



## Safety Training and Consultants Centre



30 June – 02 July 2025



Location

Main branch:

Salmabad

Technical branch:

Ma'ameer



Learning Areas

- Health and Safety
- Business and Commerce



Total Enrolment

21287

Overall effectiveness

**Outstanding**

Aspect 1:

Assessment and Learners' Achievement

Aspect 2:

Learners Engagement and Support for Learning

Aspect 3:

Leadership and Management

### Review Summary

Safety Training and Consultants Centre (STC) performance is outstanding; it utilises diverse self-assessment tools to accurately evaluate its performance and identify market trends. The outcomes of self-assessment are used effectively to set the Centre's strategic direction and are purposefully linked to its strategic planning, enabling the Centre to enhance the quality of its provision. The Centre implements integrated processes, including controlling assessment structure through systematic verification and moderation to ensure alignment with Intended Learning Objectives (ILOs) and providing constructive feedback. It also applies effective admission tools and offers purposeful opportunities to support learners and promote their career progression. Additionally, the Centre closely monitors the performance of learners and trainers, utilising the outcomes effectively to inform decision-making and further improve training quality. While the centre's overall performance is outstanding, it can further enhance its provision by better engaging learners facing academic challenges and supporting their acquisition of theoretical knowledge.

## Key Positive Features

- Well-structured assessments that are systematically verified and moderated to ensure full alignment with Intended Learning Outcomes (ILOs) and providing constructive feedback.
- Learners' high acquisition of vocational skills, enabling them to achieve the qualifications they aim for in a timely manner.
- Trainers' depth of knowledge and the utilisation of highly effective training and assessment for learning strategies.
- Effective admission arrangements that are followed by purposeful support and lifelong learning opportunities.
- Rigorous self-assessment process and effective use of the outcomes in setting strategic direction and sustaining the continuity of business.
- Closely monitoring learners' and trainers' performance and critically utilising results to inform decision-making and enhance the quality of training.

## Recommendations

- Further engage learners facing academic challenges to better improve their acquisition of theoretical knowledge.
- Ensure sustaining the highly effective and consistent practices throughout the centre's provision.

## Assessment and Learners' Achievement

### Outstanding

- STC mainly offers programmes in the field of Health and Safety, which account for 98% of enrolments. The remaining 2% of learners are enrolled in Business and Commerce. The provided programmes are a blend of local achievement programmes, which account for 61% of enrolments, and externally accredited programmes from reputable awarding bodies such as Highfield, NEBOSH, NOCN, and CPCS, which account for 39% of enrolments.
- STC designs a robust set of assessment methods, including pre-tests, post-tests, and practical assessments, which are rigorously administered and controlled in line with awarding bodies' regulations and standards. These assessments are rigorously verified to ensure alignment with ILOs and to accurately measure learners' acquisition of knowledge and skills. Moreover, these assessments are fairly marked using clear rubrics and followed by providing written or verbal constructive feedback, tailored to the nature and duration of each programme.
- Most learners demonstrate highly effective vocational skills that significantly enhance their career progression, while the acquisition of theoretical knowledge among learners facing academic challenges can be further improved. Learners achieve the qualifications they aim for in a timely manner, with high proficiency levels reflected in their performance in practical work and assessment results.
- Success and retention rates remain high across all programmes. Although pass rates appear lower in the NEBOSH programmes, the Centre's results are slightly higher than the global average in these programmes.
- Both learners and employers report high satisfaction with the training, and its impact in improving skills. Learners also show a positive attitude towards learning, demonstrated by regular attendance and active participation in classroom activities.

## Learners Engagement and Support for Learning

### Outstanding

- Trainers draw on their experience and deep subject knowledge to deliver clear explanations and effectively link theoretical concepts to practical applications using real-life examples. They also plan sessions purposefully, resulting in smooth and engaging delivery.
- Optimum use of training strategies and learning resources — such as brainstorming, purposeful discussions, dummies and illustrating videos — is observed. These methodologies contribute to the effective engagement of most learners, although learners facing academic challenges show limited interaction during parts focused on theoretical concepts.
- Trainers utilise highly effective oral and written assessment-for-learning strategies that accurately assess learners' achievement of session objectives. These assessments effectively stimulate critical thinking and self-directed learning, particularly in anticipating appropriate responses to fire safety and first aid scenarios. To maximize learner benefit, trainers follow up with informative and constructive feedback.
- STC provides a learning environment free of obvious hazards, with premises and facilities that are easily accessible to all learners, including SEND learners. Health and safety requirements are followed up periodically to ensure ongoing compliance and well-being.
- STC implements effective admission tools that accurately assess learners' eligibility to join programmes and guide them to the most suitable options. These tools include Training Needs Analysis (TNA), registration forms, placement tests and one to one consultation. The outcomes of these assessments are used precisely to provide diverse academic and financial support opportunities, such as additional sessions, free programmes, and flexible delivery tailored to learners' needs. The impact is evident in the Centre's high achievement and success rates.
- The Centre provides purposeful opportunities for career progression, including employment, workplace promotion, development of vocational skills and raising learners' awareness of chronic diseases through extracurricular activities. In addition, a number of learners progress to higher level programmes upon completing the basic ones.

## Leadership and Management

### Outstanding

- STC utilises a variety of comprehensive tools to assess its performance and identify market trends and changes. These tools include market studies, SWOT analyses, Learners' and Employers' feedback and Academic Reports. The outcomes of self-assessment are directly linked to strategic planning, which is robust and covers all aspects of provision. Furthermore, the Centre monitors the implementation of planned actions through meetings and quarterly reports. These procedures have proven effective in identifying issues related to learners' achievement and training practices, resulting in the improvement of the Centre's quality of provision to outstanding level.
- STC adopts a comprehensive set of policies and procedures that fully govern its practices and rigorously ensure their implementation. Guided by an ambitious vision and mission centred on delivering training and consultation in the health and safety sector, the Centre has accomplished several initiatives. These include expanding its offerings to a wide range of health and safety programmes from reputable bodies, launching a new technical branch, and gaining recognition as NEBOSH golden partner. Additionally, STC has partnered with NOCN to collaboratively design specialised health and safety programmes.
- The Centre maintains accurate and reliable records of learners' performance and conduct critical analyses to guide decision-making. This has led to initiative such as raising the internal assessment pass mark to better prepare learners for final tests and updating the selection criteria of trainers in a number of programmes. A systematic moderation process is also implemented to ensure fairness in marking and the quality of feedback; this process is highly effective and endorsed by reports from awarding bodies.
- STC has a sufficient number of qualified staff and trainers who are capable of supporting its goals and diverse provision, resulting from a systematic recruitment process. The Centre closely monitors staff performance against comprehensive criteria and accurately analyses the outcomes to identify issues in training practices. These are purposefully linked to CPD opportunities, leading to clear improvements in the quality of training.

#### Next Actions

The Institute must submit an Action Plan within 30 days from receiving the draft report.