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.
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.
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.
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)
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;
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.
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.
PARTICIPATORY & PHASES APPROACH

- Phase 1: Design PAS (2009-2010);
- PHASE 2: Implementation PAS (2011-2012);
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

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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
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.
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

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PHASE 2: IMPLEMENTATION PAS (2011-2012)

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

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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)

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