

**PROGRAM RESULTS FRAMEWORK**

Results Indicators	DLI (Yes / No)	Baseline Value	Baseline Year	Target Values of Results Indicators						
				2014	2015	2016	2017	2018	2019	2020
<b>Outcome: An efficient skills education system to meet the local/foreign labor market demand by 2020</b>										
80% of enrolled students graduates	No <sup>c</sup>	71.3% <sup>a</sup>	2012							80
70% of graduates are placed into gainful employment within 6 months of course completion	Yes	50% <sup>b</sup>	2011							70
<b>Output 1. Improving Quality</b>										
1.1 % of TVET graduates obtain NVQ certificates	No <sup>d</sup>	13.9%	2012			35%				70%
1.2 Number of mutual recognition agreements for labor qualifications with key labor migration destination	No	0	2013					4		
1.3 (i) % of public and private training providers registered with TVEC comply with the revised QMS requirements (ii) assessment system revised and number of assessment centers established	(i) Yes (ii) No <sup>d</sup>	(i) 0 (ii) no revision/0	2013							(i) 100% public & 50% private (ii) 25 centers
1.4 (i) Comprehensive HRD plan adopted and (ii) number of teachers, industry trainers, assessors, and managers trained	Yes	(i) None (ii) 0	2013	(i) adopted in 2014 and implemented for all TVET agencies by 2020 (ii) 400 teachers are trained annually						
<b>Output 2. Improving Relevance</b>										
2.1 Number of ISCs operational (cumulative)	No <sup>d</sup>	0	2013		4	4	4	4	4	4
2.2 Number of sectoral training plans developed based on skills gap analysis	Yes	0	2013	4	4	6	6	8	8	9
2.3 (i) % of TVET graduates (NVQ3 or above) and % of teachers subject to up-skilling program completed mandatory OJT (ii) Number of industry trainers and assessors trained	(i) No (ii) Yes	(i) N.A. (ii) N.A.	2013	(ii) 250	(ii) 250	(i) 100% (ii) 250	(i) 100% (ii) 250	(i) 100% (ii) 250	(i) 100% (ii) 250	(i) 100% (ii) 250

Results Indicators	DLI (Yes / No)	Baseline Value	Baseline Year	Target Values of Results Indicators						
				2014	2015	2016	2017	2018	2019	2020
2.4 Number of in-service workers benefited industry-based training (cumulative)	Yes	N.A.	2013					At least 10,000		
2.5 Number of PPP university colleges established (cumulative)	Yes	2	2013				4	5		
<b>3. Improving Access</b>										
3.1 Number of additional enrollment at selected TVET agencies (cumulative)	Yes	0	2012	9,450	24,825	41,300	59,150	77,000	87,000	97,000
3.2 Number of upgraded training centers	No	0	2013	25	40	50				
3.3 (i) Number of university colleges established including 5 PPP colleges (cumulative) (ii) Number of students enrolled at university colleges	No	(i) 0 (ii) 0	2012		(i) 13 (ii) 1,500	(i) 19 (ii) 3,000	(i) 25 (ii) 4,500	(i) 25 (ii) 6,000	(i) 25 (ii) 6,000	(i) 25 (ii) 6,000
3.4 Number of additional students enrolled in NVQ7 (bachelor) program at UNIVOTEC (cumulative)	No	345	2013					400		600
3.5 Number of purchasing model agreements	Yes	0	2013		At least 2	At least 5	At least 7	At least 10	At least 12	At least 15
3.6 % students availed flexible delivery for NVQ5, 6, 7 programs	No	N.A.	2013					25%		
3.7 Number of in-service workers assessed and certified through RPL (cumulative)	No <sup>d</sup>	N.A.	2013	5,000	10,000	12,500	15,000	20,000	22,500	25,000
3.8 (i) Number of business development and student service centers established (cumulative) (ii) Number of students supported with SEPI loan scheme	No	N.A.	2013	(i) 10 (ii) 150	(i) 20 (ii) 150	(i) 30 (ii) 150	(i) 40 (ii) 150	(i) 50 (ii) 150	(i) 50 (ii) 150	(i) 50 (ii) 150
<b>4. Improving Recognition for Vocational Training</b>										
4.1 % of employers satisfied with TVET graduates	No	37%	2007							75%
4.2 Number of teachers and staff of 125 TVET centers trained in career guidance, counseling and industry linkages (cumulative)	No	0	2013							250 teachers and 250 staff

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				2014	2015	2016	2017	2018	2019	2020
4.3 Number of students availed targeted stipend program (50% should be women)	No <sup>c</sup>	0	2013							45,000
<b>5. Improving Supportive Polices, Systems and Structures</b>										
5.1 Number of annual technology stream graduates obtained credits recognized by NVQ	No	0	2013			7,500	5,000	5,000	5,000	5,000
5.2 Number of TVET centers to develop business plans for performance based financing	Yes	0	2013		10	10	10	50	115	135
5.3 (i) % of private sector training providers registered with TVEC (ii) % of training courses accredited by TVEC	No	N.A.	2013					(i) 80% (ii) 50%		
5.4 Establishment of an interministerial coordination committee and a sector development division at MYASD for implementation	Yes	None existed	2012	(i) National Skills Development Strategy by 2014 and annual monitoring report from 2015 (ii) Annual Sector Performance Report published from 2014						
5.5 Strengthened MIS	No <sup>c</sup>	Fragmented systems	2013	(i) Integrated MIS implemented from 2015						

% = percentage, DLI = disbursement-linked indicators, HRD = human resource development, ISC = Industry Skills Councils, MIS = management information systems, MYASD = Ministry of Youth Affairs and Skills Development, N.A. = not applicable, NVQ = national vocational qualification, OJT = on-the-job training, PPP = public-private partnership, QMS = quality management systems, RPL = Recognition of Prior Learning, SEPI = Self-Employment Promotion Initiative, TVEC = Tertiary and Vocational Education Commission, TVET = technical and vocational education and training, UNIVOTEC = University of Vocational Technology.

<sup>a</sup> Based on the students enrolled in TVEC-registered public and private training providers (male: 70.8% / female: 71.9%).

<sup>b</sup> A tracer survey conducted by TVEC Planning Division for NVQ certificate recipients in 2011 where 10,000 NVQ graduates were contacted for around 34% response rate.

<sup>c</sup> This will be monitored by the same students/graduates tracking system as the employment rate.

<sup>d</sup> These are incorporated in the program action plan.

Sources: Ministry of Finance and Planning and Ministry of Youth Affairs and Skills Development.