

The background image shows a modern, multi-story university building with large windows and a light-colored facade. Several palm trees are scattered around the building, and a group of people, including students and staff, are walking on a paved area in the foreground. The scene is set outdoors on a clear day.

M&E Workshop Rabat, 2016

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?

Additional 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:
 - ...
 - ...

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
- ...

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