Evaluation Plan Template

[Employment technical and vocational education and training fund]

[Jordan]
General information

- Name of program: Employment technical and vocational education and training fund

- Implementation period: 2005 - continuous

- Geographic coverage: 12 governorates in Jordan

- Number of beneficiaries: 30,000 youths per year

- Target group: youth between 18 and 24 years old, focusing on women, poor and people with special needs (handicapped)
Results chain (1): Project components / activities

Project Components:

- Classification: grouping project suggestions
- Training youth between 18 and 24 years (male and females)
  - Training topics: Agriculture, trade, industry, tourism, construction...

Project’s activities:

- Conducting surveys related to training needs for local work markets
- Classify workers and professional shops
- Evaluate project proposals based on eligibility criteria
- Provide grants for training projects
- Provide institutional support
- Monitor and evaluate training projects
Results chain (2): Outcomes

Products/Outputs:
• Number of public and private training supported

Effects/Outcomes:
• Improved matching between competences demanded by small and medium enterprises and youth competences
• Increased employability of the youth
• Improved soft skills of the youth
• Increased the number of youth to 35,000 per year on average

Impact:
• Increase productivity of small and medium enterprises
• Reduce unemployment rate among the youth
Key policy and operational questions/challenges for your institution

Challenges:
• 21% of youth unemployment rate in Jordan
• Increasing difficulties for the youths finding a job (impact of immigration to Jordan)
• Mismatch between skills demanded by employers and technical and soft skills of the youth
• Minimum wages is planned to be increased from JD 190 to JD 230.

Key policy questions:
• Are technical training programs effective in terms of increasing the employability of the youth? Are they effective diminishing the skills mismatch?
Research/evaluation questions to be answered for this specific program

Evaluation Questions:

• Are employers satisfied with the program? Are they satisfied with the skills of the youth they hired once they completed the training?
• Are trainees satisfied with the program? Are they satisfied with the skills acquired in the training?
• What are the reasons for employers’ participating or not participating in the program?

Additonal questions:

• Were the project implementation guidelines followed by the implementing agencies/organizations?
• What is the average cost of training participants?
• How many beneficiaries (youth) are trained by the program?
Evaluation design

- Assessment of satisfaction with the program of program participants (employers and trainees) +
  Assessment of reasons for participation / not participation

- Mixed method:
  - Focus group with employers and trainees (participants and not participants) to determine the survey questions;
  - Survey to a sample of participants (employers and trainees)
  - Survey to a sample of not participants (employers and trainees)

- Sampling strategy:
  - ...
  - ...

- Timing and responsibilities:
  - ...
  - ...
Evaluation design

- Sampling strategy:
  - Stratified sample of youth participants (sectors of activity, type of training received, male and female)
  - Stratified sample of participating employers (sectors of activity, type of training received, male and female)
  - Stratified sample of youth (male and female) based on Jordan 2015 Census;
  - Sample of employers based on Joran 2015 Census.
Evaluation design

- Responsibilities:
  - External evaluator with focus group experience (with participation of M&E program specialists) will conduct the focus groups and qualitative analysis;
  - Survey and data analysis conducted by E-TVET M&E.

- Timing:
  - Focus groups to be conducted by Sep 2016;
  - Focus group results discussed by Nov 2016;
  - Questionnaire designed by Jan 2017;
  - Survey conducted by Mar 2017;
  - Assessment report discussed by June 2017;
  - Action plan based on recommendations by August 2017;
  - Improved program design (if needed) by Sep 2017—by start of budget discussion for 2018.
Evaluation design: Impact evaluation (delete slide if not applicable)

- Method:
  - ...
  - ...

- Identification strategy of comparison group (e.g. refer to selection process of beneficiaries):
  - ...
  - ...
  - ...

- Sample size treatment group:
  - ...

- Sample size comparison group:
  - ...
Timeline of evaluation

For instance:

- MM/YYYY: Registration of candidates
- MM/YYYY: Baseline survey (if applicable)
- MM/YYYY: Start of activities
- MM/YYYY: Mid-line survey
- MM/YYYY: End of activities
- MM/YYYY: Follow-up survey
- MM/YYYY: Analysis
- ...

M&E Workshop
Key policy and operational questions/challenges for your institution

Evaluation of the current program’s performance:

- The coverage of the program in terms of:
  - Geographical areas
  - Sectors
  - Beneficiaries (background, gender, age...)

- Number of benefiting institutions from the grants

- Number of enrolled youth in the program

- Number of youth trained

- Employment rate 1 year after training in comparison to baseline

- Number of job opportunities offered by the labor market 1 year after training