

SDC Data Collection Tool for Common Outcome Indicators in Vocational Skills Development Projects and Programmes

Name of Project/Programme: Employment Fund (funded by SDC, DFID and World Bank)

Period under review: Jan-Dec 2012 (for all three donors)

Date: March 13, 2013

Person responsible and position: Siroco Messerli, Team Leader Employment Fund Secretariat

1. Gainful income											
	Baseline figure	2012			Year 2			Year 3			Notes/Explanations
		Total (abs / %)	Female absolute	Female in %	Total (abs / %)	Female absolute	Female in %	Total (abs / %)	Female absolute	Female in %	
1a. Percentage of participants in employment (in % of the total number of participants who graduated from the programme)	no baseline data asked in the test	97%	n/a	93%							EF cannot report on absolute numbers with regards to employment, as employment and income is verified among a sample of graduates only.
1b. Percentage of participants earning a net additional cash and/or in-kind income above a predefined and widely accepted national or regional threshold (in % of the total number of participants who graduated from the programme)	no baseline data asked in the test	67%	n/a	64%							EF cannot report on absolute numbers with regards to employment, as employment and income is verified among a sample of graduates only.
1c. Return on investment: average numbers of months the participants have to be gainfully employed to generate the initial investment by the programme into their empowerment/training	x	5.2	5.6	x			x			x	

Note: Income can be measured either as an absolute figure (i.e. income after the training intervention) or as a change before/after (i.e. incremental income). This should be decided based on the programme's context and objectives.

x=no data entry necessary

2. Systemic change					
Assessment of the programme's contribution to the following areas of intervention according to the following scale:					
5 = contributed to a very significant extent					
4 = contributed to a significant extent					
3 = contributed to a moderate extent					
2 = contributed to a small extent					
1 = contributed to a very small extent					
0 = no contribution achieved					
n = no contribution planned					
	Baseline figure	2012	Year 2	Year 3	Notes/Explanations
2a. Legal framework and policies (e.g. contribution content processes)	x	2			TVET policy which was approved in 2012 includes the vision of a national TVET fund which originates to a certain degree from the Government's perception of and involvement in EF.
2b. Capacity development of ministries and public administrations (only at national/regional level; not to be considered if the programme works on the level of the training providers)	x	3			EF supports Ministry of Education with joint monitoring system and capacity building
2c. Decentralisation, centralisation and structural reform	x	n			
2d. Associations, networks	x	2			Networks among donors have been strengthened through reviving donor coordination meetings as well as initiating and facilitating round tables for experience exchange among State and NGO project implementing agencies.

2e. Cooperation with the private sector	x	2		Representatives of the private sector contribute to development of occupational profiles, curricula and manuals. Training and Employment Service Providers (= project implementation partners) collaborate with private sector for placing graduates. Employers were oriented about decent work standards and labour law.
2f. Financing VET systems	x	3		Result-based payment system which was innovated by EF has been taken up by the Ministry of Education and is now applied in two of their projects.
2g. Employment services, counselling	x	1		Initiated collaboration with three organisations which potentially could fill increasingly the complete lack of impartial vocational career counseling in Nepal
2h. TVET and labour market research	x	1		Tracer study of EF highlighting achievements and challenges of a result-based system and short-term skills training.
2i. Quality management	x	1		Joint development of quality indicators which were endorsed by the Council of Technical Education and Vocational Training (CTEVT)
2j. National qualification framework	x	n		
2k. Occupational standards, curricula, manuals	x	4		EF mandates NSTB for occupational profile (8) and CTEVT for curricula development in new occupations (11). CTEVT also updated/ translated 13 curricula. Consultants developed 13 manuals
2l. Assessment and certification	x	4		EF mandates NSTB to conduct the skills test and provide certificates to the graduates. The 13,500 EF graduates tested by NSTB amount to 22% of all skills test conducted in Nepal in 2012
2m. Design and implementation of programmes not funded by SDC (replication)	x	not asked in the test		
2n. Others, name your own	x			

3. Relevance of training

	Baseline figure	2012			Year 2			Year 3			Notes/Explanations
		Total	Female		Total	Female		Total	Female		
		(abs / %)	absolute	in %	(abs / %)	absolute	in %	(abs / %)	absolute	in %	
3a. Percentage of students passing exams (skills test pass rate)	no baseline data asked in the test	87%	6548	85%							
3b. Percentage of participants who work in a job related to the training	no baseline data asked in the test	>99%		>99%							
3c. Percentage of trainees continuing in any form of organised learning in VSD (formal and non-formal) on general education	not asked in the test	not asked in the test	not asked in the test	not asked in the test							
Assessment according to the following scale: 5 = contributed to a very significant extent 4 = contributed to a significant extent 3 = contributed to a moderate extent 2 = contributed to a small extent 1 = contributed to a very small extent 0 = no contribution achieved n = no contribution planned											
	Baseline figure	2012			Year 2			Year 3			Notes/Explanations

3d. Graduates' assessment on the relevance of the acquired competencies, skills and attitudes for the workplace.	x	4 or 5			80% of the graduates who completed training 3 years ago mentioned that their training is relevant for their current job (Tracers study 2012). 86% of the graduates are satisfied with the technical skills training (by ranking it with 4 or 5 on a 5-point scale)
3e. Employers' or customers' (in the case of self-employed graduates) assessment on the relevance of skills, competencies and attitudes of the graduates.	x				Although we have discussed this internally, we have so far not initiated any monitoring of employers/clients satisfaction.

4. Outreach											
4a. Percentage of participants reached directly and indirectly compared to the total number of the defined target group regionally and nationally.	Baseline figure	2012			Year 2			Year 3			Notes/Explanations
		Total	Female		Total	Female		Total	Female		
		(abs / %)	absolute	in %	(abs / %)	absolute	in %	(abs / %)	absolute	in %	
Direct											
How many participants of the target group completed the programme/training?	not asked in the test	14,255	8,180	57%							Graduates who completed the training.
Regional level: How many people are in the target group in total?	not asked in the test	n/a	n/a	n/a							EF programme works nation-wide
Regional level: Percentage of <i>directly</i> reached participants in total target group	not asked in the test	n/a	x	n/a							EF programme works nation-wide
Country level: How many people are in the target group in total?	not asked in the test	2,300,000	1,200,000	52%							There are 9,104,710 youth aged 15-35 in Nepal. The national poverty rate is 25.2%. Hence, an estimated 2,294,387 youth would potentially belong to the target group.
Country level: Percentage of <i>directly</i> reached participants in total target group	not asked in the test	0.62%	x	0.68%							
Indirect											
How many participants of the target group were <i>indirectly</i> reached with the programme activities?	not asked in the test	n/a	n/a	n/a							Impossible to specify as occupational profiles and curricula developed by Employment Fund are national property of CTEVT and thus being used by many training providers across the country in a variety of skills training courses.
Regional level: How many people are in the target group in total?	not asked in the test	n/a	n/a	x							
Regional level: Percentage of <i>indirectly</i> reached in total target group	not asked in the test	n/a	x	n/a							
Country level: How many people are in the target group in total?	not asked in the test	n/a	n/a	x							
Country level: Percentage of <i>indirectly</i> reached in total target group	not asked in the test	n/a	x	n/a							
4b. Percentage of trainers and counsellors reached directly and indirectly compared to the total number of the respective staff in all training providers nationwide.	Baseline figure	2012			Year 2			Year 3			Notes/Explanations
		Total	Female		Total	Female		Total	Female		
		(abs / %)	absolute	in %	(abs / %)	absolute	in %	(abs / %)	absolute	in %	
Direct											
How many trainers/counsellors of the target group were directly reached with the programmes activities?	not asked in the test	791	214	27%							Trainers & counsellors who participated in capacity building provided by Employment Fund
Regional level: How many trainers/counsellors are in the target group in total?	not asked in the test	n/a	n/a	x							EF programme works nation-wide

Regional level: Percentage of <i>directly</i> reached in total target group	not asked in the test	n/a	x	n/a							EF programme works nation-wide
Country level: How many trainers/counsellors are in the target group in total?	not asked in the test	5000	Data not available	Data not available							Estimation: 500 private sector training providers which employ on average 10-11 trainers/counsellors.
Country level: Percentage of <i>directly</i> reached in total target group	not asked in the test	16%	x	n/a							
Indirect											
How many trainers/counsellors of the target group were indirectly reached with the programme activities?	not asked in the test	2337	672	29%							Total number of trainers & counsellors who are working in the training providers contracted by Employment Fund
Regional level: How many trainers/counsellors are in the target group in total?	not asked in the test	n/a	n/a	x							
Country level: Percentage of <i>indirectly</i> reached in total target group	not asked in the test	n/a	x	n/a							
Country level: How many trainers/counsellors are in the target group in total?	not asked in the test	5000	Data not available	Data not available							
Country level: Percentage of <i>indirectly</i> reached in total target group	not asked in the test	47%	x	n/a							
4c. Percentage of organisations/institutions reached compared to the total number of the respective organisations/institutions nationwide.	Baseline figure	2012		Year 2		Year 3					
		Absolute	in %	Absolute	in %	Absolute	in %	Notes/Explanations			
How many institutions/organisations were reached?	not asked in the test	35	x								
Regional level: Total number of institutions	not asked in the test	n/a	x					EF programme works nation-wide			
Regional level: Percentage of reached institutions in total number of institutions	not asked in the test	x	n/a					EF programme works nation-wide			
County level: Total number of institutions	not asked in the test	500	x								
Country level: Percentage of reached in total number of institutions	not asked in the test	x	7%								
4d. Model replicated by another organisation/institution/actor	Baseline figure	2012		Year 2		Year 3					
		Description		Description		Description		Notes/Explanations			
Enhanced Vocational Education and Training (EVENT) of the Ministry of Education	x	Enhanced Vocational Education and Training (EVENT) of the Ministry of Education and funded by World Bank was started in 2012 and uses in the component of short-term skills training the same modalities, result-based monitoring & payment, database, etc. as Employment Fund									
ADB-funded Skills Development Project of the Ministry of Education	x	Proposed ADB-funded Skills Development Project of the Ministry of Education will use same modalities, result-based monitoring & payment, database as Employment Fund									
Punjab Skills Development Fund of the Punjab Government in Pakistan	x	Punjab Skills Development Fund of the Punjab Government in Pakistan and funded by DFID uses approaches to funding skills training based on the Employment Fund experience									
		2012		Year 2		Year 3					

