



Emic Training



14 - 16 April 2025



Location
Al Hoorah



Learning Areas
• Leadership, Management
and Human Resource
Development



Total Enrolment
548

Overall effectiveness

Outstanding

Aspect 1:
Assessment and Learners'
Achievement

Aspect 2:
Learners Engagement and
Support for Learning

Aspect 3:
Leadership and
Management

Review Summary

EMIC Training (EMIC) demonstrates an 'Outstanding' level of provision, prioritising the delivery of high-quality training and achieving exceptional learner outcomes. Strategic leadership ensures effective implementation of plans, supported by comprehensive quality assurance practices to maintain the sustainability of standards. The Institute employs a robust and well-structured internal and external assessment process that precisely measures learners' acquisition of the programmes' Intended Learning Outcomes (ILOs) and progressively evaluates their competence levels. Besides, the trainers' rich expertise contributes to creating a highly effective, learner-centred environment while employing highly effective training and assessment for learning strategies that successfully engage almost all learners and stimulate their analytical and critical thinking skills. To sustain its high performance and 'Outstanding' rating, EMIC should enhance the utilisation of self-assessment outcomes to ensure continuity and consistency in provision, while implementing a more rigorous system to effectively monitor learners' performance and ensure compliance with attendance requirements, particularly for local attendance programmes and external certification programmes.

Key Positive Features

- Robust and well-structured internal and external assessment process that precisely measures learners' acquisition of the programme's ILOs and progressively evaluates their competence levels.
- Most learners acquire proficient vocational knowledge and skills, enabling them to successfully achieve their qualifications, with nearly half earning a 'Distinction' in the internal summative assessments.
- The trainers' rich expertise contributes to creating a highly effective, learner-centred environment while employing highly effective training and assessment for learning strategies that successfully engage almost all learners and stimulate their analytical and critical thinking skills.
- Rigorous admission tools followed by effective arrangements for admitting learners, supporting them when needed, and promoting their lifelong learning.
- The effectiveness of self-assessments and the strategic utilisation of analysis results in forming an effective direction which are meticulously monitored to ensure the successful implementation of operational plans governed by a comprehensive set of policies, preserving the sustainability of the high-quality training standards.
- Rigorous recruitment processes ensure alignment with vocational subjects and enhance training quality. Effective feedback and guidance are provided to all staff, including trainers, to promote continuous professional development and further boost performance.

Recommendations

- Enhance the tracking mechanisms of learner progression to ensure the consistency and continuity of provision.
- Implement a more rigorous system to effectively monitor learners' performance and ensure compliance with attendance requirements, particularly for local attendance programmes and external certification courses.

Assessment and Learners' Achievement

Outstanding

- EMIC primarily provides programmes in the field of Leadership, Management, and Human Resource Development, that are thoroughly tailored to align with learners' developmental needs and required competencies. The total enrolment reflects 56% externally accredited programmes, 33% local achievement programmes, and 11% local attendance programmes. The externally accredited programmes are offered in collaboration with well-known awarding bodies, including the Institute of Leadership & Management (ILM) and Harvard Business Publishing Corporate Learning.
- EMIC employs a robust and well-structured assessment process that accurately evaluates learners' achievement and skills development throughout the programmes. This process incorporates a range of highly relevant internal and external formative and summative assessments, including pre- and post-assessment, Personal Learning Journal, interval assessments and final external assessments. Learners' work is assessed fairly and consistently using clear rubrics, predefined grading criteria, and key answers. Learners receive timely, constructive feedback tailored to the type of assessment, which supports their learning and guides their improvement.
- Most learners acquire highly relevant knowledge and demonstrate proficient vocational skills and competencies, enabling the majority to successfully achieve their desired qualifications. Notably, nearly half of the learners earned a 'Distinction' in the internal summative assessment. Success and retention rates have consistently remained high across different training programmes, accurately reflecting the standards of assessments and learners' achievements.
- Learners demonstrate strong commitment to their learning experience, as evidenced by their active participation, and confident presentations reflecting on their workplaces. This high level of engagement is complemented by the satisfaction expressed by both learners and employers with the employability skills and vocational knowledge gained, emphasising the significant positive impact on career and professional development.

Learners Engagement and Support for Learning

Outstanding

- Training at EMIC is conducted in a conducive and highly supportive environment that fosters effective learning and actively engages learners throughout their training journey. The training takes place in external facilities that are safe, accessible to all learners, and equipped with the necessary resources to maintain an optimal learning environment.
- EMIC employs a highly purposeful admission mechanism to accurately identify learners' educational needs. This process is differentiated and customised according to the client's requirements and the programme level. The outcomes are thoroughly analysed and effectively used to tailor solutions that address the diverse needs of learners.
- Trainers effectively implement highly relevant assessment-for-learning strategies, complemented by immediate and constructive feedback. This proves beneficial for the most of learners. However, in cases, a few of them were less active during discussions.
- The sessions are thoughtfully planned and enriched with purposeful and effective training strategies that emphasise the trainers' extensive knowledge and expertise. These strategies are reflected in the well-designed learner-centred sessions, fostering high levels of engagement among participants.
- Learners' abilities are stimulated through challenging questions that require critical thinking during observed training sessions, which effectively keeps the session engaging and captivating for most learners, who respond actively and effectively.
- Learners receive highly effective guidance and support throughout their learning journey, including support tutorial sessions and targeted assistance for learners with special needs. Additionally, they are provided with meaningful opportunities that promote lifelong learning by equipping them with essential knowledge and continuously develop their managerial and leadership skills. This effective support has enabled a significant minority of learners to achieve workplace promotions to higher managerial levels.

Leadership and Management

Good

- The EMIC management team upholds a well-defined and ambitious vision and mission, focusing on enhancing learners' achievement and maintaining the quality of its provision. The management has introduced ambitious initiatives and targets that prioritise continuous improvement, including the incorporation of new business ventures outlined in the strategic plans for EMIC and its collaboration with the American University of Bahrain (AUBH) in 2025.
- EMIC effectively utilises self-assessment outcomes to improve the quality of its offerings. The Institute conducts comprehensive market analyses, leveraging the management team's strong ties with prominent industry clients, and with particular emphasis on leadership and advanced management competencies. Yet, there is potential to further enhance the tracking mechanisms of learner progression to ensure the consistency and continuity of provision.
- The Institute has implemented a mechanism to ensure adherence to its internal quality assurance policies and procedures, in line with the standards of the National Qualifications Framework (NQF). These policies and procedures are regularly updated; however, further improvements should be made to ensure compliance with attendance requirements, particularly for local attendance programmes and external certification programmes.
- Assessment moderation is systematically implemented through sampling to ensure rigorous and fair marking standards for learners' work. This process offers a comprehensive analysis of overall achievement and provides actionable recommendations. The insights gained from trends analysis are used to identify areas for improvement, and the outcomes related to learners' performance are effectively communicated to clients.
- The Institute has sufficient and appropriate human resources to fulfil the requirements of the provision and carry out improvement initiatives, considering the number of enrolments, size of the operations and type of programmes on offer.
- The Institute implements a robust recruitment process to influence the quality of training. The staff performance is closely monitored, and areas for improvement are identified and aligned to their professional development needs. Trainers and staff are effectively provided with targeted guidance to enhance their performance.



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