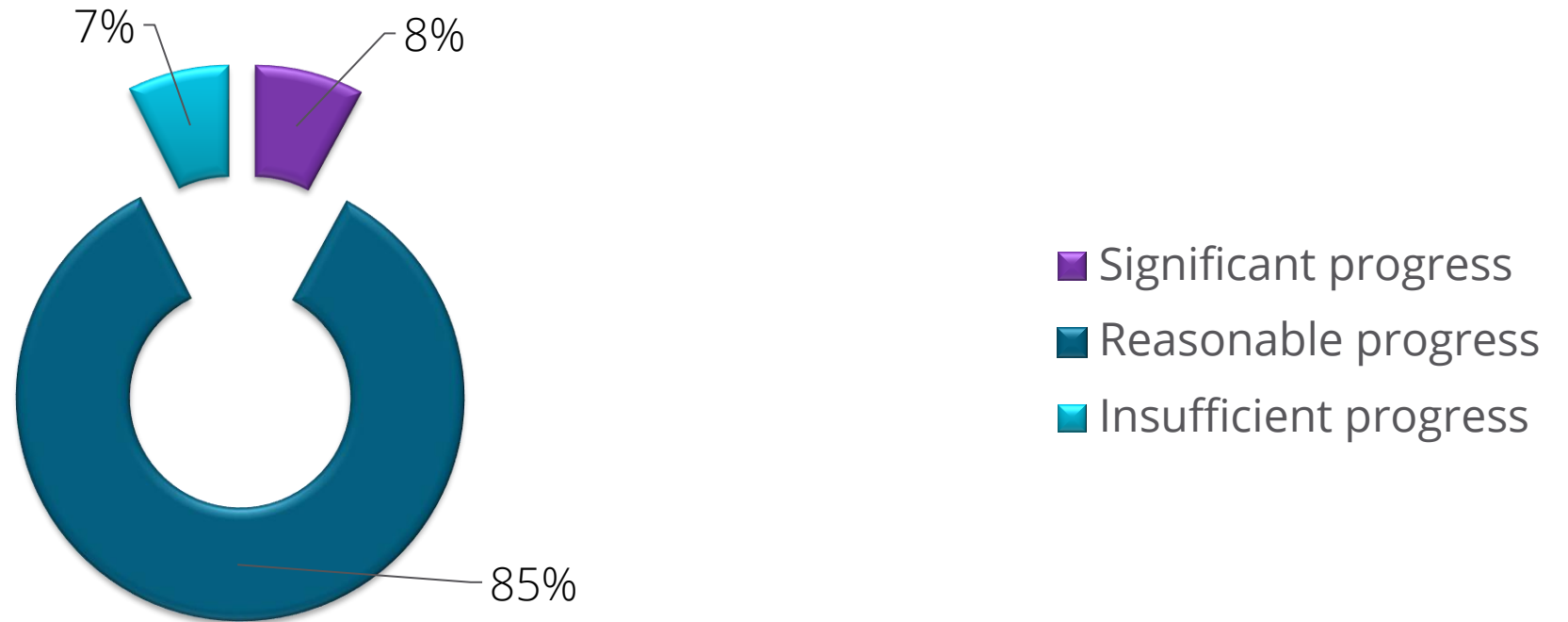


What progress have leaders and managers made in ensuring that apprentices benefit from high-quality training that leads to positive outcomes for apprentices?

Insufficient progress

- Managers have been slow to adapt from previous delivery
- Apprentices are not encouraged to take enough responsibility for the learning
- Assessment practice is weak
- Too many apprentices are uncertain about their own progress
- Managers not planning the curriculum beyond the assessment criteria
- Too many apprentices make slow progress.
- Apprentices do not benefit from regular progress reviews

How much progress have leaders and managers made in ensuring that effective safeguarding arrangements are in place?

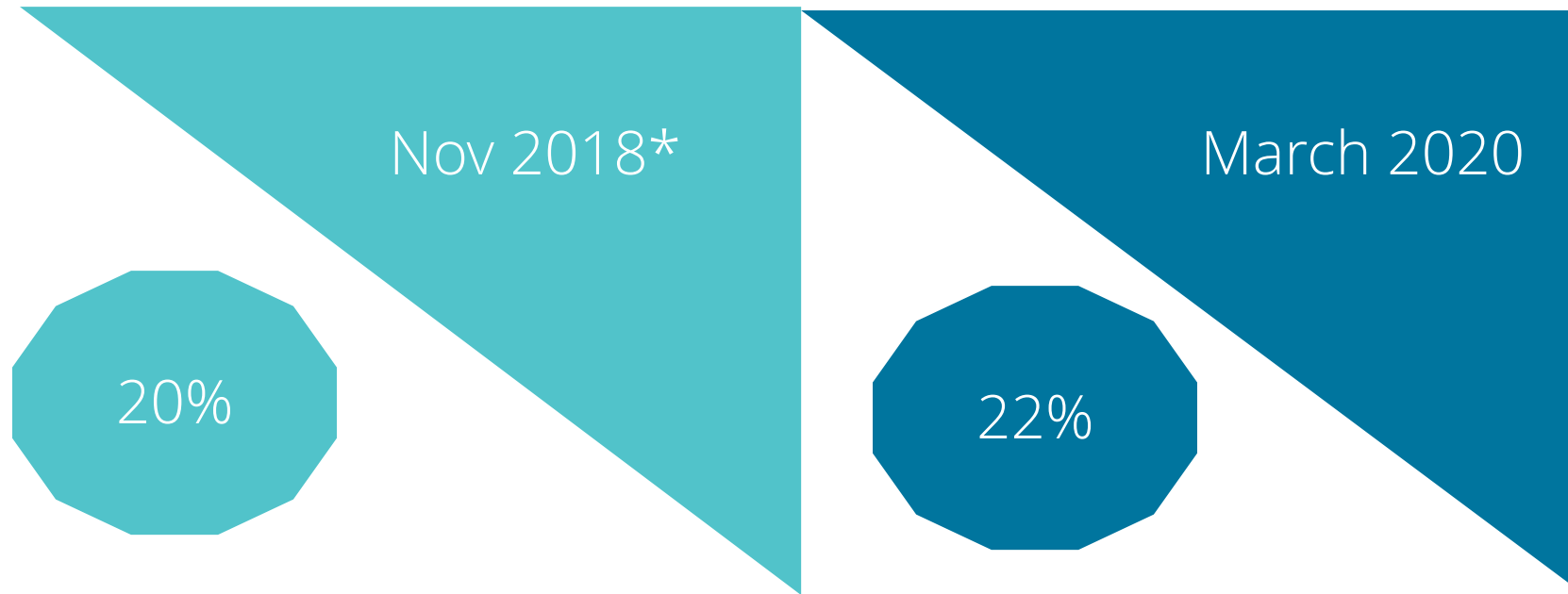


How much progress have leaders and managers made in ensuring that effective safeguarding arrangements are in place?

Insufficient progress

- Leaders do not promote safeguarding
- Leaders do not understand the requirements for apprentices and staff to receive 'Prevent' duty training and FBV's
- Extremism and radicalisation training is not reinforced
- Failure to set up appropriate systems to ensure apprentices are safeguarded
- Staff are not clear about the steps they would take if a disclosure was made to them

Providers reported to have at least one insufficient grade; is there an improving picture?



**Chris Jones Jan 2019. HMI, Specialist Advisor for Apprenticeships*

What proportion of providers are reported to have at least 1 significant grade?

Only

14%

If I get 'reasonable' across the three themes, will I get a good result in my full inspection?



22% of providers who have received their full inspection following a new provider monitoring visit with reasonable progress fell short of a good or better overall effectiveness grade

Are there differences in the results of new provider full inspections under the CIF versus the EIF?



69% (CIF) vs.
44% (EIF) are
not yet good

In conversation with Kevin Dowson



Kevin Dowson

Independent Consultant in FE
and Skills

Top tip's

1. *Promote a culture of continuous improvement from the outset.*
2. *Understand your areas of strength and weakness and make rapid improvements to remedy any shortfall.*
3. *Be continually curious about knowing how good you are.*

<https://mesma.co.uk/insightq-for-free/>

Hearing from you...

CPD webinar library from SDN

CPD webinar library for you and your staff:

- Developing your curriculum, schemes of work and ILPs for apprenticeship standards
- Getting initial assessment right for standards
- Monitoring the progress of apprentices on standards
- Developing and assessing behaviours
- Supporting your employers with their mentor role
- Preparing apprentices for end-point assessment (inc. remote assessments)
- Supporting staff for changing roles – trainer-assessor and IQA

[Find out more here](#)



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References

Ofsted data and associated reports

- <https://www.gov.uk/government/statistical-data-sets/further-education-and-skills-inspections-and-outcomes-management-information-from-september-2019-to-august-2020>

Further education and skills handbook

- https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/873169/Further_education_and_skills_handbook_Mar2020.pdf

Ofsted annual report 201819

- <https://www.gov.uk/government/publications/ofsted-annual-report-201819-education-childrens-services-and-skills>

Blog article – Chris Jones Ofsted

- <https://educationinspection.blog.gov.uk/2019/01/08/chris-jones-hmi-specialist-adviser-for-apprenticeships-on-ofsteds-new-provider-monitoring-visits/>