



Enterprise4All Quality Assurance Report

1. Introduction

Enterprise4All (E4A) is dedicated to delivering high-quality training through our fully online Skills Bootcamps. Our training meets Ofsted standards, aligns with industry requirements, and equips learners with essential skills for sustainable employment and business success. The Internal Quality Assurance (IQA) framework supports continuous improvement and ensures compliance with regulatory and funding body requirements. We focus on a learner-centred approach and deliver unique innovative training, integrating the latest educational technology to provide high-quality, flexible learning for diverse learner needs.

2. Quality Standards & Compliance

E4A is committed to upholding the highest standards of teaching and learning, ensuring full compliance with Ofsted, the Department for Education (DfE), and industry requirements. Key measures include:

- **Qualified Trainers:** All trainers are either qualified with or working towards a Level 3 Teaching Qualification and bring relevant industry experience to the role. Regular reviews ensure that trainers are well-prepared to meet the evolving needs of the industry.
- **Internal Quality Assurance (IQA):** A dedicated IQA officer (a qualified teacher working towards Level 4 IQA) oversees training quality. An external consultant, including an Ofsted inspector, ensures that we meet all required standards, providing an independent review of our processes.
- **Continuous Professional Development (CPD):** Trainers participate in regular CPD activities to stay current with best practices in teaching and developments within the industries they teach. This ensures that trainers not only remain experts in their fields but also evolve as educators by receiving CPD to further their pedagogical knowledge.
- **Learner Feedback & Evaluation:** Feedback is collected regularly through Rubitek, our learner management system. Learners are given face to face learning progress reviews in Week 1, Week 3/4 and Week 8. We use this data to identify areas for improvement and ensure that training is continuously refined to meet learners' needs.
- **Standardisation & Moderation:** We hold regular team meetings, lesson observations, and review assessment tools to maintain consistency across the delivery of training and ensure that all learners receive high-quality instruction.
- **Safeguarding & Compliance:** We adhere strictly to policies on safeguarding, equality and diversity, and data protection, ensuring a safe and inclusive environment for all learners. We are members of the Lancashire Prevent Partnership and adhere to all components of our Prevent Duty. We also embed all Fundamental British Values and social growth into our ambitious curriculum.
- **Policies and Procedures:** E4A follows a comprehensive set of policies that are regularly updated to ensure compliance with industry standards and regulatory requirements. For full details, please refer to [Policies & Statutory Information](#)

3. Training Delivery & Methodology

E4A provides fully online training via Zoom and Rubitek, ensuring flexible scheduling with morning and evening sessions to accommodate diverse learner schedules. Our training methodology includes:

- **Curriculum Alignment:** Courses are carefully designed to follow structured learning pathways aligned with industry standards and emerging trends. This ensures that learners gain the skills most in demand by employers. We adhere strictly to policies on safeguarding, equality and diversity, and data protection, ensuring a safe and inclusive environment for all learners. We are members of the Lancashire Prevent Partnership and adhere to all components of our Prevent Duty. We also embed all Fundamental British Values and Social Growth into our ambitious curriculum, along with employability and mindset modules. Maths and English Skills are also integrated into our sequential scheme of work.
- **Interactive & Engaging Sessions:** Trainers incorporate real-world case studies, group activities, and practical applications to make learning engaging and relevant. This approach fosters an interactive environment where learners can apply their knowledge in real-world contexts. Learner engagement is ensured in an online environment where learners contribute to whole group discussions and break out rooms.
- **Classroom Management:** Clear behavioural expectations and structured lesson plans ensure effective online learning. Classroom environments are carefully managed to maintain productivity and ensure learners' engagement.
- **Pedagogy:** We employ learner-centred teaching methods, including project-based learning, to enhance understanding and retention of key concepts. Learners are actively involved in their educational journey, which improves outcomes and satisfaction.
- **Employer Engagement:** We actively collaborate with industry partners to ensure that the curriculum remains relevant and aligned with the latest market demands. This connection strengthens the employability prospects of our learners.
- **Support for Underrepresented Groups:** We are committed to inclusivity, and our programs reflect this by ensuring over 50% BAME and 60% female participation, demonstrating our dedication to providing opportunities for underrepresented groups.

4. Key Performance Indicators (KPIs)

To ensure the effectiveness and impact of our training programs, we track the following Key Performance Indicators (KPIs):

- **Learner Success Rates:** We monitor the percentage of learners who successfully complete their courses, aiming for an overall success rate of 85% or higher.
- **Learner Employment Outcomes:** We track the percentage of learners who secure employment or further education within six months of completing their training. Our target is 70% of learners to achieve either employment or continued study.
- **Learner Satisfaction:** Feedback is collected via surveys and directly from learners at the end of each course. Our goal is to maintain an overall satisfaction rating of at least 90%.
- **Trainer Evaluation Scores:** We assess trainers based on learner feedback, lesson observations, and internal reviews. We aim for a minimum of 80% of trainers to achieve positive evaluations, focusing on teaching effectiveness and industry knowledge.
- **Retention Rates:** We monitor learner retention to identify and address early disengagement. Our target is to maintain a retention rate of 90% or higher throughout the course duration.
- **Employer Feedback:** We gather feedback from employer partners on the quality of graduates, including how well learners are performing in the workplace. We aim for at least 80% of employers to express satisfaction with the skills and performance of our graduates.

5. Monitoring & Continuous Improvement

E4A employs a comprehensive monitoring system to maintain and continuously improve the quality of training. Our strategies include:

- **Regular Trainer Evaluations:** Trainers undergo performance reviews, including self-assessments and feedback from learners. Success rates, engagement levels, and course outcomes inform adjustments to teaching methods and content delivery. Observations of teaching and learning are tailored and adapted to an online environment, including monitoring engagement in virtual settings
- **Learner Progress Tracking:** We monitor key metrics such as engagement, attendance, and achievement rates through our learning management system (Rubitek). This data is used to track learner progress and intervene early where necessary. Our initial assessments (BKSB) are used

to tailor our learner experience, with tutors addressing Learner's Individual Needs through their ILP (Individual Learner Plan) reviews held in Week 1, Week 3 and Week 8. This ensures their unique learning style is adhered to, with learners achieving personalised goals and targets. We provide a learning experience that is unique to learner needs, including learners with SEND/LLDD requirements.

- **Competency and Compliance:** We review all training content and delivery methods regularly to ensure compliance with regulatory and industry standards. External consultants and Ofsted inspectors provide independent assessments to ensure high standards are maintained.
- **External Reviews:** We seek regular feedback from independent education consultants, industry partners, and employers to ensure that our training remains market-relevant and effective, including employer involvement in our curriculum design.
- **Safeguarding Monitoring:** We continually review and update our safeguarding policies, ensuring that learners are supported and protected. Safeguarding practices are regularly audited to ensure they remain robust and effective. We adhere strictly to policies on safeguarding, equality and diversity, and data protection, ensuring a safe and inclusive environment for all learners. We are members of the Lancashire Prevent Partnership to keep fully up to date with local and national initiatives and adhere to all components of our Prevent Duty. We also embed all Fundamental British Values and social growth into our ambitious curriculum.
- **Quality Improvement Plans (QIP):** Actionable plans for improvement are developed from internal reviews, external audits, The Self Assessment Report (SAR) and feedback. These plans are tracked and updated regularly to ensure continuous enhancement of training quality.

Key Areas for Improvement (Based on Ofsted Findings)

From our recent internal audits and Ofsted feedback, key areas for improvement have been identified:

1. **Assessment of Learner Progress:** Strengthening initial assessments (e.g., BKSB) and improving the effectiveness of Individual Learning Plans (ILPs) to ensure tailored support for each learner.
2. **Trainer Development:** Further professional development for trainers, including the transition of trainers to obtaining Level 3 Teaching Qualifications, to enhance the overall quality of delivery and deepen their pedagogical knowledge in teaching, learning and assessment.
3. **Quality Assurance of Training Sessions:** Enhancing the observation process and ensuring structured feedback to improve training consistency and effectiveness across all courses.
4. **Curriculum Enhancements:** Ensuring the curriculum is appropriately challenging while remaining accessible to all learners. This includes introducing more advanced content to ensure learners are prepared for the workforce with an ambitious curriculum.
5. **Standardised Training Evaluation:** Implementing clearer evaluation criteria for all training programs and conducting regular content reviews to ensure ongoing relevance and quality.
6. **Safeguarding & Learner Support:** Ensuring robust safeguarding protocols and increasing support services to monitor and address the well-being of learners throughout their training journey.

6. Evidence of Impact & Outcomes

E4A measures the effectiveness of its training programs through the following indicators:

- **Learner Success Rates:** Our success rate for course completion has consistently exceeded 85%, indicating strong learner retention and program effectiveness.
- **Employment Outcomes:** Over 70% of learners who complete our Skills Bootcamps secure employment or continue their education within six months.
- **Learner Satisfaction:** 90% of our learners have expressed satisfaction with their training, citing the relevance of content and support they receive as key strengths.
- **Employer Satisfaction:** Employers report high satisfaction with the skills and performance of E4A graduates, with 80% of employers stating they would consider hiring graduates for future opportunities.

7. Conclusion

Enterprise4All is committed to delivering high-quality, inclusive, and industry-relevant training. Our comprehensive Quality Assurance framework, which includes a robust system for continuous improvement, ensures that our training programs meet the needs of learners, employers, and industry standards. By focusing on KPIs, monitoring progress, and using feedback to guide our actions, we aim to create impactful learning experiences that equip learners with the skills necessary for long-term success. E4A's strong dedication to inclusivity, compliance, and innovation positions us as a trusted partner for learners and employers alike.

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