**KETTERING BOROUGH TRAINING**

**Performance**

KBT currently has 123 apprentices on programme, and 23 Study Programme learners with a further eight going through the Study Programme induction process.

On Apprenticeships 19+, learners have continued to do well and there have been 43 starts in this age category this year so far. The 16-18 recruitment has continued to prove difficult – however, this is a trend that has been reflected nationally. Our marketing strategy for increasing 16-18 starts has included working with DWP and Papworth Trust, attending an open evening at East Northants Council, careers events at the Wellingborough School Consortium, Huxlow School and five local Careers fairs during Feb/March.

We had three Apprenticeship starts at East Northants Council and two further vacancies with them have just closed. Work with Harborough Council is continuing – there is a meeting in April and four service areas have expressed an interest in taking Apprentices.

Overall success rates continue to improve and the “in month” achievement rate remains at 100%.

National Performance Success Rates 2013-14

* Overall – 69%
* Timely – 55%

KBT Last Year (total year 2013-14)

* Overall – 65%
* Timely – 44%

Current Position (at 24.3.15 – Period 8 of 12)

* Overall – 65%
* Timely – 52%

Development and improvement work put into the internally delivered programmes has been successful and both these programmes have significantly improved their Overall and Timely success rates.

Finances – whilst KBT continues to make a positive financial contribution to the Council, this remains under stress. The increase in sub-contractor training fees to 85% has made a significant impact on the expenditure – we are working with Finance to bring this under control and reverse the downward profitability trend.

**Service Development**

A delivery programme for the Team Leading Apprenticeship frameworks is due for implementation in May. Other additional sector areas for training continue to be considered.

KBT Strategy Board will meet for the third time on 16th April and continue to provide support and challenge for the team.

We continue to have a good working partnership with NCC who the main Apprenticeship contract holder. Two Quality Improvement Plans have been agreed and a member of KBT staff works closely with the NCC Quality Manager on the actions.

KBC have five Apprentices attending the Apprenticeship Ambassador Training through NEP in March. Following the successful support of a careers event at the Wellingborough Schools Consortium KBT have been invited to attend a parents evenings at Weavers School. Access to school events and parents evenings is a significant and positive outcome for our 16-18 recruitment strategy.

**External Inspection**

Second OFSTED support visit for Study Programme 2.2.15 – key themes were

* “Learning Walk-throughs” have been implemented and used to help develop the quality of service for learners. A member of staff is taking the lead on developing the quality of teaching, learning and assessment practices for Study Programme delivery staff. This will include classroom and behaviour management.
* Data analysis remains a key area of development. A bespoke training day for 5 members of staff on 9.4.15 on the MI system PICS has been approved by the Strategy Board. A member of staff will be taking the lead on developing the use of data throughout the organisation in order to drive quality improvements
* A robust programme of work experience remains a key issue for development. A pilot work experience programme has been offered through Income and Debt and Customer Service and is underway.

OFSTED pilot inspection of Apprenticeships through NCC February 2015 – key themes

Main feedback:

* There are more grade 1’s and 2’s in the feedback but the overall unpublished grade is a 3 - this is based on performance data from the previous year which fell below the National benchmark.
* KBT still have to do to prepare for the new Common inspection framework on E&D and safeguarding but it was recognised that KBT had already identified this and a QIP to address it.

**Strengths**

* KBT staff have a good understanding of learners needs and processes to enable achievement
* Good diagnostic assessment processes – from these apprentices know their gaps and are fully supported to meet them
* Very good support and guidance to apps with their English/maths development
* Good training made available- range of activities implemented
* Assessment practices are rigorous
* Employer involvement in the council and care homes is good
* H&S and welfare monitoring in the learners environment is good

**Development areas**

* Last year’s data outcomes have had a major influence on the unpublished grade awarded(relating to achievement /success and timeliness)
* E&D (leadership and management actions are good but implementation and consequent evidence of effectiveness of these aren’t yet available)
* Self-Assessment Report needs to contain more judgements with statistical references