TITLE

Steps to Design and Implement a TVET Performance Assessment System (PAS)
Case Study from Jordan





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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.



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② Jordan's National Agenda (NA) 2006-2015, addressed TVET sector governance, quality, financing and performance monitoring as key issues for development.





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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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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.





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- ② 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.





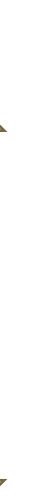
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STREAMS OF ASSESSMENT

- 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)





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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

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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)



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





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- 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





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- 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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- 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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- 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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- 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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- 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





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- Step 3: Data collecting
- Sectoral Focus Groups;
- Informative interviews;
- Questionnaires;
- Literature Review.





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- **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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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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Step 3: Automat PAS.

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





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Step 4: Issuing the 2nd Annual Assessment Report;
Undergoing, to be issued by the end of June 2013.



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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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