



**Victory Training &  
Development Institute**



12 - 14 May 2025



Location  
Seef District



Learning Areas  
• Leadership, Management and  
Human Resource Development



Total Enrolment  
132

Overall effectiveness

**Good**

**Aspect 1:**  
Assessment and Learners'  
Achievement

**Aspect 2:**  
Learners Engagement and  
Support for Learning

**Aspect 3:**  
Leadership and  
Management

## Review Summary

Victory Training & Development Institute (VTDI) provides 'Good' training in a supportive and positive learning environment, utilising effective training strategies that draw on extensive subject knowledge and offering purposeful opportunities for career prospects. This approach fosters reflection on workplace scenarios and actively engages the majority of learners throughout their learning journey. Additionally, the leadership and management team contributes positively by regularly monitoring learners' performance and ensuring the quality of Chartered Institute of Personnel and Development (CIPD) qualifications aligns with the awarding body requirements and market standards. These efforts enable the majority of learners to develop proficient vocational skills and successfully achieve the qualifications they aim for. Further opportunities for improvement exist in enhancing learners' mastering of knowledge and skills and optimising self-assessment outcomes to enhance the quality of internal processes and inform strategic and action planning.

## Key Positive Features

- The majority of learners develop proficient vocational skills and competences, enabling them to successfully achieve the qualifications they aim for.
- The effective implementation of structured summative assessments is fully aligned with CIPD qualification requirements, effectively addressing the complexity of each module.
- Trainers' in-depth knowledge and the implementation of effective training strategies, fostering the development of critical thinking skills for the majority of learners.
- Effective monitoring of learners' performance in CIPD qualifications, supported by purposeful opportunities to enhance career prospects.
- A clear strategic focus on developing a niche market in Human Resources, supported by management initiatives to ensure the quality of CIPD qualifications aligns with awarding body requirements and market standards.

## Recommendations

- Further improve learners' mastering of knowledge and skills, for minority of learners.
- Better utilisation of admission tools outcomes in supporting learners to complete CIPD module requirements from the first submission.
- Enhance the utilisation of self-assessment outcomes to elevate the quality of internal processes and inform both strategic and action planning.

## Assessment and Learners' Achievement

### Good

- VTDI offers long-duration, externally accredited programmes specialising in Leadership, Management and Human Resource Development. The CIPD Level 5 Associate Diploma in People Management constitutes 50% of total enrollment, while the CIPD Level 3 Foundation Certificate in People Practice accounts for 38%. The remaining 12% is designated for the Gatehouse Level 1 Certificate in Employability Skills.
- Well-structured summative assessments are implemented across programmes, designed by awarding bodies and subject to effective internal verification to ensure compliance with their requirements. These assessments are regularly updated and administered in accordance with awarding bodies' standards and procedures. For CIPD qualifications, final assignment submissions primarily consist of essay-based questions that effectively measure the progressive acquisition of Intended Learning Outcomes and accurately reflect module weightage and complexity. Nevertheless, this rigorous assessment process is not consistently applied to internal assessments, including in-class activities, slightly impacting learners' preparedness to meet assignment requirements on their first submission.
- Learners' work is marked and evaluated consistently and fairly based on clear grading criteria provided by the awarding bodies. Feedback is provided to learners regularly, with CIPD qualifications offering particularly constructive and personalised feedback to enhance the quality of the learning experience.
- Learners at VTDI successfully progress toward achieving their desired qualifications, with the majority developing proficient skills and knowledge, demonstrating competence in their assigned tasks upon completion. Nonetheless, the quality of work varies among a minority of learners—including those enrolled in the Employability Skills programme—some of whom struggle to meet assessment standards.
- Almost all learners who submit assignments for CIPD levels successfully attain their qualifications. A minority achieve a 'High Pass' on their first submission, and a significant minority meet module requirements on their second submission attempt, demonstrating their commitment to the learning process and their ability to achieve the necessary standards.
- Learners express satisfaction with their skills development, recognising its positive impact on their career progression. Most show high commitment through regular attendance and active participation in discussions.

## Learners Engagement and Support for Learning

### Good

- Training at the VTDI is delivered in a supportive and positive learning environment, equipped with easily accessible facilities and resources, including the Learning Management System (LMS). This setting promotes effective learner engagement and enhances learning outcomes.
- Well-structured admission arrangements are in place, adhering to awarding body requirements and consistently implemented to assess learners' eligibility for their intended programmes. For CIPD programme levels, VTDI administers a fit-for-purpose placement test and, when required, a structured interview. However, an opportunity remains to rigorously utilise the outcomes to better support learners in meeting CIPD module requirements.
- Learners receive effective guidance and support, complemented by purposeful opportunities that help them meet programme requirements and enhance their career prospects. This includes access to a diverse range of study materials and references through CIPD membership, along with fit-for-purpose illustrative guidelines to support self-study. Additionally, learners benefit from attending coaching sessions and participating in relevant networking activities including alumni network. These practices support the majority of learners in improving their performance and successfully fulfilling programme requirements.
- Trainers possess in-depth theoretical knowledge and practical experience, employing effective methodologies and learning resources while citing relevant examples and real-life cases. Furthermore, they appropriately accommodate learners' varying needs by elaborating on essential CIPD-related terminologies when necessary. These approaches purposefully stimulate critical thinking, prompting reflection on workplace scenarios and actively engaging the majority of learners in discussions. Nevertheless, less active learners do not engage effectively.
- Training sessions are well-planned and delivered by trainers in a progressive manner, using relevant assessment-for-learning strategies that primarily focus on discussions through group work and case-based learning to evaluate learners' understanding while providing constructive feedback to enhance their comprehension. However, the coordination of time management for a few in-class activities remains inconsistent.

## Leadership and Management

### Good

- VTDI's leadership and management team maintains a strategic focus on continuous improvement, leveraging their experience and market insights while implementing a regular and fit-for-purpose self-assessment process. Their strategy also prioritises developing a niche market in Human Resources Development, driving impactful initiatives to ensure CIPD programme quality aligns with awarding body requirements and industry standards.
- The essential outcomes from the self-assessment process and statistical insights from the Customer Relationship Management (CRM) system are purposefully utilised to initiate improvement actions. Nevertheless, there is room to refine some of the tools used and better leverage these outcomes to enhance the quality of internal processes while informing both strategic and action planning. Several improvement initiatives are currently in progress, with their impact yet to be fully realised.
- VTDI's operations are governed by fit-for-purpose quality assurance arrangements, including a set of sufficiently detailed policies and procedures that cover key aspects of the provision while fully adhering to CIPD system requirements. However, several policies have yet to be fully implemented, and a few require further expansion to incorporate relevant practices—such as session observation and arrangements for reviewing and updating the internal quality assurance system—to ensure governance, consistency, and sustainability of these practices.
- Learners' performance is well-monitored and analysed at both individual and programme levels, with outcomes sufficiently utilised to guide decision-making. This is reinforced by maintaining accurate records of learners' performance, particularly CIPD programmes, governed by an effective internal assessment moderation process supported by regular external verification to ensure alignment with awarding body standards.
- VTDI has sufficient human resources, supported by qualified staff and experienced trainers, to meet provision requirements and effectively support training and learning. Staff performance, including trainers, is well monitored using different tools and practices, such as annual performance evaluations, session observations, and learners' feedback. While the current session observation tool is fit for purpose, its evaluation criteria could be enhanced to better balance training aspects with learning outcomes, enabling a more critical evaluation and clearly identifying areas for development.

#### Next Actions

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