

Process & Impact Monitoring in Vocational Training: Experiences of the GTZ VTW Project

The GTZ sponsored Vocational Training for Women & Youth Project (VTW) aims at raising the living standards and improving the future prospects of low income women and youth in the Central, North Western and Southern Provinces of Sri Lanka. It works towards increasing access to self and wage employment opportunities among its target groups by supporting vocational training institutions to provide the target group with innovative vocational training that meets the market demand.

The VTW Project seeks to be a “laboratory” that pioneers the kind of vocational training that will enhance the potential of established training providers to meet the needs of rural women and youth in the three provinces. The VTW mandate is to strengthen its partner organisations by developing a range of effective training tools and implementing a series of training programmes that can be tested, modified and replicated by vocational training institutions across the country.

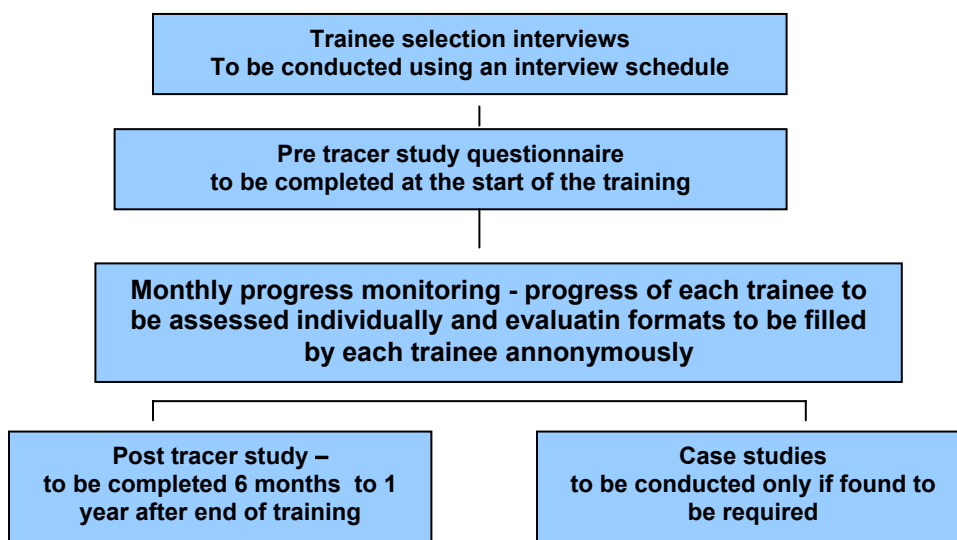
VTW purpose and indicator

PROJECT PURPOSE	INDICATOR
<i>Rural women and youth take advantage of employment-oriented training programmes and training related services</i>	<i>e.g. 60 percent of pass-outs are employed or self employed in training-related sectors one year after training.</i>
(VTW PPM, October 1997)	

The reflection of impact experiences by the VTW team showed that they felt they had achieved impacts on the following categories:

- Beneficiaries – Target Group
- Enterprises – Target Group
- Partner organisations
- VTW staff members

Approach Followed in Monitoring Vocational Training Programs – Tracer Studies



Monitoring is a tool that can help steer the project in the correct direction. Proper monitoring of vocational training programmes is important although it has so far not received sufficient attention by many training providers. Since the objective of vocational training is to lead to (self or wage) employment, the monitoring of the training programme enables us to see if this objective has been achieved. The impact monitoring process of the project enables to find out if (training) implementation is according to plan and to discover if the programme requires improvement, upgrading or change. It is hoped that one could learn from the experience and to share the experience with those from similar programmes and projects.

The VTW has found it useful to integrate such monitoring initiatives in to the day to day activities of the project. For instance tracer studies are conducted by team members responsible for each sector of training where VTW representatives go in to the field together with a representative from the PO to look at the situation of the trainee after the completion of the training. It is a learning experience for the team and the PO and lessons learnt may be used in future designing and implementation of training.

Many challenges had to be faced in implementing this process such as problems in collecting the correct baseline data, difficulties in tracing the trainees, non-participation of personnel from the training provider and that solutions to the problems identified are sometimes not timely. Making the officials of the training organisation aware about the importance of monitoring is essential to ensure that the problems identified through these sessions are solved and that the feedback obtained is used to make the necessary adjustments to the programme. Special attention has to be paid to maintaining contact with the trainees once the training has concluded so that they can be easily located at the time of conducting the tracer study. Keeping the tools and methods of monitoring as simple as possible can enable effective implementation. Complicated systems of monitoring can be time-consuming and, frequently, trainers and administrators of training providers are under time pressure and cannot spend a lot of time on this.

The challenge remains in integrating the monitoring tools developed in to the structure of the POs regular activities. While the project works closely with the PO in conducting these programs it is yet to be fully accepted by the partner as a necessary tool. The project has, as a strategy sponsored participants responsible for monitoring within the PO for training workshops on impact monitoring.

The results of monitoring are to be documented for future reference. These can be used as a learning point by those interested. Since VTW acts as a *laboratory* of implementing vocational training programs the outcomes of monitoring are used to make the required changes accordingly. It is often better to share the experience and lessons learnt not only with the PO but also with the beneficiary so that the whole exercise is deemed useful for those involved in the process.

For further information please contact

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