



THE WORLD BANK



Evaluating Impact: Turning Promises into Evidence

Employer Driven Skills Development Project EDSD

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1. Background

Goal: VTC graduates match labor market needs locally and regionally.

Background:

- ❑ Low enrollment in vocational and technical education.
- ❑ Low employer satisfaction of VTC graduates.
- ❑ Low female participation in vocational education.
- ❑ High unemployment among Jordanian youth.
- ❑ High percentage of less than secondary graduates certificate holders of the total population in Jordan.
- ❑ High percentage of poverty.
- ❑ Vocational education graduates do not match labor market needs.
- ❑ Rules and regulations are not flexible, i.e. no authority is given to VTC DG.
- ❑ VTC 47 Centers and Institutes need to enhance their capacity i.e. hire trainers to match the needs of the labor market timely and efficiently.

2. Results Chain



Inputs

- HR, financial, technology

Activities

- Change VTC laws and by-laws.
- Capacity building for the HR for VTC staff.
- Build MIS.
- Develop modular training for VTC Centers and Institutes.
- Media campaign/ success stories.
- Create Model Centers.

Outputs

- New laws and by-laws.
- Qualified HR at VTC Head Office and Training Centers and Institutes.
- 60% of VTC staff use IT systems in their daily work.
- New training models.
- Improved image of VTC.
- 4 Model Centers created with graduates.

Outcomes

- Flexibility and accountability in decision making.
- Better quality of training delivery.
- Improve planning and decision making.
- Life-long training offered by VTC.
- Increase enrollment and graduation rate at VTC.
- Graduates with improved skills and accredited certificate.

Long-term Outcomes

- VTC graduates from 4 pilot centers are **employed** and will have good **quality jobs**.

3. Primary Research Questions

- ❑ Will the 4 pilot VTC centers provide **quality graduates**?
- ❑ Will the **modular approach** affect the quality of training in the 4 pilot centers?
- ❑ Does the project increase internal / external **customers satisfaction** throughout the period of the project?
- ❑ How many VTC 4 pilot center **graduates were employed** compared to the rest of VTC centers and **those who did not receive the training**?
- ❑ Do VTC 4 pilot center **graduates** have **higher earnings** than the rest of VTC centers and those who did not receive the training?

4. Outcome Indicators

- ❑ Increase percentage of VTC 4 pilot centers graduates from 74.3% to 90% after completion of the training program.
- ❑ Enrollment rate / graduate rate of modular approach in the first three years.
- ❑ Raise percentage of internal / external customers satisfaction after completion of the training program from 50% to 60% during the lifetime of the project.
- ❑ Increase percentage of employment among VTC 4 pilot centers graduates from 60% to 70% throughout the project.
- ❑ VTC 4 pilot centers graduates have higher income than the rest of 43 VTC centers and those who did not receive the training.

5. Identification Strategy/Method

- Difference in difference. (Diff in diff)
- Sample:
 1. 4 pilot centers **with** the new program, trainees.
 2. 4 pilot centers **without** the new program, trainees.
- Random selection for trainees in case of excess demand.

6. Sample and data

Sample:

- ❑ 4 pilot centers with the new program versus 4 traditional centers without the new program.
- ❑ 700 graduates from the 4 pilot centers versus 500 from the 4 traditional centers.
- ❑ 200 applicants who did not get the training.

Data:

- ❑ Tracer studies of the graduates and the applicants including interviews and questionnaires.
- ❑ Baseline data before they enter the program and follow up data once they graduate.

7. Time Frame/Work Plan

Activities	Time Frame
Baseline study of 4 pilot centers	2008
Enrollment campaign	July and August 09
Rollout of new pilot centers	September 09
Selection of trainees	Late Sept. 09
Baseline study of trainees and applicants	Late Sept. 09
Evaluation and follow up of graduates and applicants	September 2011 and 2013

8. Sources of Financing

- ❑ Training and Employment Fund (TEF).
- ❑ VTC budget for the new project.
- ❑ International donors.

Thank You

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