
Green Inc (eu) Limited trading as Green Labyrinth

Green Labyrinth (GL) is a wholly owned subsidiary of NPTC Group of Colleges (NPTC), based in Wales. Since January 2022, it has undergone a complete transformation in terms of its business, organisation, leadership/management and developed a new strategy and business plan.

GL comprises three types of provision:

- Study Programme – 16-19 aged learners that are “challenging and challenged” and require employability training, social and behavioural support to develop the necessary skills to join the workplace.
- Work Based Learning (WBL) which comprises:
 - Apprenticeship provision – where the provision of 2022 and earlier has been completely closed on quality grounds (see below re Ofsted) and is currently being completely started afresh with a new team and new provision.
 - Adult Learner Loans – for various skills development.

In June 2022, GL received a full Ofsted inspection. The result of which was an overall assessment of “Requires Improvement”. The report is damning and publicly available. The current GL management team spent the next nine months addressing the issues raised by Ofsted, of which many were legacy issues. In addition, the GL management reviewed the apprenticeship provision in August, identified it was not fit-for-purpose and closed the old legacy apprenticeship provision. GL started one new apprenticeship in Lean Manufacturing in late 2022 and will start new provision in July/August 2023 with a completely new delivery team.

In April 2023, GL received an Ofsted provider monitoring visit (PMV). The report is not yet in the public domain as of 10 May 2023. However, GL are confident that the report will demonstrate the progress made to address the issues raised by Ofsted in June 2022.

GL recognise that the Ofsted report has done them an enormous service in that it accelerated the need to address many quality issues already identified but not as robustly identified as by Ofsted.

The current GL leadership is a completely new team that comprises Darryn Hedges as MD, Dan Hobbs as Head of WBL and Maria Wilkinson as Head of Study Programme. Dan and Darryn joined in September 2021 and replaced the previous management at the instigation of NPTC. Maria joined in January 2023. Darryn reports to the NPTC CEO. GL leadership have the full support of NPTC to transform GL to the learning and training provide it should always have been.

Since June 2022, the GL strategy originally developed in early 2022 has evolved to a foundation of good the quality provision (as assessed by NPTC and Ofsted) across all areas, which will be recognised by learners, families and employers. Based on this foundation, GL will become a recognised provider focused on the “challenging and challenged” learners in Swindon and Wiltshire. These will be both 16-19 learners and adult learners.

The need in Swindon

Research demonstrates a clear local need for education and training provision focused on the “challenging and challenged learners” in and around Swindon. There is a clear alignment between the needs identified by Swindon BC, Swindon & Wiltshire LEP and the current work on Local Skills Improvement Plans (LSIP) and GL’s plans. Swindon also has circa 200 plus EETs and a growing population of 16-19 year olds entering the employment market without the necessary skills to secure recruitment to a job and then to keep that job.

From direct discussions we are also aware that there is a significant need for:

- Workplace readiness skills at all generations.
- Basic skills in communication, telephone usage, IT for business – email, MSOffice applications and computer usage rather than “Tik-Tok” on your phone skills.
- Soft skills and anxiety management, plus other supporting and behavioural skills.
- English and maths training for adults and immigrants.

There is also a clear alignment to national government policy and life-long learning.

Green Labyrinth strategic niche and business plan

A niche of the “challenged and challenging” people of Swindon and the surrounding area. We already have good quality provision focused on 16-19 learners who are collectively and individually “challenged and challenging”. It is a natural extension to start our new apprenticeship provision with the same focus, partly to provide progression for our 16-19 learners; and to position us as able to support EETs going forward, the unemployed and, before they come to us, the unemployable. These learners are not targeted by larger, mainstream providers. We know we can manage and provide good quality learning to and for these learners, covering all of the areas above as well as supporting the development of the necessary wider skills to maintain employment and thrive in the workplace.

A focus on:

1. Study Programme learners 16-19
2. Similar types of poor school performers who might benefit from a year with us
3. Group 1 and 2 above continuing into apprenticeships with us
4. Working with the SBC on EETS
5. Working with SBC/Job centre on skills development at a basic level of English and Maths using AEB funding.
6. Working with ESOL for young people and adults.

Effectively becoming the leading provider of education and skills development for the “under-belly” of Swindon and Wiltshire’s population be that young people or adults and recognising that inbound economic migrants will often have very similar needs. English and Maths are essential to secure an apprenticeship for learners as a natural progression. With adult English and maths learners and SP learners both able to progress to apprenticeships. Apprenticeship provision initially focused on Lean Manufacturing L2, Business admin and customer service L2/3 and Digital marketing L3.

Our first SP learner ever will be progressing to an apprenticeship with GL this year. We now have over 60 organisations signed up to provide work experience for our 16-19 learners. We became members of the Duke of Edinburgh Programme in spring 2023, the only provider of our type in the South-West to be a member.

Our 2022/23 learners will all become the first learners of the new “Green Labyrinth Community” (akin to an alumni), which means GL commits to do its very best to provide support to the learner for the rest of their lives.

Darryn Hedges
Chief Executive Officer



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