

Thought leadership

Ofsted for training providers: what to look out for in 2022/23

October 2022

aptem.
Intelligent technology[®]



Kerry Boffey



Who and what is FIN?

Fellowship of Inspection Nominees (FIN)

The only membership organisation designed to support the nominee focusing on quality.

Helping you to prepare for inspection to maximise outcomes and minimise risk.

All former and/or current inspectors with years of experience inspecting all types of provision.

Agenda for this session

Recent inspection analysis

Key inspection themes and considerations

Inspection preparation and data collection

Post-inspection advice

Q&A

Inspection landscape

Data 1st July to 11th Oct

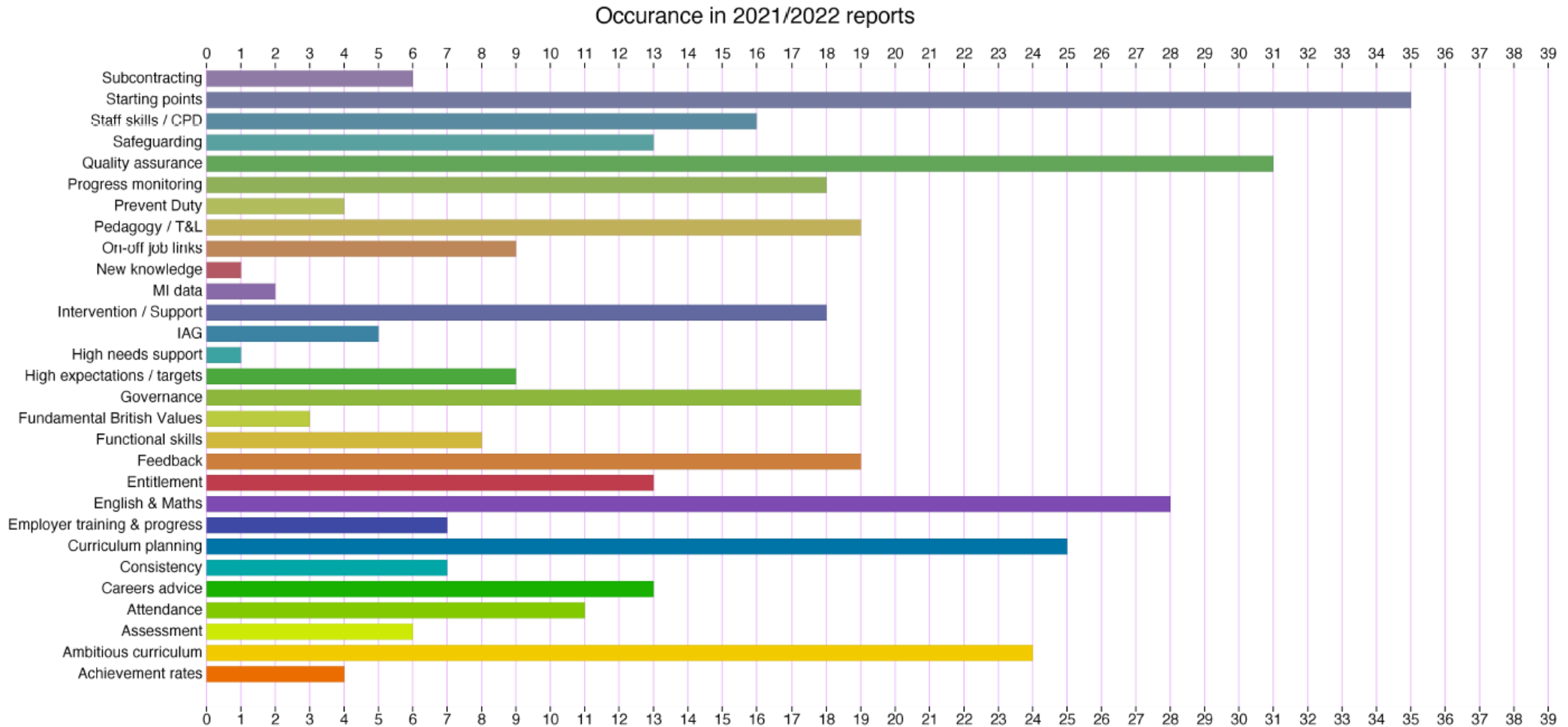
Full inspections	
Outstanding	5
Good	54
Requires improvement	33
Inadequate	8
Total	100

Monitoring Visits	
Significant progress	5
Reasonable progress	76
Insufficient progress	4
Total	85

From 1st July this year we now have 41% of all full inspections resulting in less than 'Good'

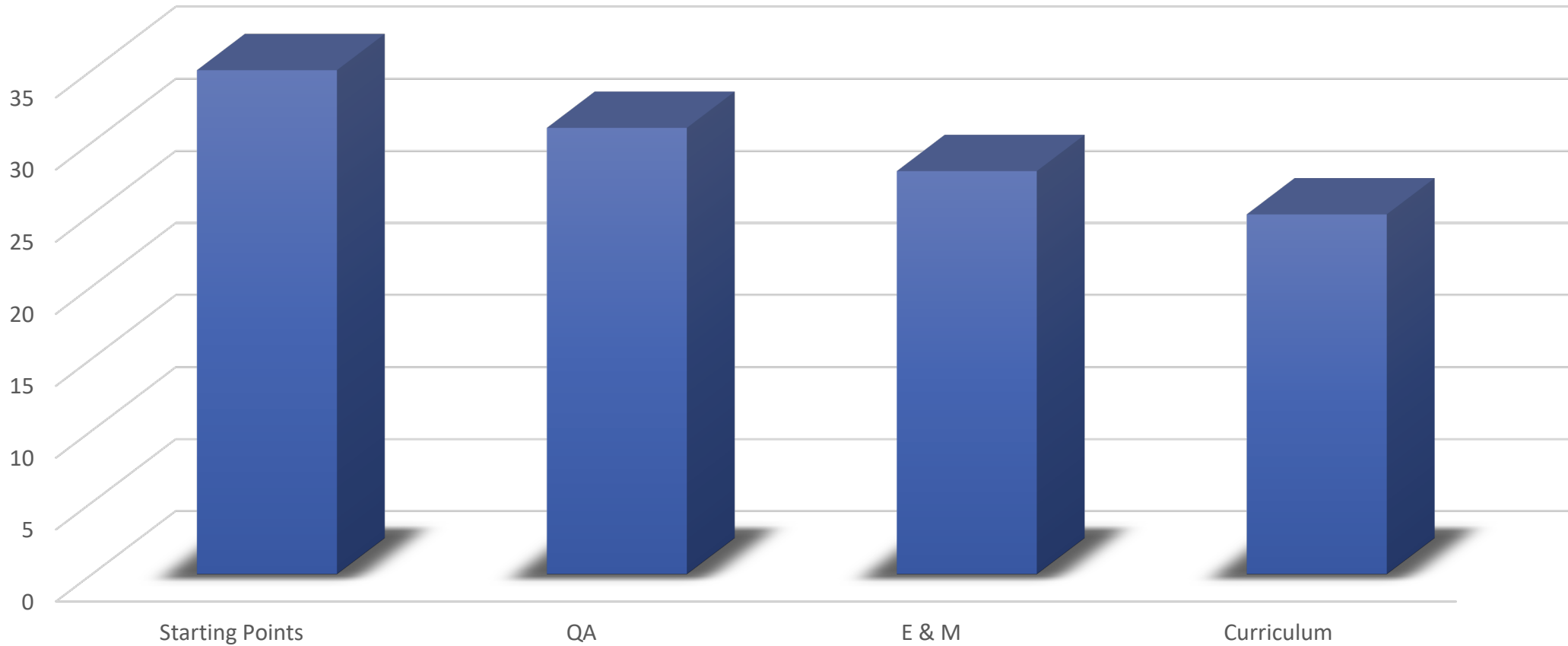
Frequency of AFI's 2021 – 2022 (longer term)

Data as of 1st Sept 2022



Data as of 1st Sept 2022

Frequency of AFI's 2021 - 2022

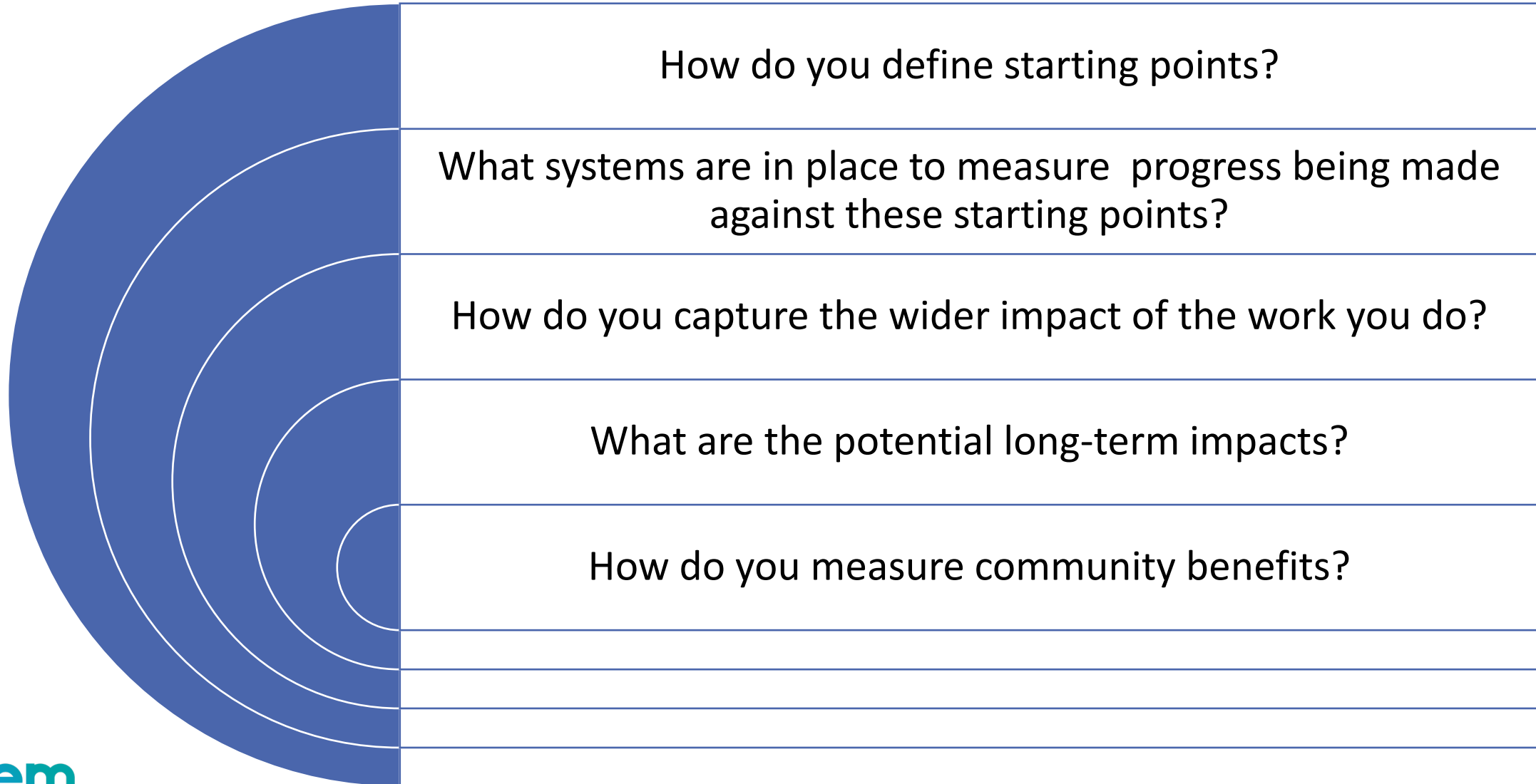


Some key areas for exploring starting points

- **KSB** - Occupational Skills, Knowledge and Behaviours
- Mathematics – application, further development
- English – including communication
- Safeguarding
- Prevent
- Fundamental British Values
- Personal Development
- Identifying and Overcoming Personal Barriers



Challenges for Short Courses

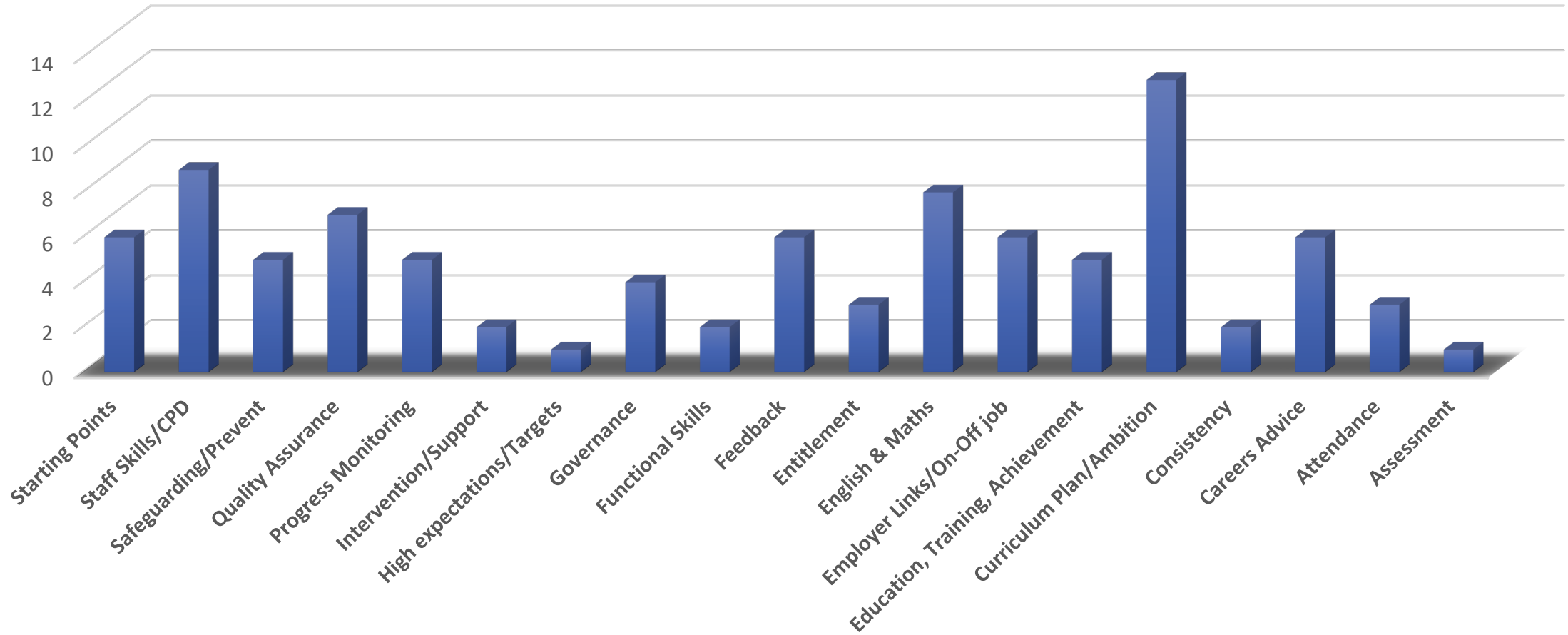


For more information: www.fin-online.org.uk or email: info@fin-online.org.uk

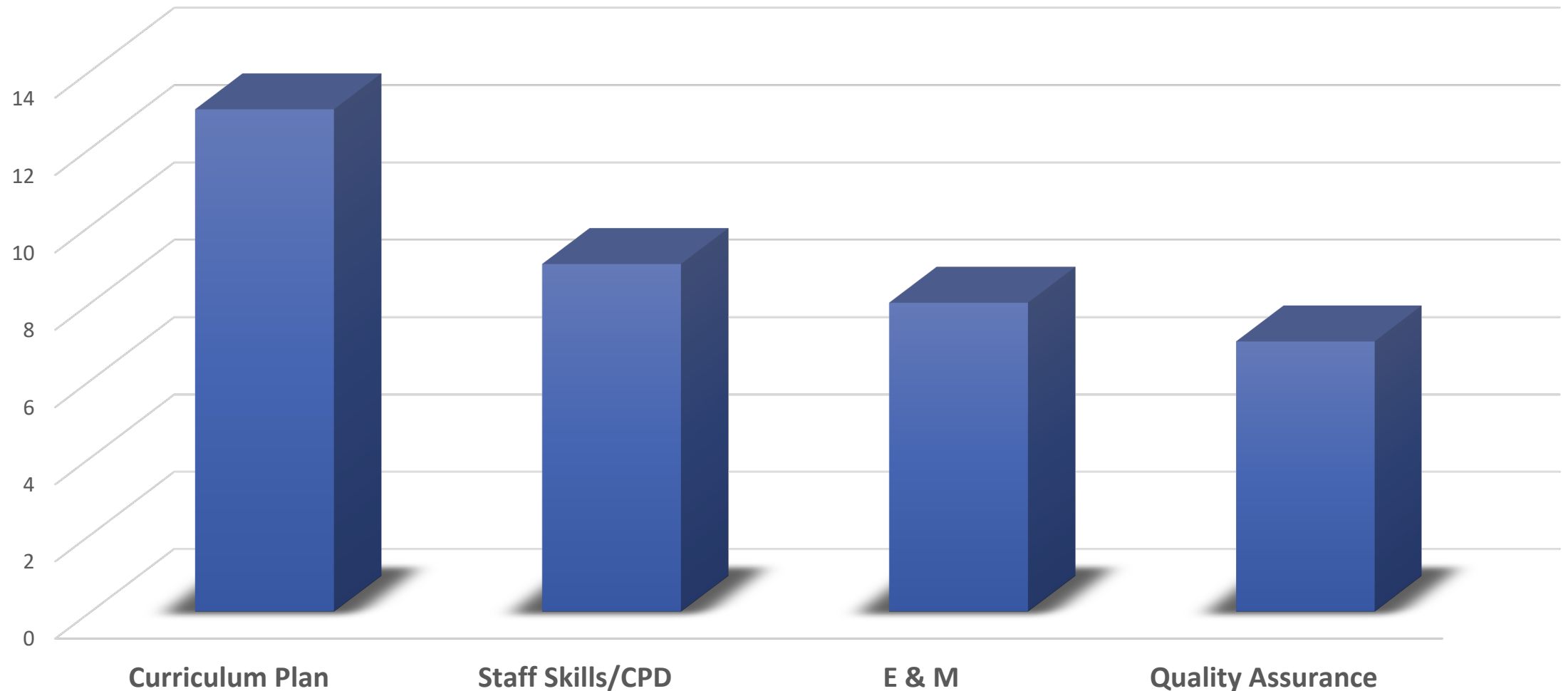
Data collection and analysis – questions to consider

- 1 What data do you collect relating to starting points?
- 2 How do you record progress overtime against starting points?
- 3 Is progress tracking limited to achievement of qualifications?
- 4 How do you evidence on-the-job starting points?

Frequency of AFI's 01/08/22 – 12/10/22 (Short term)



Top AFI's August & September 2022



The grab for growth



- Have you had a significant growth in learner numbers?
- Increased range of programmes?
- How well has the curriculum been planned to meet specific needs of an industry, a community and/or individual needs?
- How are employers selected?
- Are you experiencing more issues with levy paying employers?
- Do you have sufficient resources to service the needs of the increased numbers?

Recruiting with integrity

Is it clear that...



there is a significant need for the apprenticeship?

this is the right programme for the employer and the learner?

the employer fully understands the components of the apprenticeship programme?

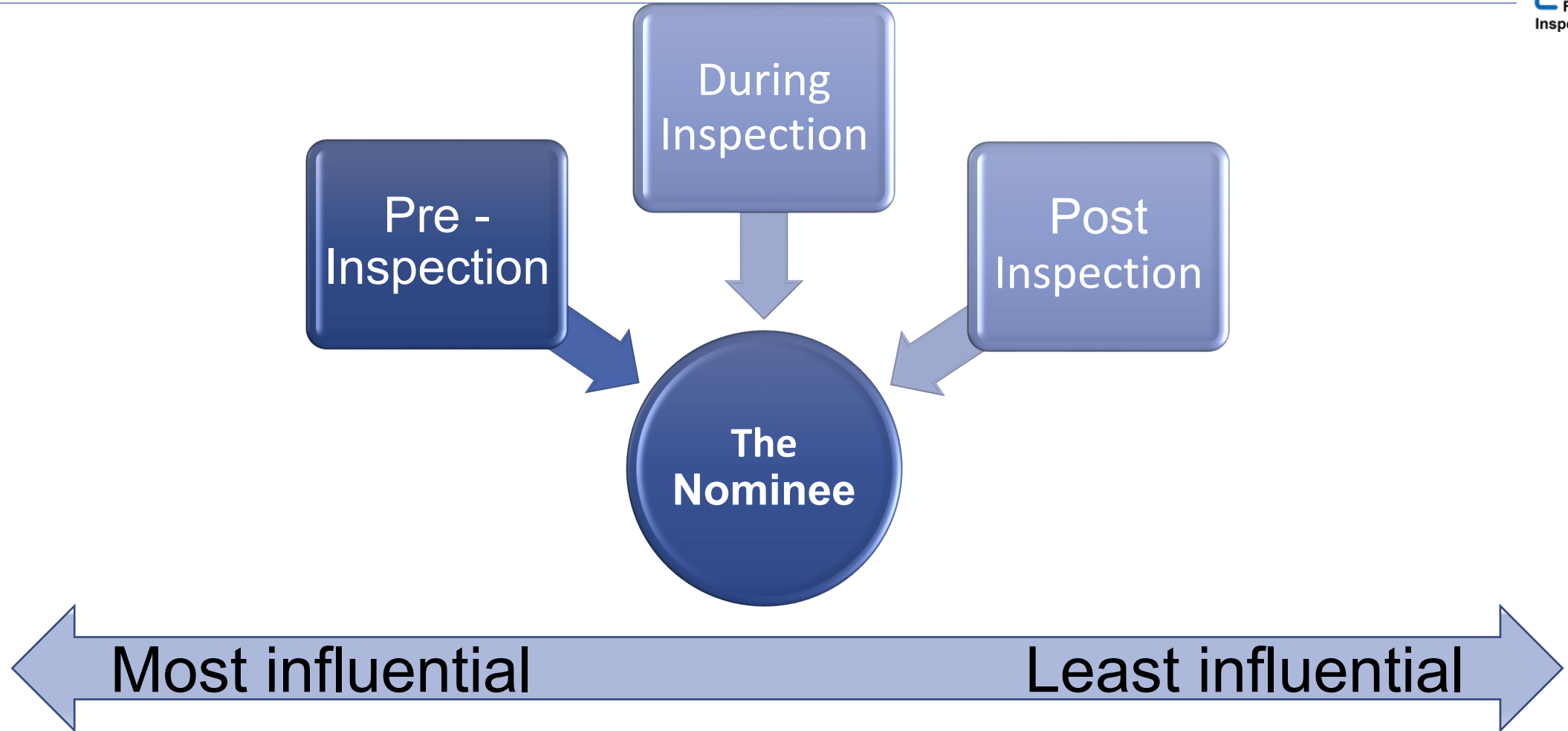
the employer agrees and adheres to the mandatory requirement off-the-job?

there are clear links between on and off-the-job training/learning?

Governance and oversight

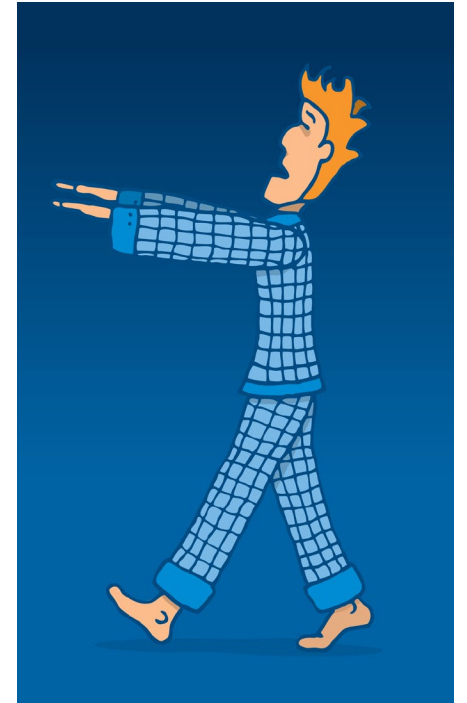
Driving high quality provision through robust challenge or moving deckchairs on the titanic?

The Power of Influence

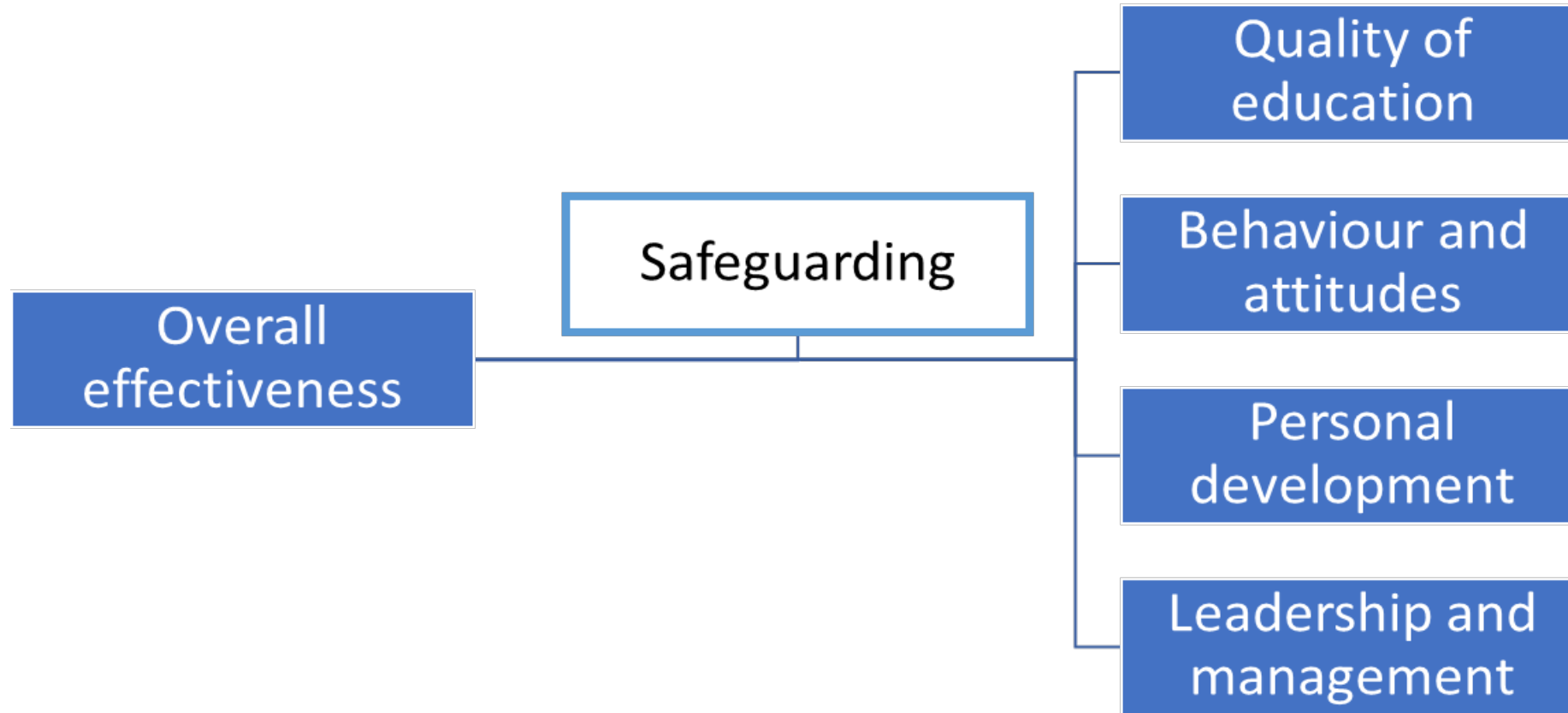


Sleepwalking into inspection

- Fellowship of inspection nominees give your nominee the best possible chance!
- Access to over 400 resources relating to high quality delivery.
 - Templates
 - Guidance on what good looks like for all aspects of delivery
 - Inspection preparation
 - Self-evaluation checklists
 - Sample questions for learners, employers, staff
 - Detailed analysis on inspection findings
- Invites to networking events and working groups.
- Confidential, impartial advice when you need it.



Overview – EIF

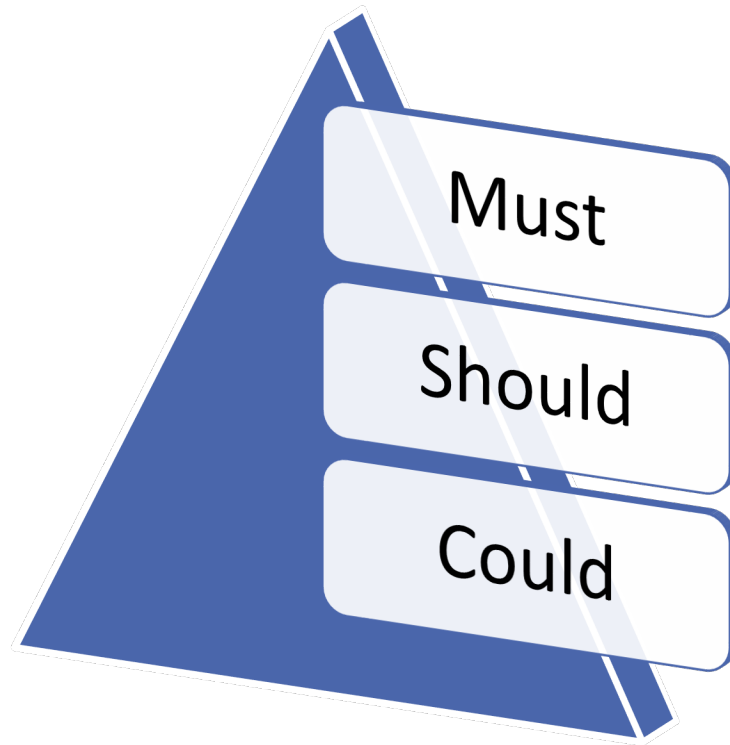


Further Education and Skills Inspection handbook

[Further education and skills inspection handbook - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

The perfect plan

- What and who would you like inspectors to see/meet/find?



Access the FIN library
inspection
preparation for a full
list of considerations
and actions your
team can put into
action now!

Developing Inspection Champions...

These are just examples; you will need to devise your own champions!

Attendance &
Punctuality

Performance
data & impact

Progress

Safeguarding

Learner
destinations

Don't be a lonely nominee



Gathering perceptions

What are your learner and employer perceptions - are they a reality?

- Carry out learners forums that capture perceptions.
- Run a staff survey using the Ofsted questionnaire.
- Commission a reveal project.

Take a step back and think:

How can we
communicate across
the organisation to
correct
misconceptions?

How can we improve?

What evidence can we
gather to
counterbalance points
of view?

Learner comments and feedback

'The training is really good and tutors I've met have all been really nice, but it's a different one each time'

'The KSBs were just thrown at us, we scored ourselves and uploaded the answers that was it.'

'I think I'm actually more experienced than my tutor – I'm the one doing it every day'

'I don't think we did an induction? I don't remember that'

'The e-portfolio is really difficult to use. Nobody helps me. I don't understand it at all'

'I like my tutor they are alright, but I'm not here to enjoy the course really it's just a part of my job that I need to do'

'If I had a problem I'd just go to my family, I don't think the college deal with personal issues – do they?'

'We do lots of stuff on radicalisation and prevent but it does not relate to me really and nothing to do with my work.'

'Since the training went on-line I miss the group work and opportunity to meet up and chat. That's why I signed up'

Managing, coordinating, delivering and recording off and on the job training

What is our plan for training?
Is it shared with the learner and their employer?

What constitutes training and when does it take place?

Where and how is training recorded and who has the responsibility for this?

What happens if learners are absent from training?

Do we consider training activity that takes place in the workplace?

Is there a linkage between off the job training and training and work tasks that is undertaken in the workplace?

What would good practice look like for this aspect and what would be the positive impact?

Learning and knowing more


Inspectors will want to know...

"What can learners do now (or better) than they could before?"

"Do learners know more, can they remember more?"

- How are you planning success?
- How do you deliver this training and development to overcome barriers?
- What is the impact on learners?

Post inspection?

- Action planning for impact.
 - Long term schedule of improvements.
 - Re-evaluate the effectiveness of governance and oversight.
 - Follow inspection trends closely – learn from others.
 - Take a collaborative approach to quality improvement.
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Benefits of FIN membership



“ The advice and support we receive from FIN is exceptional. Highly professional and leading experts in their field, the resources, webinars and masterclasses, provide clear, concise guidance on all aspects of quality improvements and inspection. We know we can rely on receiving up to the minute, detailed analysis and guidance on any changes to inspections. FIN has definitely played a key role in our drive to enhance the quality of provision for our learners and clients.”

*David Millar,
Director of Excellence & Learner Experience,
Corndel*

- Expert confidential remote support when you need it most.
- A library of resources and templates focused on quality improvement, inspection preparation and safeguarding in-line with the EIF.
- Discounted rates on all CPD training including webinars, masterclasses and bootcamps.
- Regular free network meetings and working groups, encouraging collaboration across the sector and sharing best practice.
- Monthly detailed inspection analysis identifying trends and patterns to help our members understand the change in landscape and prepare for inspection.
- External review (on sign-up) of your self-assessment report (SAR). Providing invaluable, confidential written and verbal feedback.

<https://fin-online.org.uk/join/>

For more information: www.fin-online.org.uk or email: info@fin-online.org.uk

FIN Events

Member discounts apply to all paid sessions

- Quality & Compliance for Apprenticeships 19/10 *(free for FIN members)*
- Self-assessment masterclass 03/11 with Dr Chris Jones
- Inspection analysis webinar 08/11 *(free for FIN members)*
- Inspection preparation/nominee bootcamp 16th & 17th Nov
- Digital safeguarding webinar 06/12
- Higher apprenticeship provider networking 07/12 *(FIN members only)*
- Safeguarding/sexual harassment working group 17/01 *(FIN members only)*



Thank you for attending
info@fin-online.org.uk