

Policy 3: Programmes of Education and Training

MIDAS Group is committed to providing quality training and development programmes to adults within all sections of the community, with the objective of enriching and developing their lives through progression. It is the policy of MIDAS Group to identify the needs of the learners and/or organisations in the design and development of training and development programmes which unlock potential and satisfy these needs. MIDAS Group aims to provide a lifelong learning experience based on predetermined national and international standards which lead to awards from QQI and other qualifying bodies. It aims to empower individuals and organisations to unlock their full potential through the delivery and implementation of training and development programmes.

To achieve this mission, MIDAS Group is committed to:

- The provision of resources to support its staff to develop, design, plan and deliver programmes to meet the vocational development needs of the learners. New programmes will be reviewed and evaluated on a regular basis by internal structures involving management, experts, and governance. Programmes will be developed to ensure that there are pre-defined and published regulations relating to learner admission, progression, recognition, and certification of awards. Access and admission policies and criteria will be established and implemented in line with national policy and procedures.
- The provision and maintenance of learning facilities and resources to ensure successful participation by learners. Resources will be developed to ensure that learners will be competent in a specific discipline. This competency will be measured in achievement of stated minimum intended learning outcomes which are based on the knowledge, skills and competence framework of the National Framework of Qualifications
- The provision of resources to comply with all health and safety requirements along with the provision of appropriate training for staff to comply with health and safety requirements.
- An evaluation of the programmes on an annual basis by the Programme Team to ensure that programmes are being maintained and delivered in accordance with their approval by QQI. Review and Evaluation to ensure that Continuous Improvement is a central element of the process, where we engage in 360 evaluation methodology.

The policy should be read in conjunction with the other elements of the Quality Assurance Framework (QAF). It is a working document and is subject to regular review from

experience in implementing its procedures and in the light of feedback received from staff, learners, outside interests and new educational developments as well as industry developments and advancement.