

Annex 1-York Learning Self Assessment Report 2014 - 2015

Area of Learning : Workplace Learning

Outcomes for Learners

Grade:2

Strengths:

- Young Apprenticeship achievement rates are very good; 88% of our 16-19 Apprentices have achieved 18% above the national rate.
- WPL Success rates are excellent; 98% overall compared to the national average of 76%
- Good progression routes on all courses from Level 2 to Level 3 and some at Level 4 and 5.

Areas for Improvement:

- Success rates for Functional Skills within Apprenticeships - Assessment and realistic expectations regarding Functional Skills outcomes to be improved for Apprenticeships, by working with the Functional Skills team more closely at initial assessment.
- Success rates for 19+ apprenticeships
- Retention rates for Health and Social Care learners.

Quality of Teaching, Learning and Assessment

Grade: 2

Strengths:

- Employer-Assessor partnership is good. Learner Reviews take place in workplace to guarantee staff, involved in the learners training, are present to discuss progress and planning and therefore ensure support.
- Assessor's provide focused support to remove barriers. For example our Home Care workers complete their units using a modular approach to enable them to work in between appointments.

Areas for Improvement:

- Ensure potential learners to reveal their additional needs at the induction period of the programme so we can better support them throughout.
- Improve target setting during learners' progress reviews to help learners make better progress in their programme between assessors' visits.

Effectiveness of Leadership & Management

Grade: 2

Strengths:

- Good links now made with local schools to offer information re qualifications to those that may be hard to reach, building on existing contacts.
- Good support for employers in advertising, recruiting and training their Apprentices. We have a good history of employer engagement.
- Good responsive provision aligned with the requirements of local, regional and national sector needs.
- Good use of target setting for performance management has.

Areas for Improvement:

- Numbers enrolling on the 16-18 Apprenticeship courses are low.
- Develop the OTL procedure to gather and use employer, and wider stakeholder views more analytically and improve action-planning following staff observations.
- Develop the coordination of additional support for at risk learners
- Engage employers further in planning skills development.
- Engage staff in evaluating their own work and areas for development through improved PDR system.
- Develop an interview process for potential learners working out of local area including email, telephone calls, skype.

Overall Effectiveness

Grade: 2

Strengths:

- WPL Success rates are excellent; 98% overall compared to the national average of 76%
- Good focused support helps remove barriers for learners.
- Good provision responsive to the requirements of local, regional and national sector needs

Areas for Improvement:

- Success rates for Functional Skills within Apprenticeships -
- Retention rates for Health and Social Care learners.
- Numbers enrolling on the 16-18 Apprenticeship courses are low.
- Success rates in 19+ apprenticeships, mainly as a result of poor retention