TITLE

Steps to Design and Implement a TVET Performance Assessment System (PAS)

Case Study from Jordan

AGENDA

- **Objective of The Presentation;**
- **Introduction;**
- **Streams of Assessment;**
- **Overall Purpose of The PAS;**
- **Institutions Assessed;**
- **Participatory and Phases Approach; step by step;**
- **Success Story.**

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OBJECTIVE OF THE PRESENTATION

- Review Jordan experience in setting up and implementing a Performance Assessment System (PAS) for TVET Institutions.

INTRODUCTION

Jordan's National Agenda (NA) 2006-2015, addressed TVET sector governance, quality, financing and performance monitoring as key issues for development.

INTRODUCTION

❧ **Based on the recommendations of the NA, TVET Sector Reform Strategy was drafted in 2008, to provide a coherent system for planning, implementation and evaluation of TVET that includes all training providers and other stakeholders**

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INTRODUCTION

❧ **The E-TVET Council (members from government, social partners and private sector) under the leadership of HE Minister of Labour was assigned to lead E-TVET sector reforms.**

INTRODUCTION

- In 2009 the E-TVET Council decided to:

  - Set up a PAS to monitor the performance of TVET Institutions;

  - PAS to be designed and implemented through a participatory and phases approach.

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STREAMS OF ASSESSMENT

1. **TVET Delivery systems** (Access)

2. **TVET Programming** (Respondent)

3. **Economic Sector Focus and Employment** (Demand)

4. **Public Awareness** (Social)

5. **E-TVET System Development** (Governance and Planning)

6. **Facilities and Technology Upgrading** (Modernization)

QUALITY

OVERALL PURPOSE OF THE PAS

- Assess the results of the TVET institutions;

- Address the implementation issues in the TVET sector delivery and reform;

- Assess the effectiveness of strategies to achieve TVET sector policy objectives;

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OVERALL PURPOSE OF THE PAS

- **Provide the E-TVET Council and TVET institutions with an evidence-based tool to enable them creating informed decisions to improve the overall TVET institutions' performance.**

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INSTITUTIONS ASSESSED

- **55 Community College (12547 student);**

- **192 Vocational School (25577 student);**

- **42 Vocational Training institute (6603 trainee);**

- **Private Sector VET provider (3868 trainee)**

INSTITUTIONS ASSESSED

- General Federation of Laborers;
- Chambers of Commerce & Industry;
- E-TVET Fund
- VET Accreditation & Quality Assurance Center.

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PARTICIPATORY & PHASES APPROACH

- **Phase 1: Design PAS (2009-2010);**
- **PHASE 2: Implementation PAS (2011-2012);**
- **PHASE 3: PAS Institutionalizing & KNOWLEDGE TRANSFARE : (2013-2014).**

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PHASE 1: DESIGN PAS (2009-2010)

❀ **Step 1:**

Establish Monitoring and Evaluation Committee; from among public, private sectors and social partners. Members represented the 3 levels of management (top, middle and implementation).

PHASE 1: DESIGN PAS (2009-2010)

Step 2: Training and Coaching;

- Setting up and managing indicators

- Research and Evaluation Techniques

- Data Collecting, Compilation and Analyzing.

- Writing of a high quality evaluation report

- ToT

PHASE 1: DESIGN PAS (2009-2010)

- Step 3: Reviewing related Literatures;

- **Review local TVET institutions' M&E systems**

- **Review local experience in developing TVET KPIs (Qualitative and Quantitative 2001-2006).**

- **Review regional and International experience in PAS.**

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PHASE 1: DESIGN PAS (2009-2010)

Step 4: Tools Developing;

- Develop Evaluation Framework

- Develop Streams of Evaluation

- Develop KPIs

- Develop data gathering and analysis tools

- Develop a draft M&E glossary

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PHASE 1: DESIGN PAS (2009-2010)

Step 5: Pre-Testing;

- Conduct a pre-testing exercise to the tools been developed through collecting data from TVET institutions
- Present the outcomes of phase 1 to the E-TVET Council and stakeholders.
- Feedback and Amendment.

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PHASE 2: IMPLEMENTATION PAS (2011-2012)

Step 1: Establishing Focal Points and Benchmarking

- **Addressing TVET institutions to nominate technical officers whom have the adequate expertise and from the concerned units.**

- **Benchmarking with Torino Process** →

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PHASE 2: IMPLEMENTATION PAS (2011-2012)

- Step 2: Training and Coaching;

- setting up and managing indicators

- research and evaluation techniques

- data gathering, compilation and analysis.

- writing of a high quality evaluation report

- Training delivered by Secretariat staff under supervision of international expert

PHASE 2: IMPLEMENTATION PAS (2011-2012)

⚜ **Step 3: Data collecting**

▪ **Sectoral Focus Groups;**

▪ **Informative interviews;**

▪ **Questionnaires;**

▪ **Literature Review.**

PHASE 2: IMPLEMENTATION PAS (2011-2012)

- Step 4: Analyzing & Reporting

- **Analyzing Data and Writing the 1ST Annual Assessment Report about the Performance of Jordan TVET Sector in 2010-2011.**

- **Present the Report to the E-TVET Council and stakeholders.**

- **Feedback and Amendment.**

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PHASE 3: PAS INSTITUTIONALIZING & KNOWLEDGE TRANSFARE : (2013-2014)

- Step 1: Training and coaching; (2013 and 2014)
- Step 2: Update the PAS;

5 Streams instead of 6, KPIs developed and scope of evaluation expanded based on extensive feedback from stakeholders (January 2013)

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PHASE 3: PAS INSTITUTIONALIZING & KNOWLEDGE TRANSFARE : (2013-2014)

Step 3: Automat PAS.

Undergoing; an MIS/IT Firm was contracted to automate PAS; to be ready for use by June 2013.

PHASE 3: PAS INSTITUTIONALIZING & KNOWLEDGE TRANSFARE : (2013-2014)

Step 4: Issuing the 2nd Annual Assessment Report;

Undergoing, to be issued by the end of June 2013.

PHASE 3: PAS INSTITUTIONALIZING & KNOWLEDGE TRANSFARE : (2013-2014)

Step 5: TVET institutions to develop their own M&E systems and conducting Self-Assessment and start issuing their annual assessment reports; 2014.

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SUCCESS STORY

❀ **Vocational Training Corporation (the biggest Vocational Training Provider in Jordan) has started the process to initiate an automate M&E system. It is expected to be read for use by the end of 2013.**

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THANK YOU