



هيئة جودة التعليم والتدريب
Education & Training Quality Authority
Kingdom of Bahrain - مملكة البحرين

Directorate of Vocational Reviews

Review Report

Human Performance Improvement Institute
Manama
Kingdom of Bahrain

Date Reviewed: 18-21 March 2019

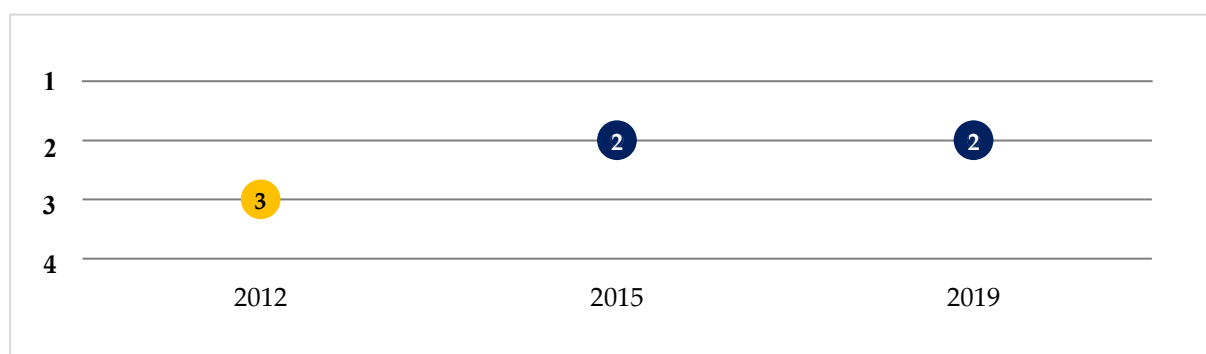
VO089-C4-R004

Introduction

The Directorate Vocational Reviews (DVR) of the Education & Training Quality Authority (BQA), conducted this review over four days by a team of four reviewers. For this review, reviewers observed training sessions and other related activities, analysed data about the courses and qualifications learners achieve, examined learners' written and other work, examined documents and the materials provided by the Institute and collected feedback from learners, employers, trainers, management and support staff.

Summary of review judgements		
	Aspect	Judgement
Outcomes	Learners' achievement	2
Programmes and processes	Effectiveness of teaching/training and assessment	2
	Quality of courses/programmes	2
	Learners' support and guidance	2
Management and governance	Effectiveness of leadership, management and governance	3
Capacity to improve		3
Overall effectiveness		2

Provider's overall effectiveness throughout the last three reviews



Outstanding	1	Good	2	Satisfactory	3	Inadequate	4
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The provider's key strengths

- The acquisition and development of skills and competencies which improve the levels of the vast majority of learners, with the majority achieving high proficiency rates.
- The utilisation of a set of formative and summative assessment methods to measure the level of understanding of learners relevant to the course/programme objectives and content.
- The effective mechanism adopted to identify the needs of the learners and the requirements of the stakeholders, and the utilisation of the outcomes to improve the quality of what is being offered.
- The number of well-structured and planned externally accredited courses/programmes, local achievement and attendance-based courses that are effectively enriched to enhance the learning experience of learners.
- The effective support and guidance provided to learners to help them achieve better outcomes.

Recommendations

In order to improve, Human Performance Improvement Institute should:

- ensure that learners further develop relevant knowledge, vocational skills, and make sufficient progress towards achieving the course objectives in a timely manner
- enhance lesson plans and ensure that trainers use more effective training strategies; to engage learners and stimulate them productively throughout the sessions
- improve the Institute's internal quality assurance system to stipulate more detailed and comprehensive policies and procedures and ensure effective and continuous monitoring of the overall performance of trainers and the quality of the provision
- ensure that a rigorous self-evaluation is carried out on a regular basis and that the outcomes are used effectively to inform strategic planning, aiming to raise the level of learners' achievement and the quality of provision.