



Marvel Management Training Institute (MMTI)



01 - 03 July 2024



Location
Diplomatic Area



Learning Areas
• Leadership, Management and
Human Resource Development



Total Enrolment
348

Overall effectiveness
Satisfactory

Aspect 1:

Assessment and Learners'
Achievement

Aspect 2:

Learners Engagement and
Support for Learning

Aspect 3:

Leadership and
Management

Review Summary

Marvel Management Training Institute (MMTI) offers an overall 'Satisfactory' training experience for project management preparation programmes in a positive and supportive environment, enabling the productive engagement of most learners in the learning process. Learning is facilitated by effective training and assessment methodologies, complemented by purposeful guidance and a variety of opportunities to support learners' needs and enhance their performance throughout their learning journey. The majority of learners acquire the essential knowledge and skills in line with the programme's Intended Learning Outcomes (ILOs), which prepare them well for the external awarding body examination. MMTI management team conducts appropriate self-assessment practices and closely monitors learners' performance, where the outcomes are suitably utilised to trigger improvement actions on the overall quality of the provision.

Key Positive Features

- The majority of learners acquire relevant knowledge and develop essential skills and competences in project management.
- Well-structured internal assessment process that effectively evaluates learners' acquisition of the programme's ILOs and measures their readiness for the external awarding body examination.
- Trainers' strong subject knowledge and purposeful utilisation of learning resources and training methodologies that foster productive engagement of most learners.
- Close monitoring of learners' performance, supplemented by targeted guidance and continuous support throughout their learning journey.

Recommendations

- Further improve learners' mastery of skills and progressive acquisition of ILOs in the internal assessments.
- Enhance training methodologies to productively engage the less active learners during the sessions.
- Further improve the self-assessment tools and enhance the utilisation of the process outcome to assure and improve the overall quality of the provision.

Assessment and Learners' Achievement

Satisfactory

- All MMTI programmes are local attendance preparation programmes for externally accredited qualifications from the Project Management Institute (PMI), where the Project Management Professional (PMP) programme constitutes almost all of the enrolments.
- MMTI implements a well-structured internal assessment process that effectively evaluates learners' acquisition of the programme's ILOs and measures their levels and readiness to sit the external awarding body examination.
- MMTI employs different fit-for-purpose internally designed summative assessment tools, such as pre-tests, quizzes, and mock-up tests, which are sourced from the PMI's materials and question banks. MMTI maintains an active process to regularly update these assessment tools to ensure they align with the programme's ILOs and meet the required level of complexity in compliance with the standards set by the affiliated awarding body. However, the assessment verification process is not formalised.
- MMTI trainers use clear pre-defined grading criteria and answer keys to ensure fair and consistent marking of learners' work. They also provide individualised and critical feedback to learners at the end of the programme, informing them of their performance level and what they need to improve further to meet the stated ILOs and prepare for the PMI examination.
- The majority of MMTI learners acquire the necessary knowledge and develop essential skills related to project management domains, in accordance with the programme level, that prepare them effectively for the PMI examination. This is evident from their active participation during observed sessions and the standard of their work throughout the programme. Nevertheless, there are inconsistent levels of performance and mastery of skills in the internal assessments among a significant minority of learners.
- The vast majority of learners meet the programme requirements by attaining the required training hours and receive an attendance certificate upon completion,

which entitles them to apply for the awarding body's examination. To date of the review, a significant minority of learners have attempted and successfully passed the PMI examination and achieved their project management qualifications.

- Learners and employers have expressed high satisfaction with the acquired knowledge and skills, highlighting the positive impact on their profession. Most learners are committed and have a positive attitude towards completing their training programmes, as demonstrated by their regular attendance. In addition, the majority of them exhibit critical thinking skills and confidently present their perspectives, often drawing from examples in their workplace.

Learners Engagement and Support for Learning

Good

- MMTI learning environment is safe and well-equipped with the necessary learning resources and facilities that cater to the type of programmes and support hybrid training when needed. MMTI is an Authorised Training Partner (ATP) and Pearson VUE Test Center for PMI examinations.
- The admission arrangements are fit-for-purpose and consistently implemented to ascertain the candidates' eligibility to access the intended programme and meet its requirements. Learners are well-inducted and provided with clear guidance and a detailed roadmap to gain an in-depth insight into the programme and learning pathways, which is also available on MMTI's informative and attractive website.
- Learners receive purposeful guidance and continuous support throughout their learning journey to help them improve their performance, enhance their personal skills and professional competences, and effectively prepare for the qualifications they aim to obtain.
- During the programme, learners are provided with very useful study material and handouts. They also have access to mock-up tests for their final post-programme assessment, in addition to unlimited attempts for independent practice as post-training support. Furthermore, learners are offered free extra support sessions and refresher training/retraining to prepare for the PMI examination, along with assistance for the examination scheduling and application process.
- Trainers demonstrate a depth of knowledge of their subject area. They effectively facilitate learning and demonstrate theoretical concepts by utilising interactive resources and purposeful training strategies. These approaches stimulate learners' critical thinking by reflecting on workplace scenarios and they encourage most learners to productively engage in whole-class discussions. Yet, in a few cases, attending to less active learners emerged as an issue.
- Training sessions are well-managed and delivered progressively. Trainers use relevant assessment-for-learning strategies to evaluate learners' understanding while providing constructive feedback to accelerate their comprehension.

Leadership and Management

Satisfactory

- MMTI's management team has a clear vision and mission statements focused on facilitating learning and development for learners. The team has implemented relevant improvement initiatives guided by appropriate self-assessment practices. One commendable initiative is the enhancement of the assessment process and structure.
- The essential outcomes of these self-assessment practices, along with regular analysis of learners' performance, are suitably utilised to trigger improvement actions. Nevertheless, there is potential to improve the self-assessment tools and better utilise the outcomes to inform action planning and enhance the overall quality of the provision. Moreover, a number of improvement initiatives are still in progress or pending implementation, and their impact is yet to be seen.
- MMTI implements adequate quality assurance practices in compliance with an appropriate set of policies. However, a number of these policies need to be extended with detailed procedures to cover the relevant implemented practices such as performance evaluation, session observation, assessment verification and moderation processes, ensuring the governance, consistency, and sustainability of these practices.
- Learners' performance is closely monitored where achievement data is aggregated and analysed at individual, programme, and institutional levels. The outcomes are then purposefully utilised to derive improvements in the quality of training and assessments and to provide the needed support to learners. This process is supported by an appropriate external post-assessment moderation process that covers the mock-up tests, ensuring that learners' work is marked fairly and consistently.
- MMTI has adequate human resources to fulfil the requirements of the provision and support training and learning processes. Qualified staff and certified trainers are recruited and properly inducted into their roles and responsibilities.



- Staff performance, including trainers, is sufficiently monitored using performance appraisals. The quality of training is appropriately monitored through different tools and practices such as session observations and feedback from learners. The session observation tool encompasses relevant evaluation criteria, although it tends to prioritise training aspects over learning aspects and, in a few cases, areas for development are not always precisely identified.

Next Actions

Action plan to be submitted by the Institute, within 20 working days from the receipt of the draft review report.