The background image shows a large, modern university building with a light-colored facade and many windows. Several palm trees are scattered around the building. In the foreground, a paved walkway is filled with people, likely students, walking in various directions. The scene is brightly lit, suggesting a sunny day.

**M&E Workshop Rabat, 2016**

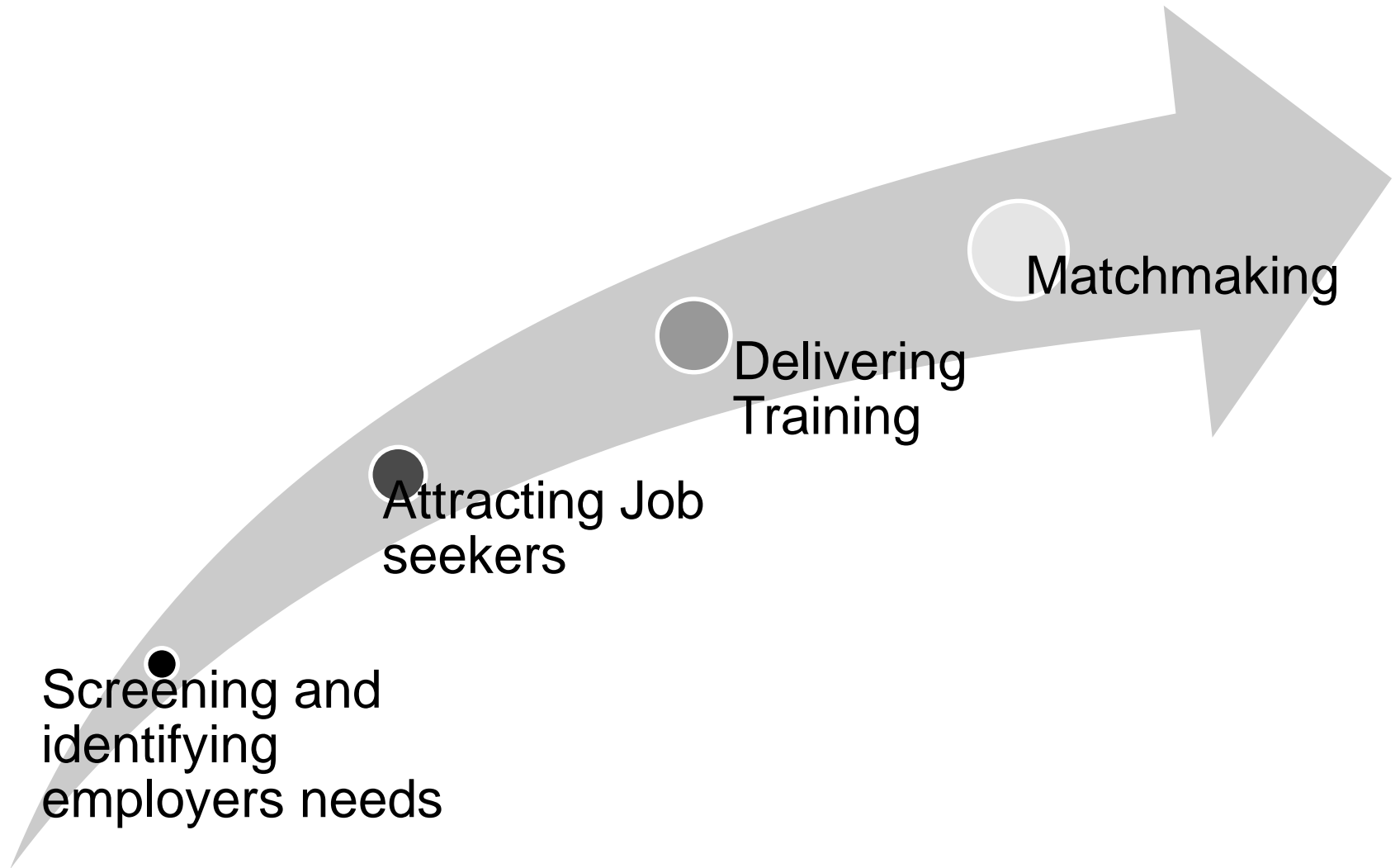
**Evaluation Plan Template**

**Industrial Training Council  
Egypt**

# General information

- Name of program: Training For Employment **TFE**
- Implementation period: 12 months (January to December 2016)
- Geographic coverage: 27 Governorates
- Number of beneficiaries: 45,000 Young people
- Target group: Age from 18 to 35

# Project components



# Results chain:

	Objectives	Indicators / Targets
<b>Impact</b>	reduced unemployment mainly in the industrial sector	Unemployment rate
	Increased awareness of the benefits of working in the private sector among young people	TBD
	Enhanced standard of living for young people	TBD
<b>Results</b>	Increased employment of young people in the private sector (income, job stability, etc..)	# of people hired
		% of Supply fulfillment (hired / Intial interviewed Applicants)
		% of demand fulfillment (hired / vacancies)
	Better meet the needs of employers	Retention rate after 3 months
		Retention rate after 6 months
		Satisfaction rate of the employers with the hires
		Satisfaction rate of the youth on the jobs
	Satisfaction rate of the youth on the training	
	Average monthly salary for the hires	
	Average cost per hire	
<b>Products</b>	Total Young people trained	# of people trained
	Female trained	% of female
	Training delivered in Upper Egypt	% in Upper Egypt
	Training delivered to handicapped people	% of handicapped
	Vacancies identified	# of vacancies
	Efficient investment in training	Average cost per Trainee

## Results chain: General assumptions

- Cooperation between all stakeholders and commitment with transparency and teamwork.
- Jobseekers commitment and seriousness and willingness to continue work in the private sector.
- Training providers and NGOs commitment to deliver highly professional training services according to the agreed quality levels.
- Commitment of the employers in the private sector to offer decent jobs according to the agreed terms and conditions.
- Availability of fund throughout the program.

## Key policy and operational questions/challenges for your institution

- Would it be a good idea to apply the methodology of the program on a national level or focusing only on certain sectors?
- What would be the best way to conduct demand-driven training?
- How to reduce fluctuation and increase retention?
- How to attract the informal sector to be integrated into the formal one and increase its productivity?



# Research/evaluation questions to be answered for this specific program

- To what extent did the program manage to fulfill the outcome and impact it seeks to achieve on employers and job applicants (*job stability, wages & standard of living, employability, awareness of working in the private sector and respect vocational jobs*)?
- What is the perceived quality of the training (were employers & job applicants satisfied with the program)?
- Was the program cost effective?
- What is the best profile of our beneficiaries?

# Evaluation design in the short term

- Type of Monitoring or Evaluation to be conducted:
  - Enhance existing monitoring system
    - Gather employer satisfaction
    - Better understand the working conditions (employment quality)
    - Better understand perceptions of living standards
    - Enhance the application form to be used as baseline
  - Follow up on previous drop-outs
- Data collection instruments to be used (quantitative and/or qualitative):
  - Existing NGOs follow up monthly questionnaire
  - Employer survey (new)
  - Qualitative interviews/survey with drop-outs (New)



# Evaluation design in the short term

- Sampling strategy: Random sample of “x” companies and “x” from the drop-outs
- Responsibilities:
  - Employer survey - TFE team
  - Drop-out analysis – External consultant

# Evaluation design in the Medium term (Ideas)

- Test effectiveness of different link of training
- Follow up survey on these who have been trained but not selected by employers through the program.
- Testing different approaches to increase retention. (e.g. follow up visits after placement.
- Impact of the matchmaking service