

Project Name : Evaluation of the National Employment and Training Program (NET)		Country: Jordan
Project Location Within Country: Amman		Professional Staff Provided: No. Of Staff: 2 Canadian Person-Months: 3
Client: TVET Council – Jordan		
Start Date: February 2009	Completion Date April 2009	Approx. Value of Services: Fees: \$ 30,000 Reimbursable Expenses: \$ 10,000 In-Kind Contributions:
Associated Firm:		Professional Staff Person-Months Provided by Associated Firms:
Senior/Key Staff Involved and Functions Performed: David Comerford, Evaluation Specialist		
<p>Detailed Narrative Description of Project:</p> <p>NET was established in 2007 in accordance with the vision of his Majesty King Abdullah II to reduce poverty and unemployment. The project was designed as a public-private partnership among the Jordanian Armed Forces, the Ministry of Labour and the private sector to train and employ young Jordanians in the construction sector. Reporting to a Higher Steering Committee, the Armed Forces, through a Private Shareholding company (non-profit) the National Employment and Training (NET) program, functions essentially as a training and employment agency, selecting, hiring, and placing the trainees as employees in private sector companies.</p> <p>The objectives of establishing NET include the following:</p> <ul style="list-style-type: none"> • To increase the match between labour supply and labour demand by responding to the identified need in the construction sector. • To decrease unemployment in Jordan. • To provide opportunities for geographically remote students who would otherwise not have access to employment or training. • To decrease Jordan’s dependency on foreign workers. • To contribute to the GDP by spending in the local economy. • To raise the image of work in the construction sector. • To increase private sector involvement in training. • To create a training culture in Jordan whereby industry assumes a greater responsibility for training. • To introduce a new training model into the E-TVET Training system that encourages a strong work ethic and other employability skills and provides students with decent salaries while they develop skills on-the-job. <p>The goal of NET is to supply 30,000 trained workers for the construction industry over a four-year period. In the first phase of implementation, the program targeted 5,000 trainees with an average of 1,500 distributed to each region (north, middle and south). Along with funding from the Royal Court, the program has been funded through the E-TVET Fund; a Fund built up through a tax on profits from the private sector intended to support targeted training in industry.</p>		

The E-TVET Council has the overall responsibility to oversee the programs funded by the E-TVET Fund. In this regard, the Council has selected NET as the first program to be evaluated with a focus on the effectiveness of the training and the cost-effectiveness of the program. As NET has been in operation for over one year, it is appropriate to evaluate it now with the goal of making improvements wherever necessary.

This assignment conducted an assessment of NET in four areas:

1. Governance/Administration Arrangements
2. The Economics of NET
3. The Delivery (Training and Employment) Model
4. The Quality of Outcomes

The Consultant employed a variety of research techniques including

1. Review of company documents including statistics, employee reports, training Results, financial records, etc.
2. Interviews with key stakeholders including E-TVET Council, E-TVET Fund, NET, Employers, Employees
3. Employer and Employee satisfaction surveys

The outcomes of the assignment included:

1. NET will has a better understanding of its performance and will be able to make changes as necessary.
2. The E-TVET Fund is able to make better informed decisions on the funding of NET and other E-TVET programs.
3. The E-TVET Council has a deepened understanding of the issues related to TVET and an increased understanding of how to integrate this program model within the broader E-TVET training system.
4. The general public, and in particular, the private sector appreciates the accountability measures initiated by the E-TVET Council and better understands how E-TVET Fund funds are being spent.

Funding Agency: SIAST/ CIDA

Firm: IDEA