

Impact Assessment Summary Findings Presentation



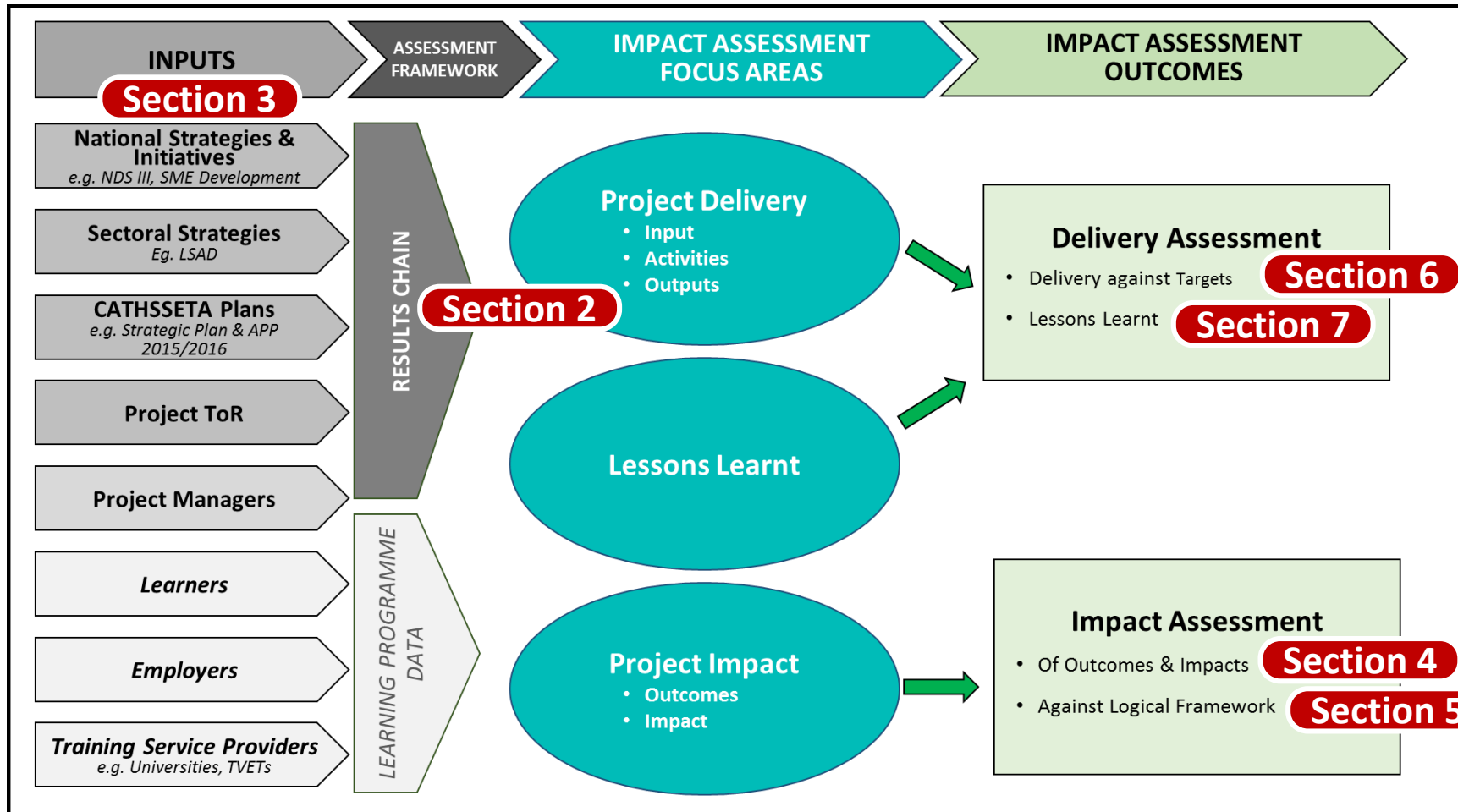
Agenda

1	Session Objective and Introduction	5 mins
2	Results Chain as the Impact Assessment Framework	5 mins
3	Input data that informed Assessment Findings	5 mins
4	Assessment Findings: Impact of Learning Programmes	5 mins
5	Assessment Findings: Underlying Impact drivers measured against the Results Chain	10 mins
6	Assessment Findings: Delivery against Targets	5 mins
7	Lessons Learnt	10 mins

Session Objective

To Present Summary Findings of
the Impact Assessment conducted
on CATHSSETA Funded and Non-
funded Learning Interventions for
the period 2011/2012 to
2015/2016

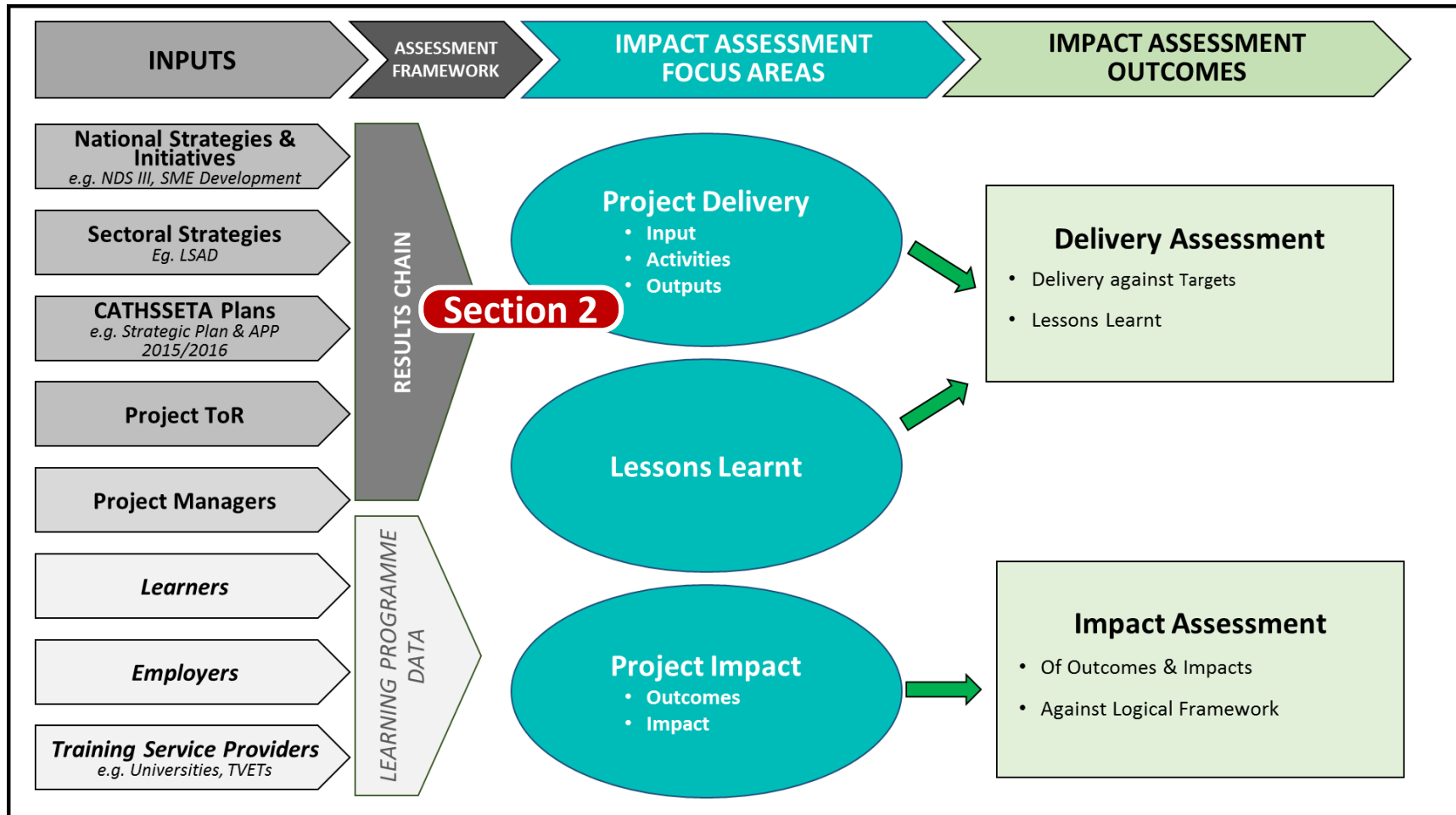
Introduction



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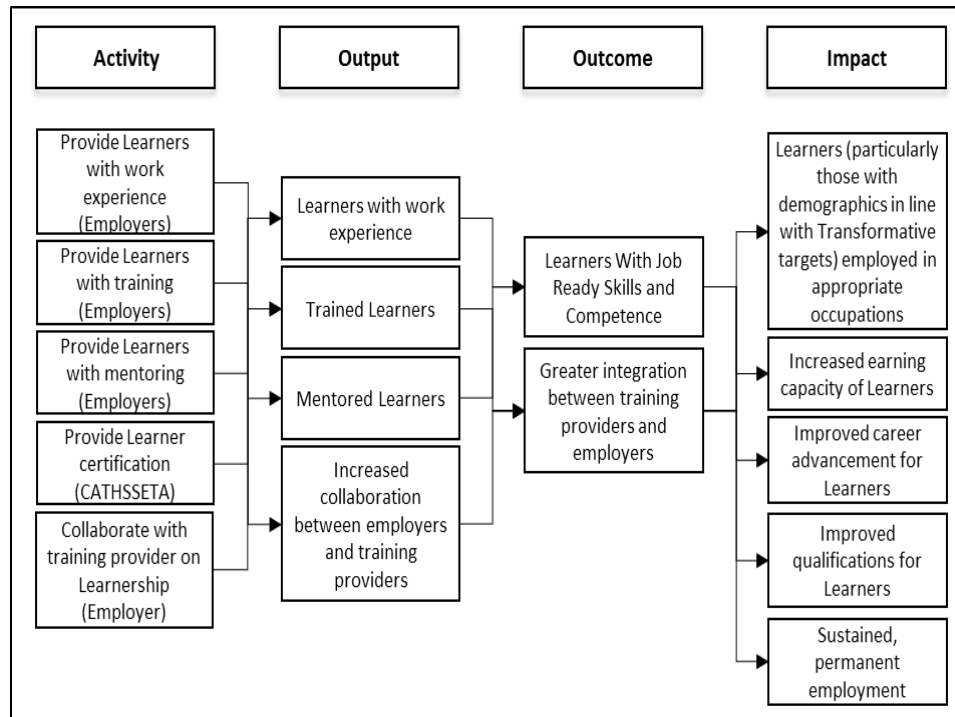
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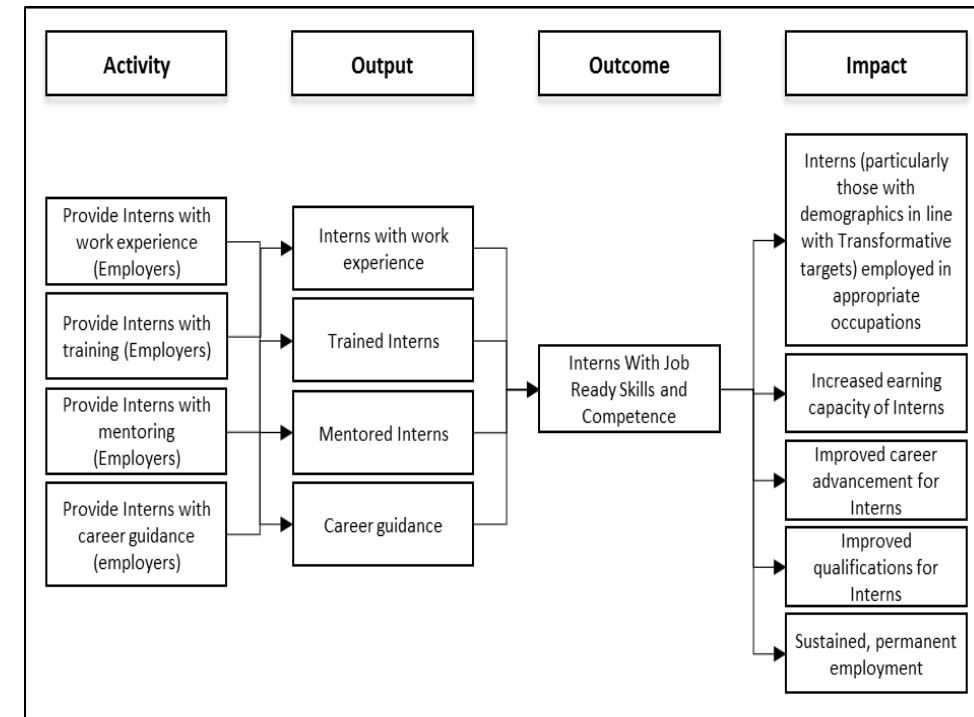
Results Chain as the Impact Assessment Framework

Objective 1: To Provide, Through Funded Learnerships/Internships, Relevant Matriculants and Graduates with Appropriate Exposure to the Workplace to Improve Their Career Prospects

Learnerships



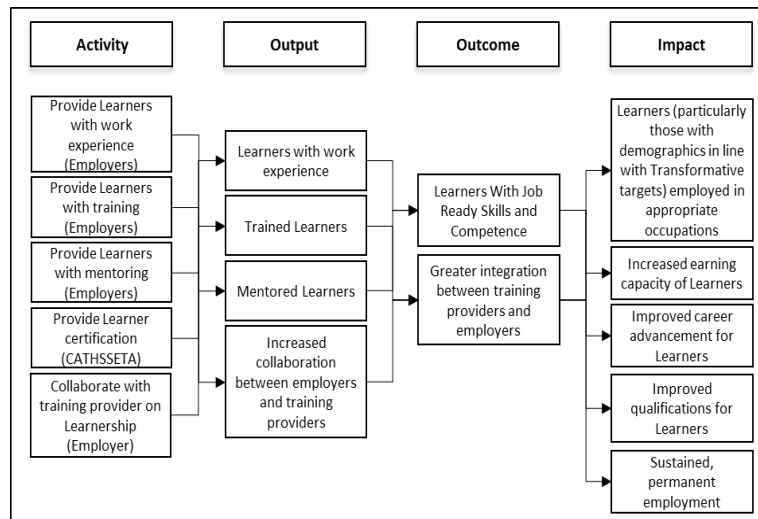
Internships



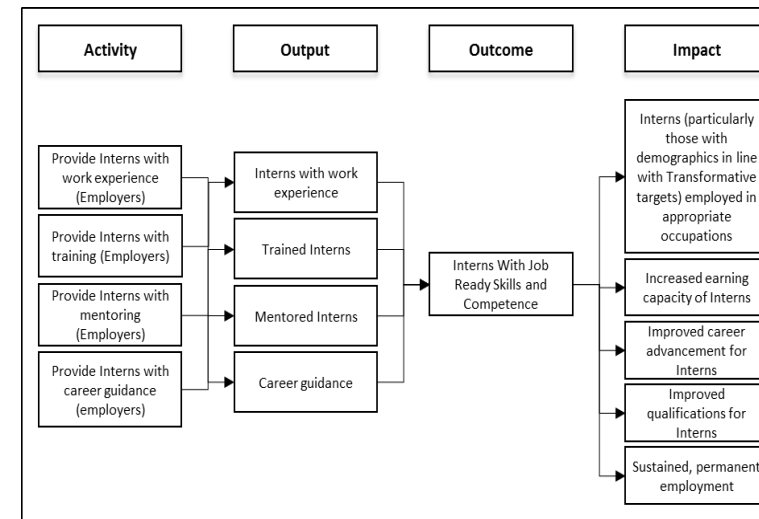
Results Chain as the Impact Assessment Framework

Objective 1: To Provide, Through Funded Learnerships/Internships, Relevant Matriculants and Graduates with Appropriate Exposure to the Workplace to Improve Their Career Prospects

Learnerships



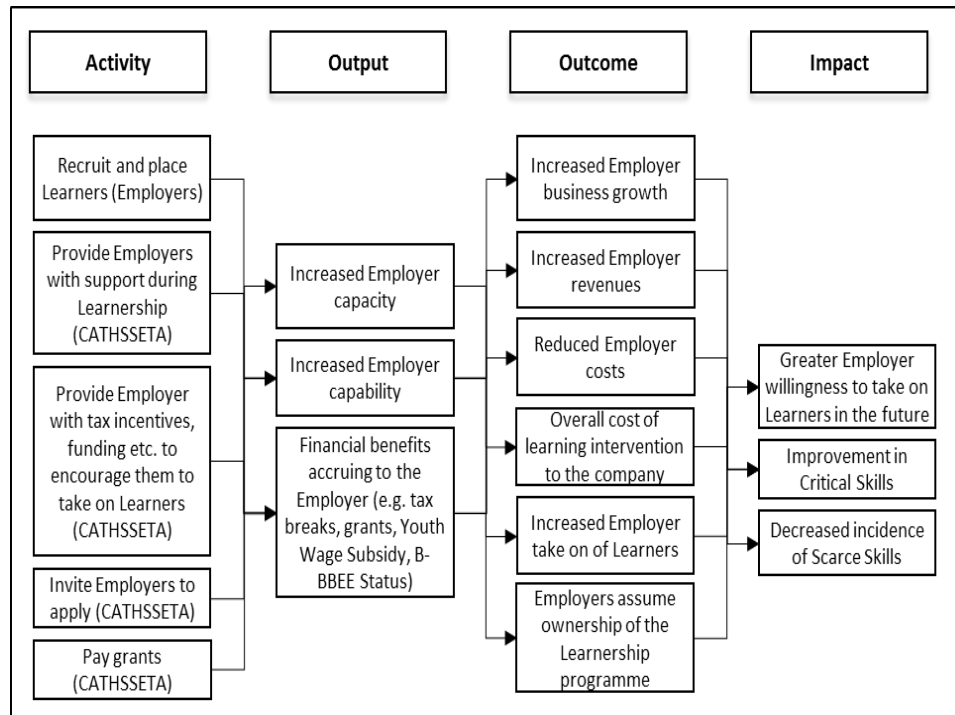
Internships



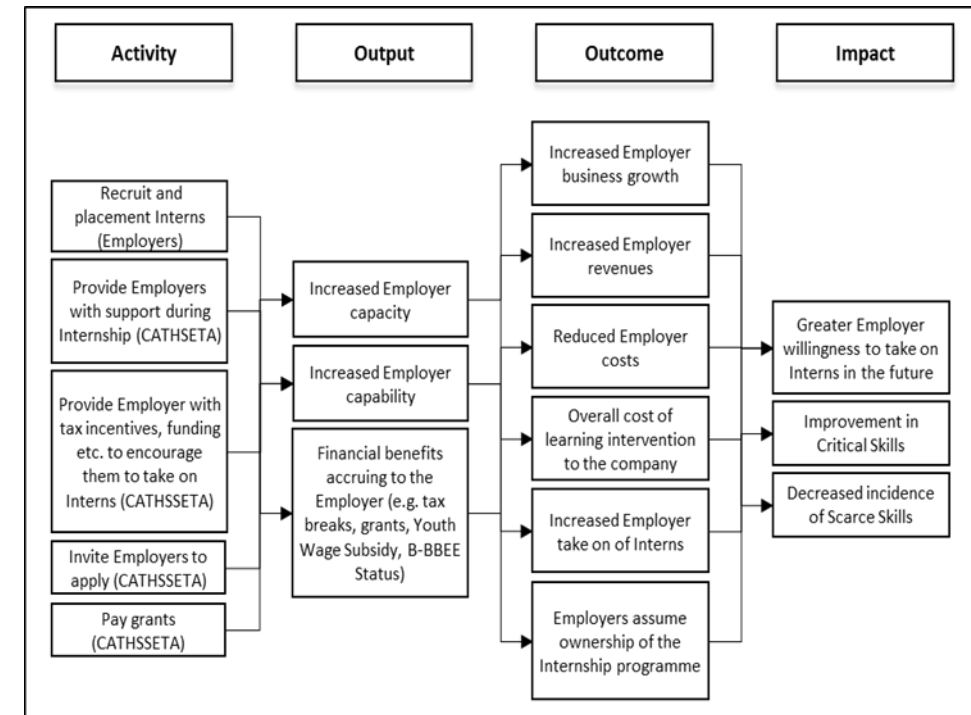
Results Chain as the Impact Assessment Framework

Objective 2: To Contribute, Through Funded Learnerships, To Improved Employer Circumstances to Ensure Ongoing Employer Involvement in These Programmes

Learnerships



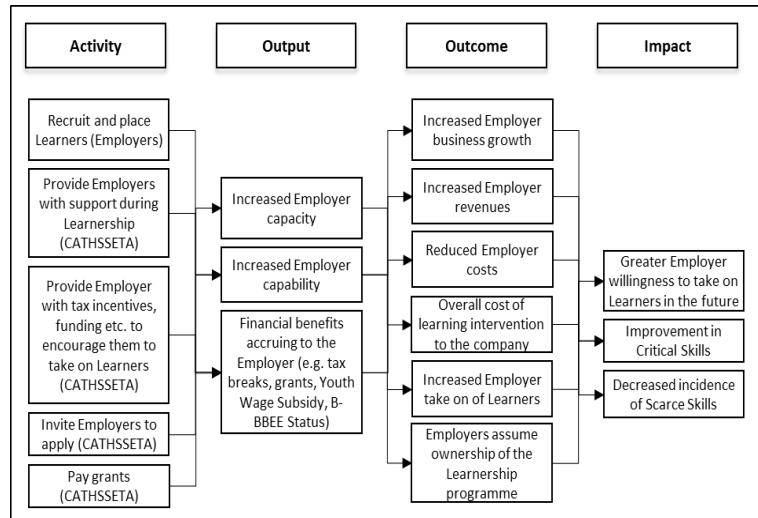
Internships



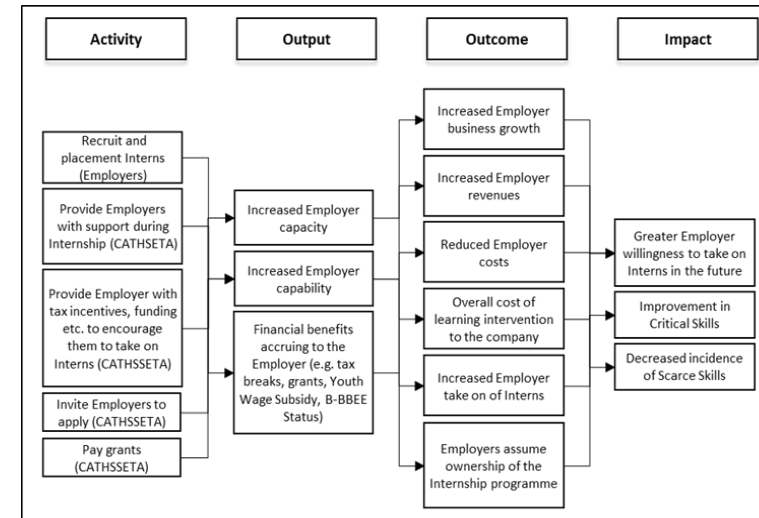
Results Chain as the Impact Assessment Framework

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Learnerships



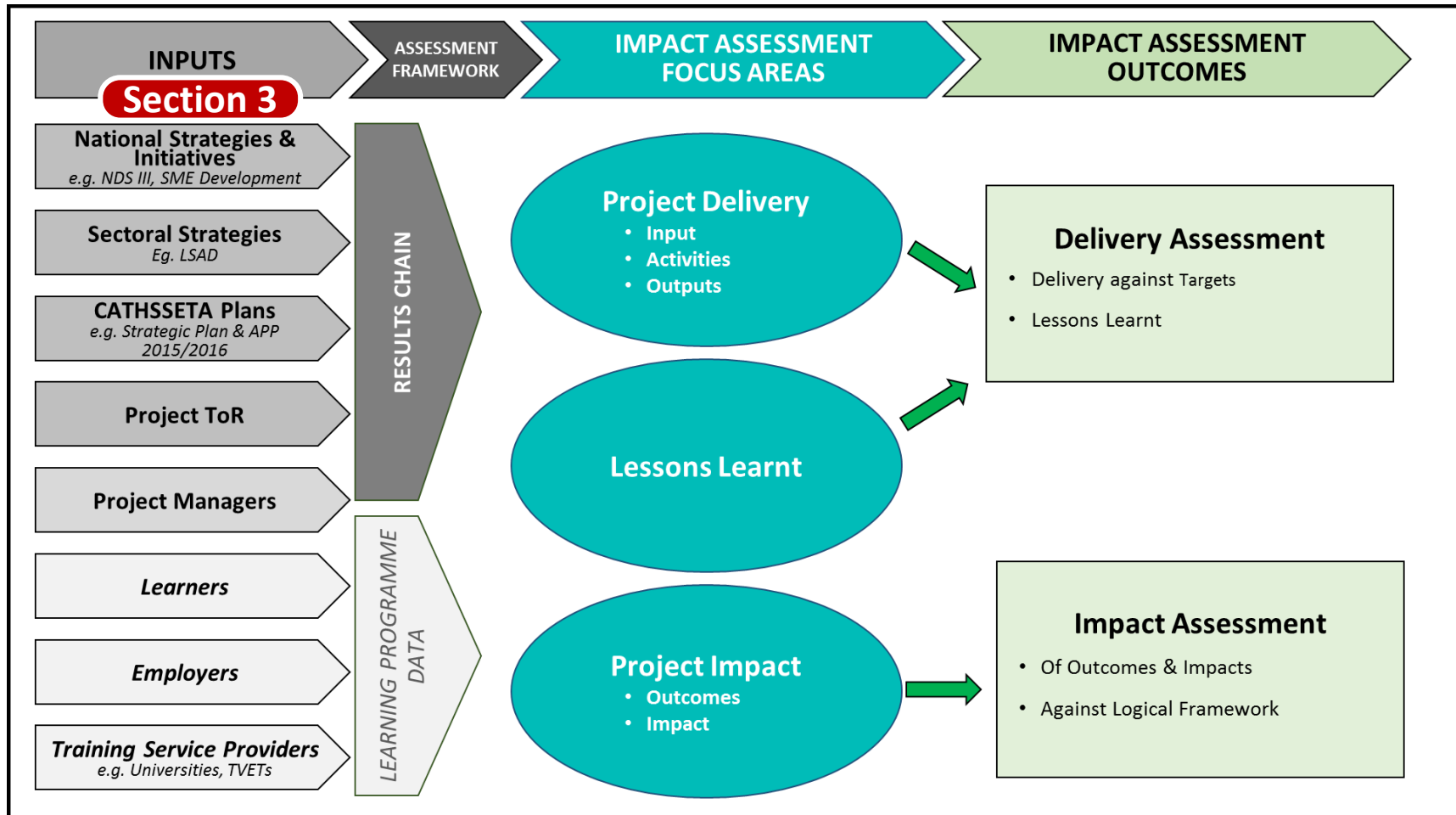
Internships



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Input data that informed Assessment Findings

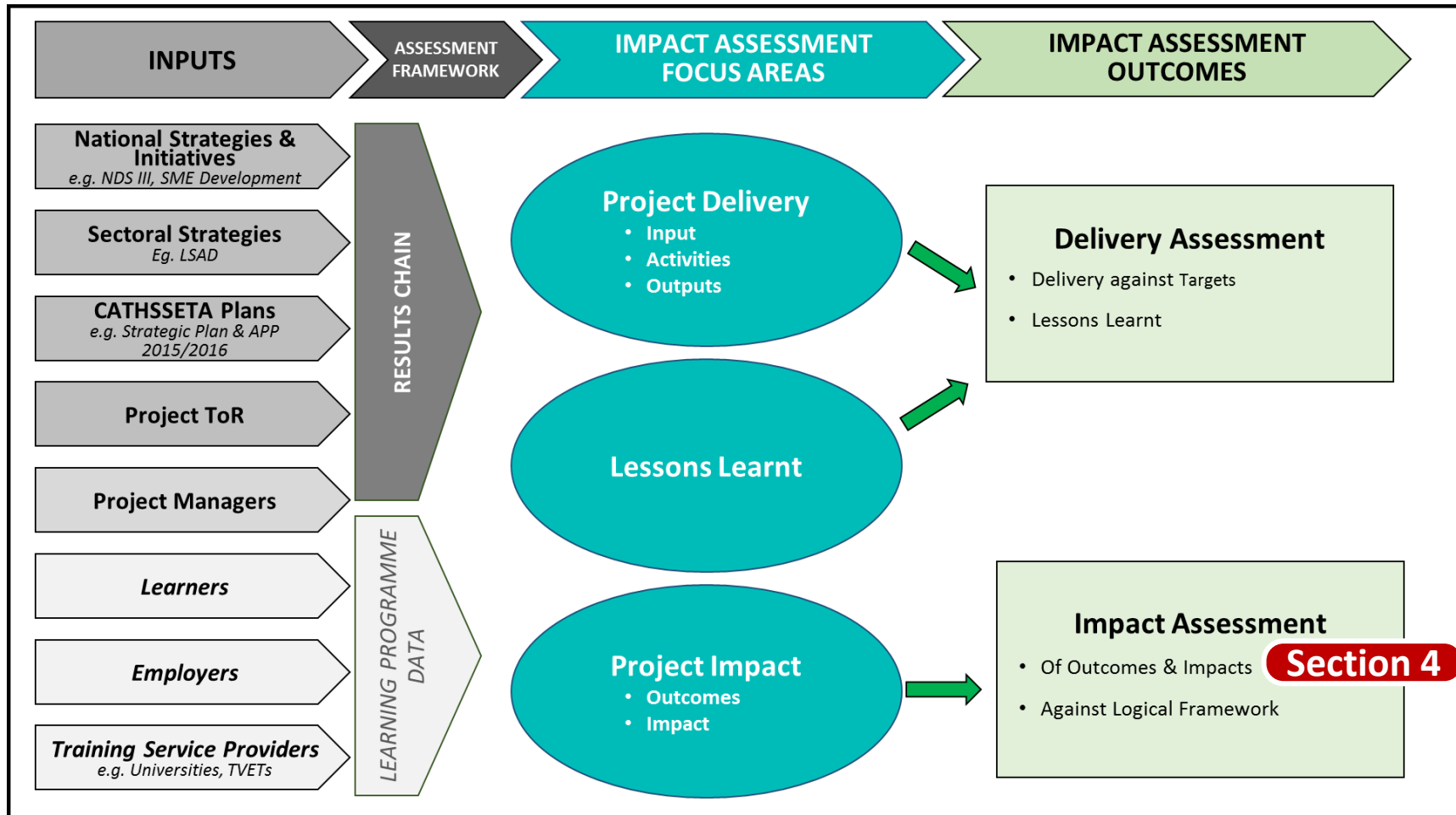
Data Collection

		Planned Consultations	Actual Consultations	
			Stakeholders Consulted	Percentage Completed
Focus Groups	Learners and Interns	100	29	29%
	Employers	50	42	84%
Surveys	Online	300	315	131%
	Telephonic		78	
Interviews		30	34	113%
Total		480	498	104%

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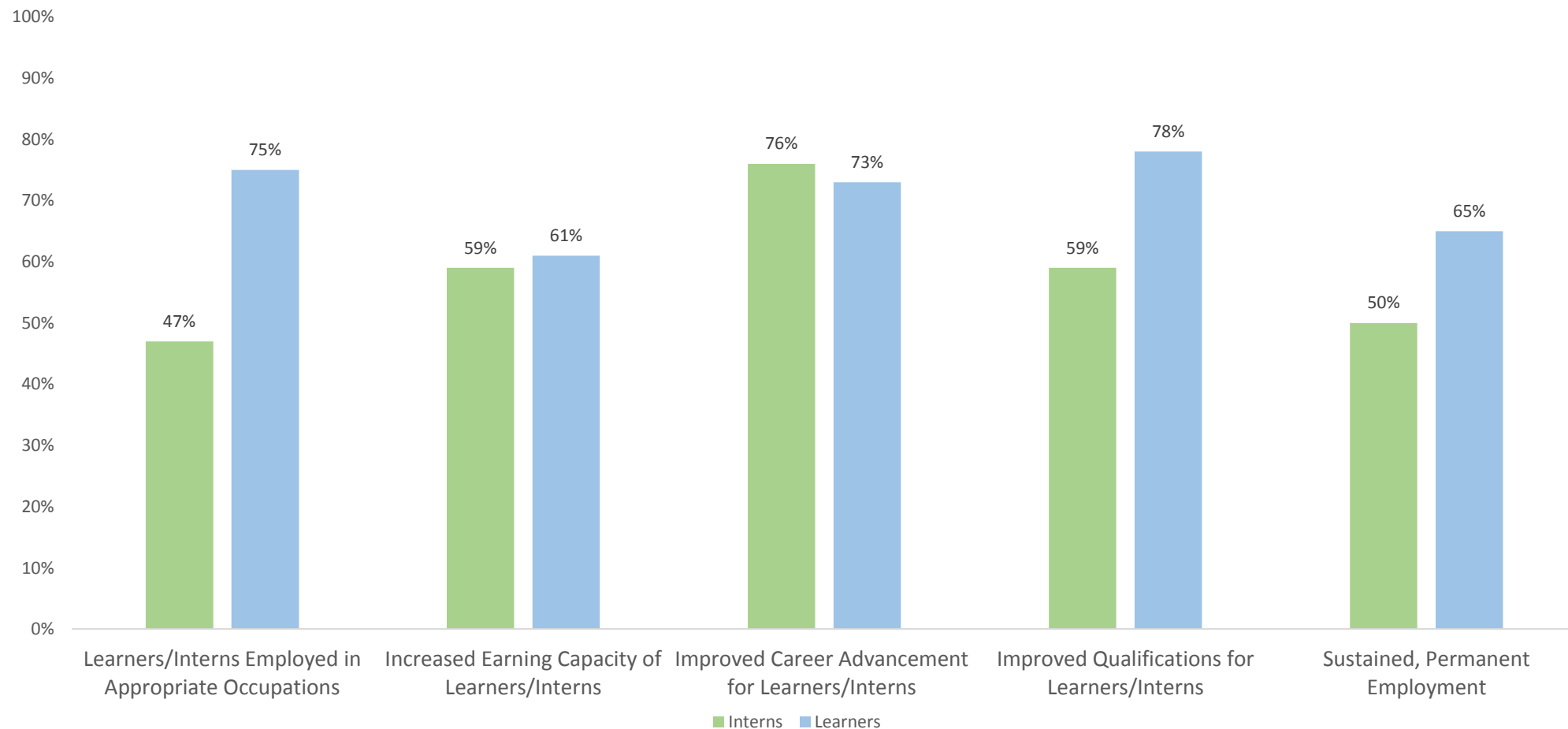
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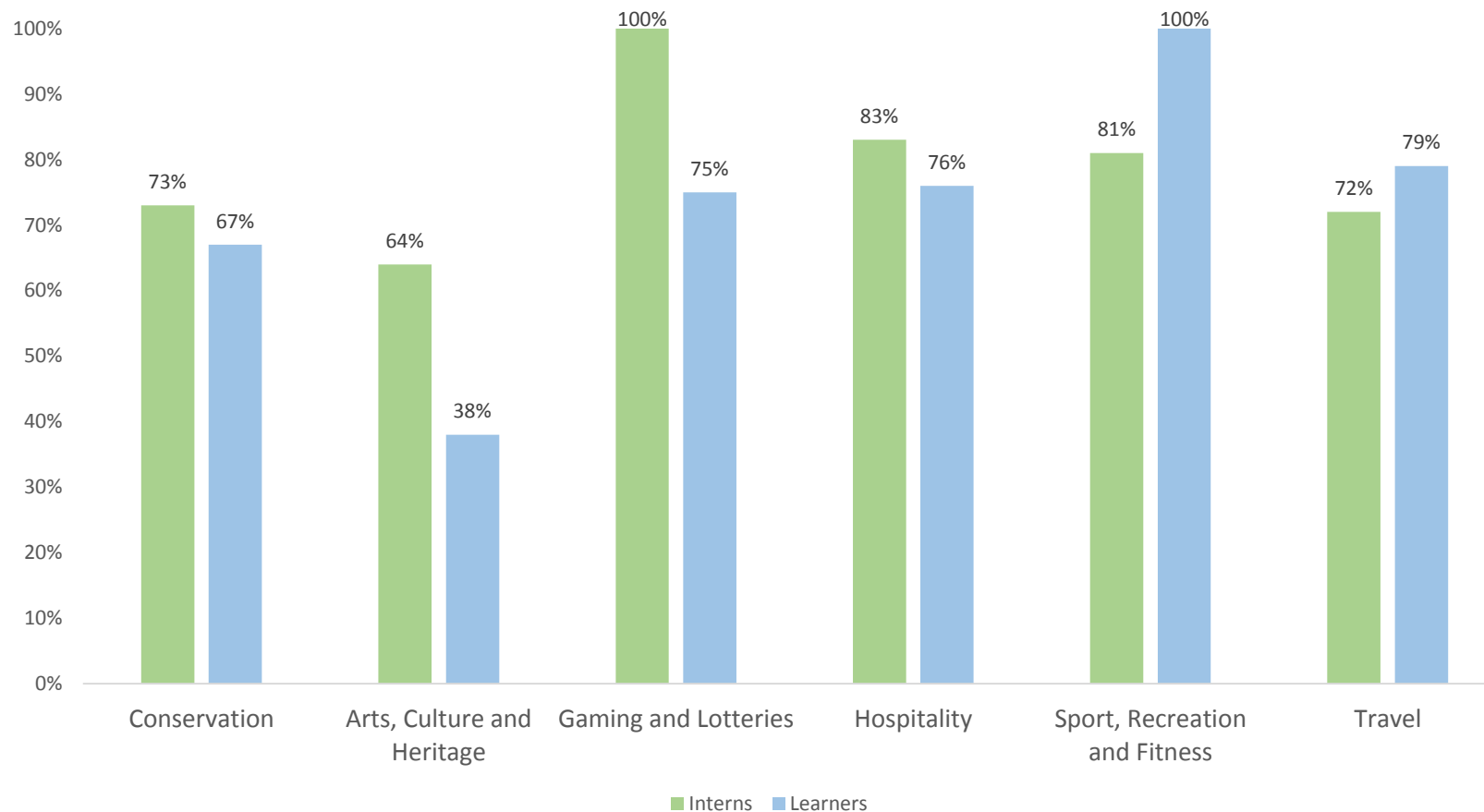
Assessment Findings: Impact of Learning Programmes

Learner and Intern Specific Impacts



Assessment Findings: Impact of Learning Programmes

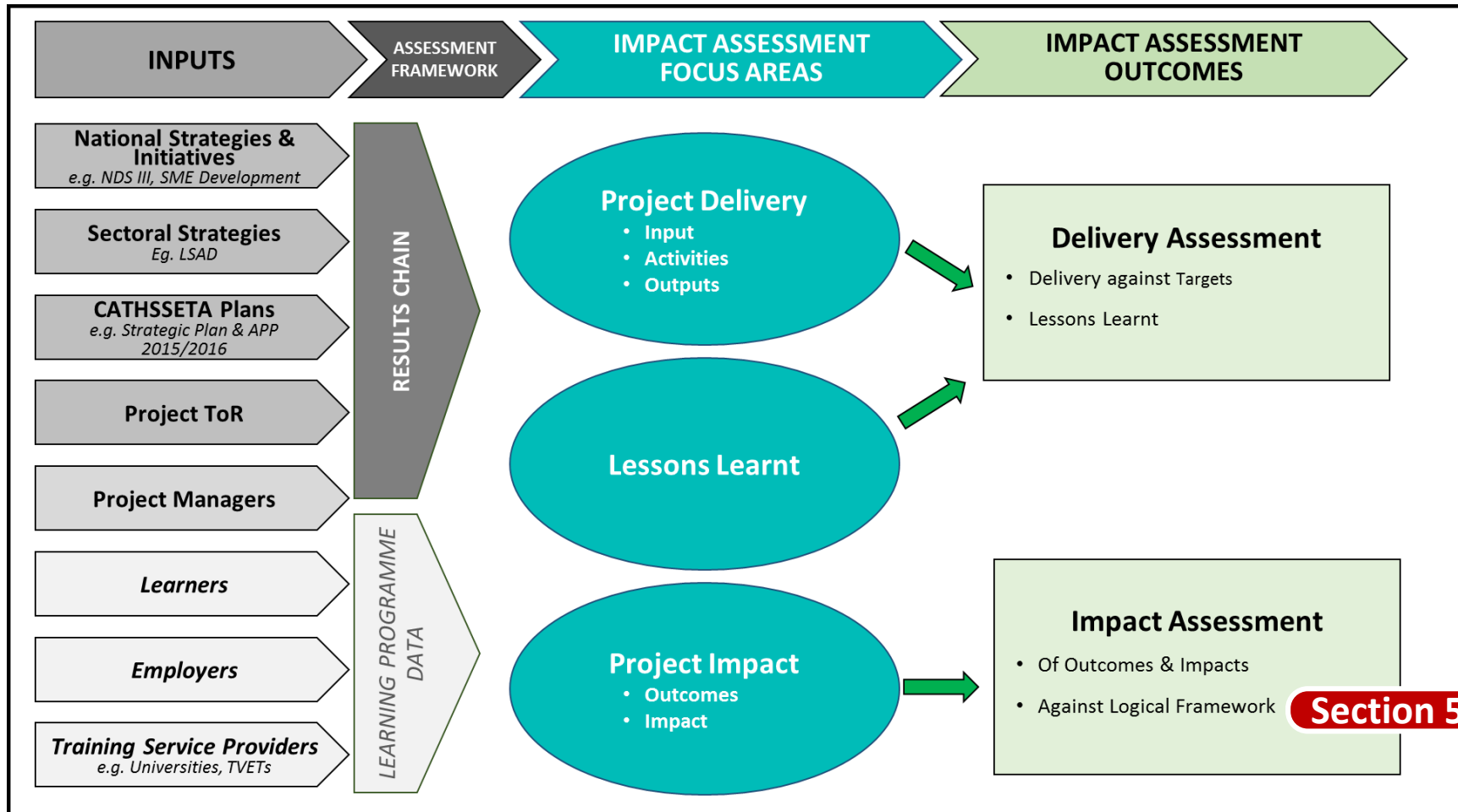
Learners/Interns Employed per Sector



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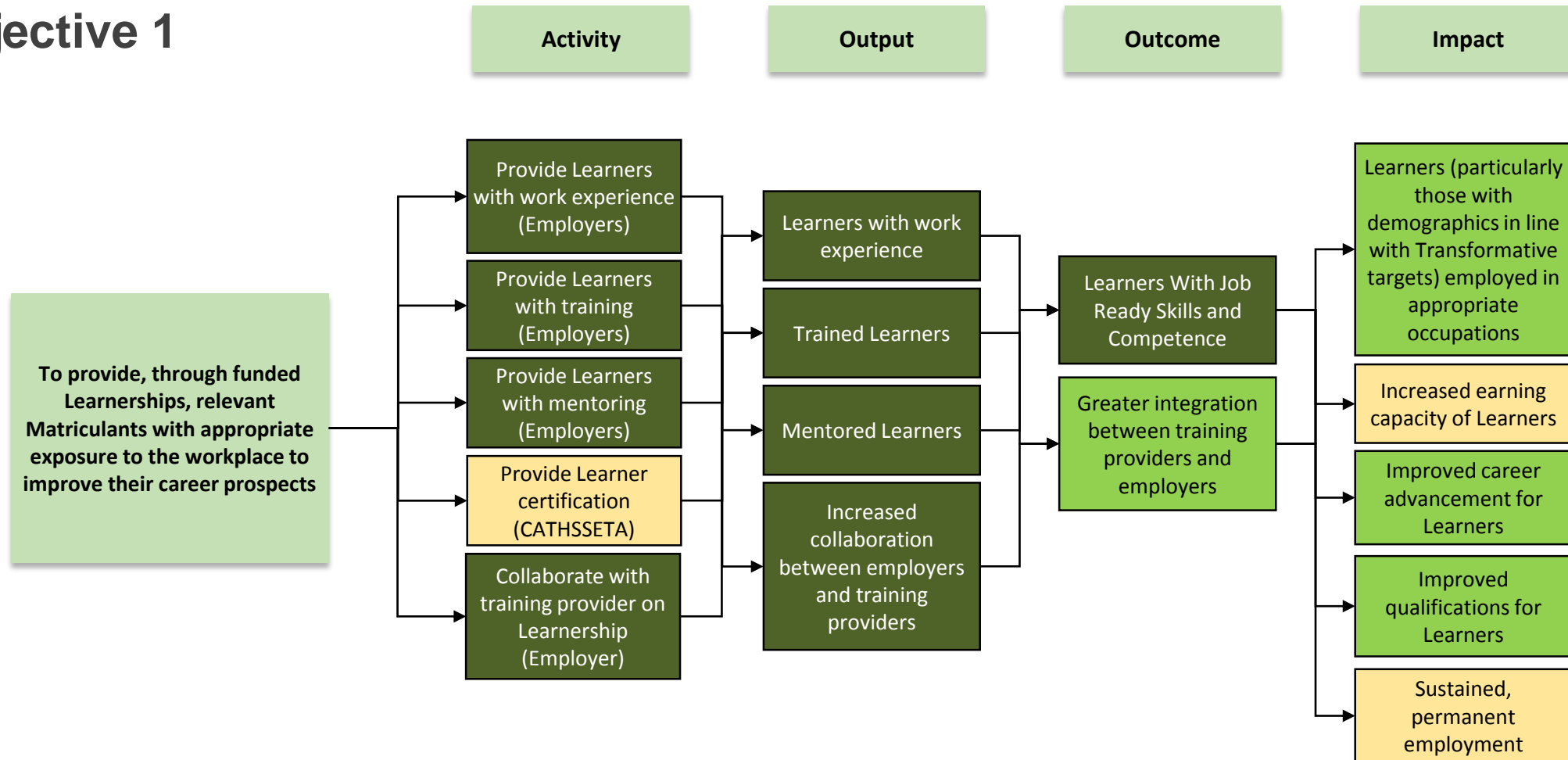


Summary Findings: Rating Scale

Rating Scale	
80%-100%	Exemplary
66%-79%	Met
34%-65%	Partially Met
0%-33%	Not Met

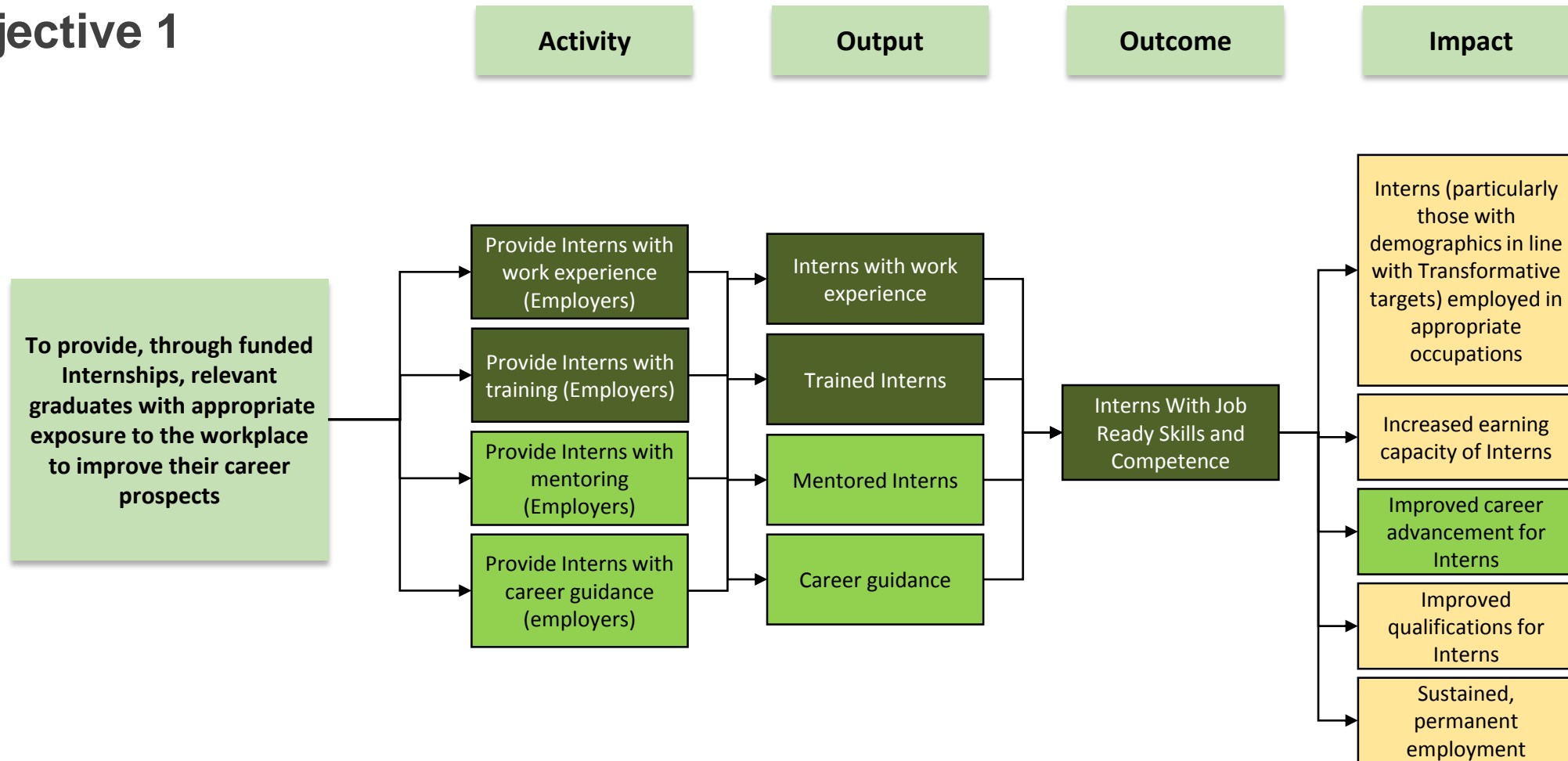
Summary Findings - Learnerships

Objective 1



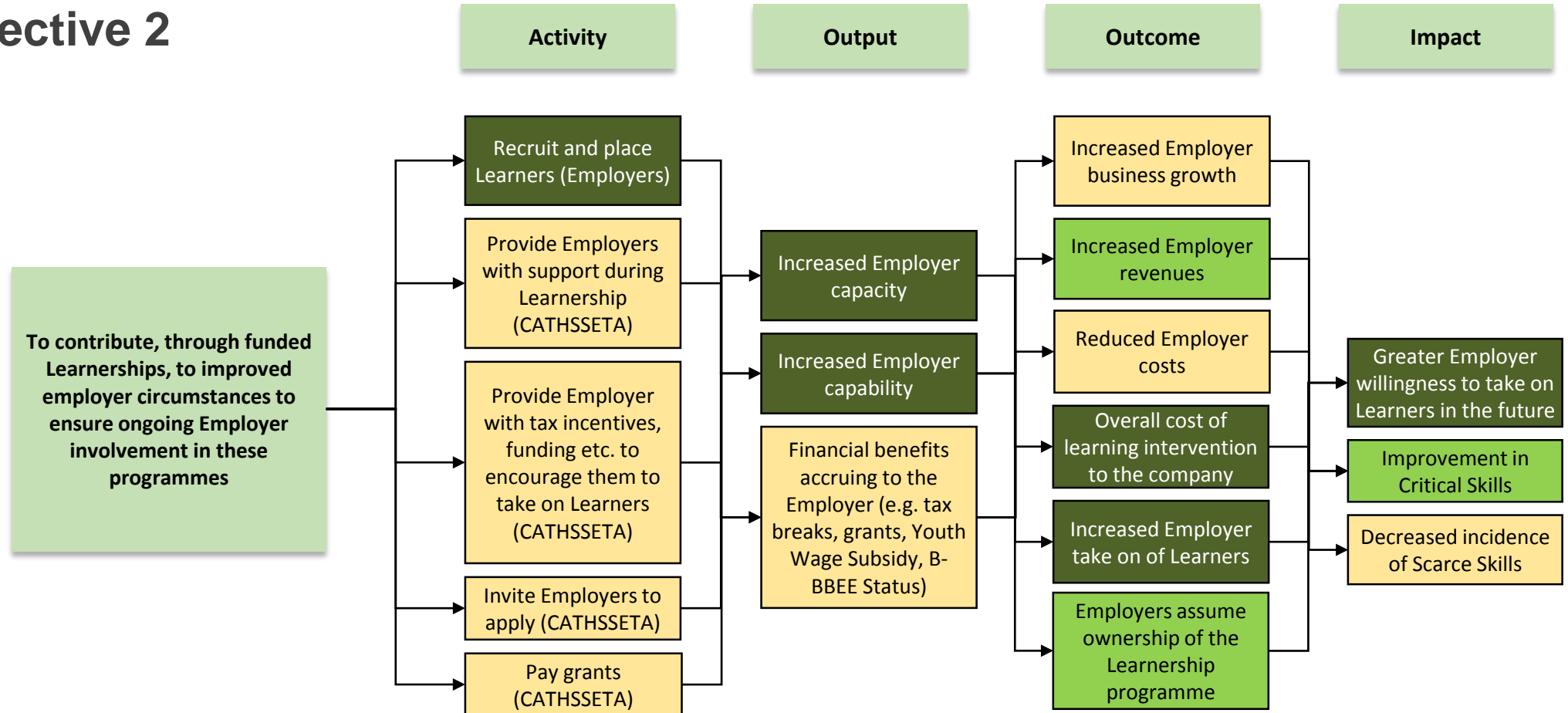
Summary Findings - Internships

Objective 1



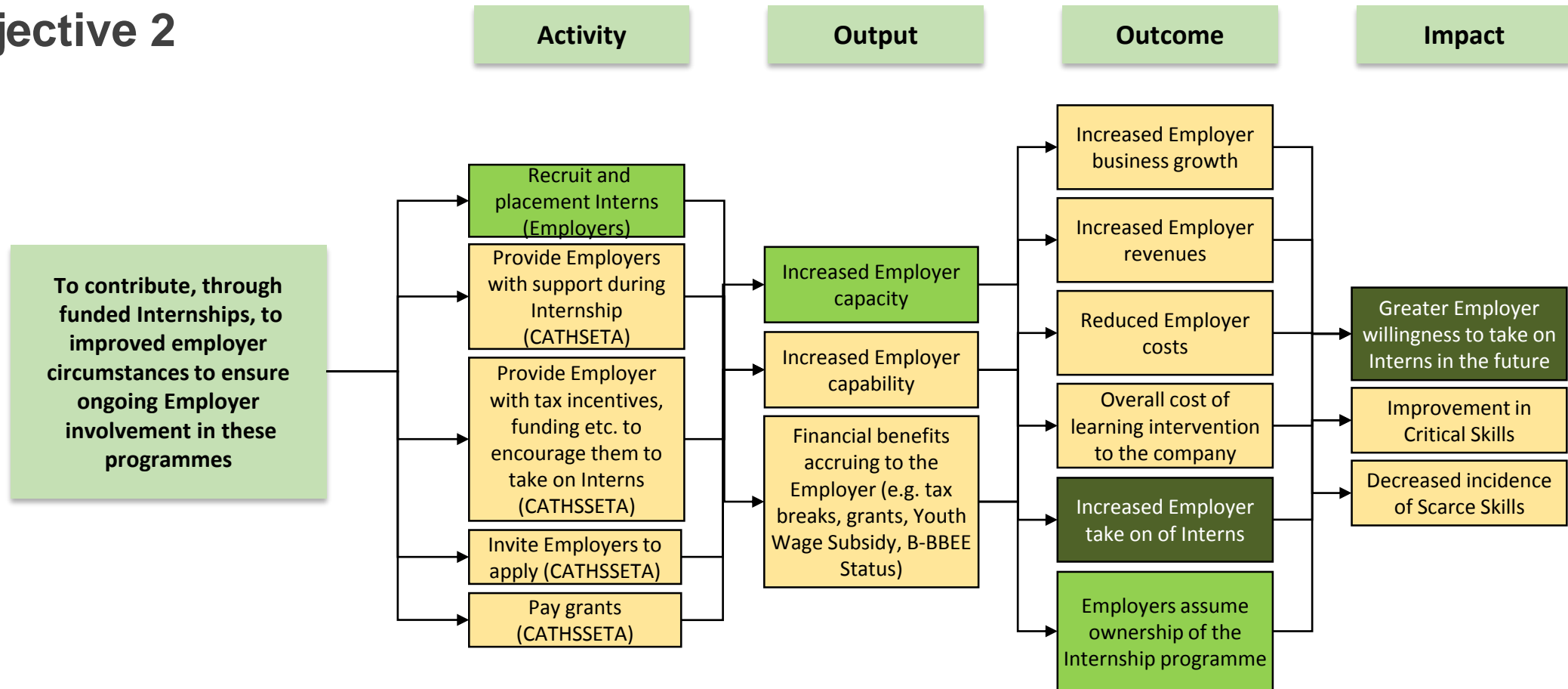
Summary Findings - Learnerships

Objective 2



Summary Findings - Internships

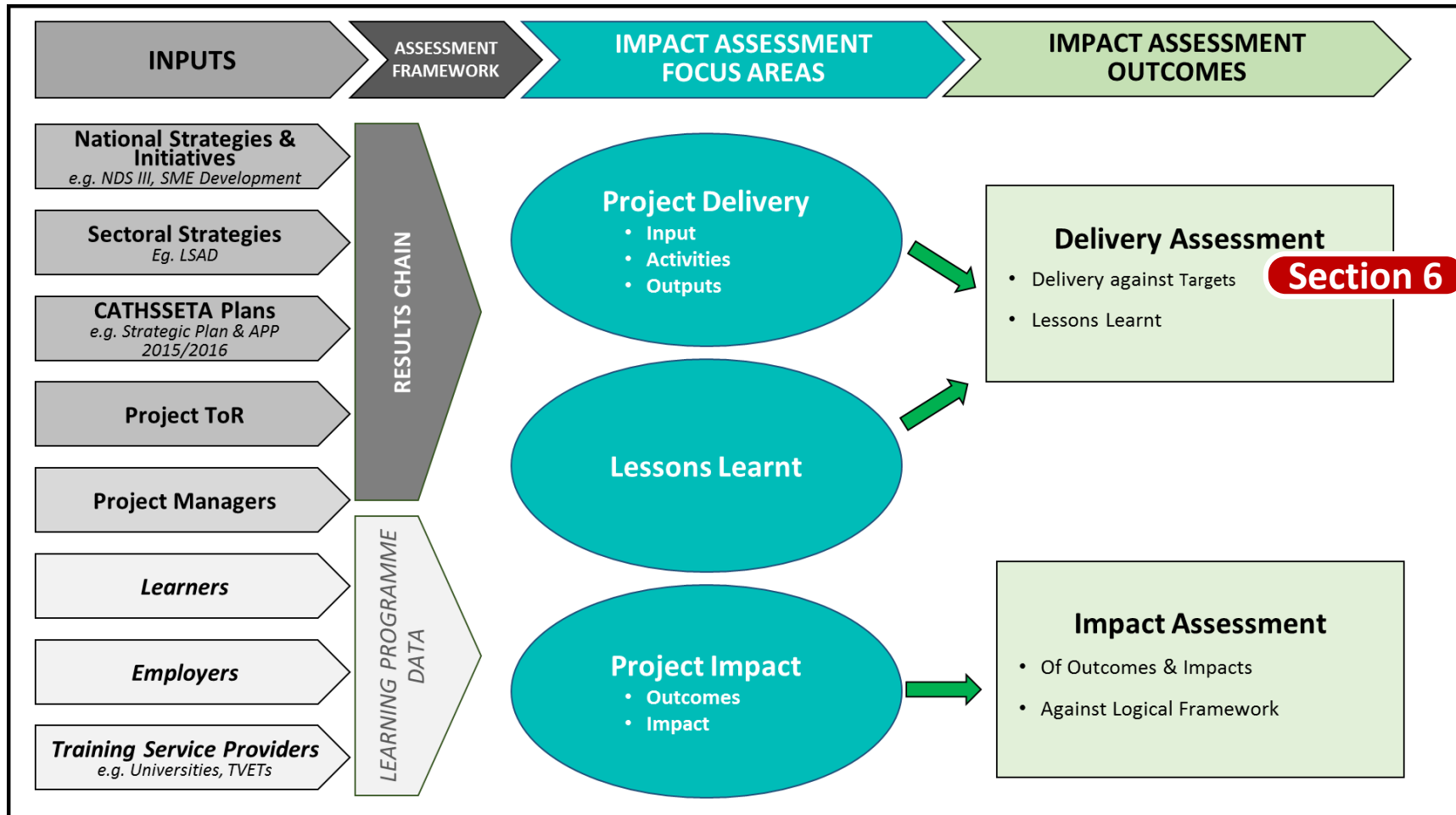
Objective 2



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Assessment Findings: Delivery against Targets

Transformation Imperatives – Learnerships

	Transformation Imperative	Target Description	CATHSSETA's Targets	Actual	Met
1	Age	Youth – under 35 years' old	60%	82%	✓
2	Disability	All forms of disability	1%	0,7%	✓
3	Gender	Female	65%	67%	✓
4	Race	Black	85%	94%	✓
5	Geography	Rural and informal settlements	45%	35%	✗

Special Note: With regard to the assessed delivery against the target for Disability, the Actual figure as reflected above was determined by an analysis of QMR data, which was deemed by CATHSSETA to be under-reporting this figure. Colloquially, CATHSSETA believe they have met the target.

Assessment Findings: Delivery against Targets

Transformation Imperatives – Internships

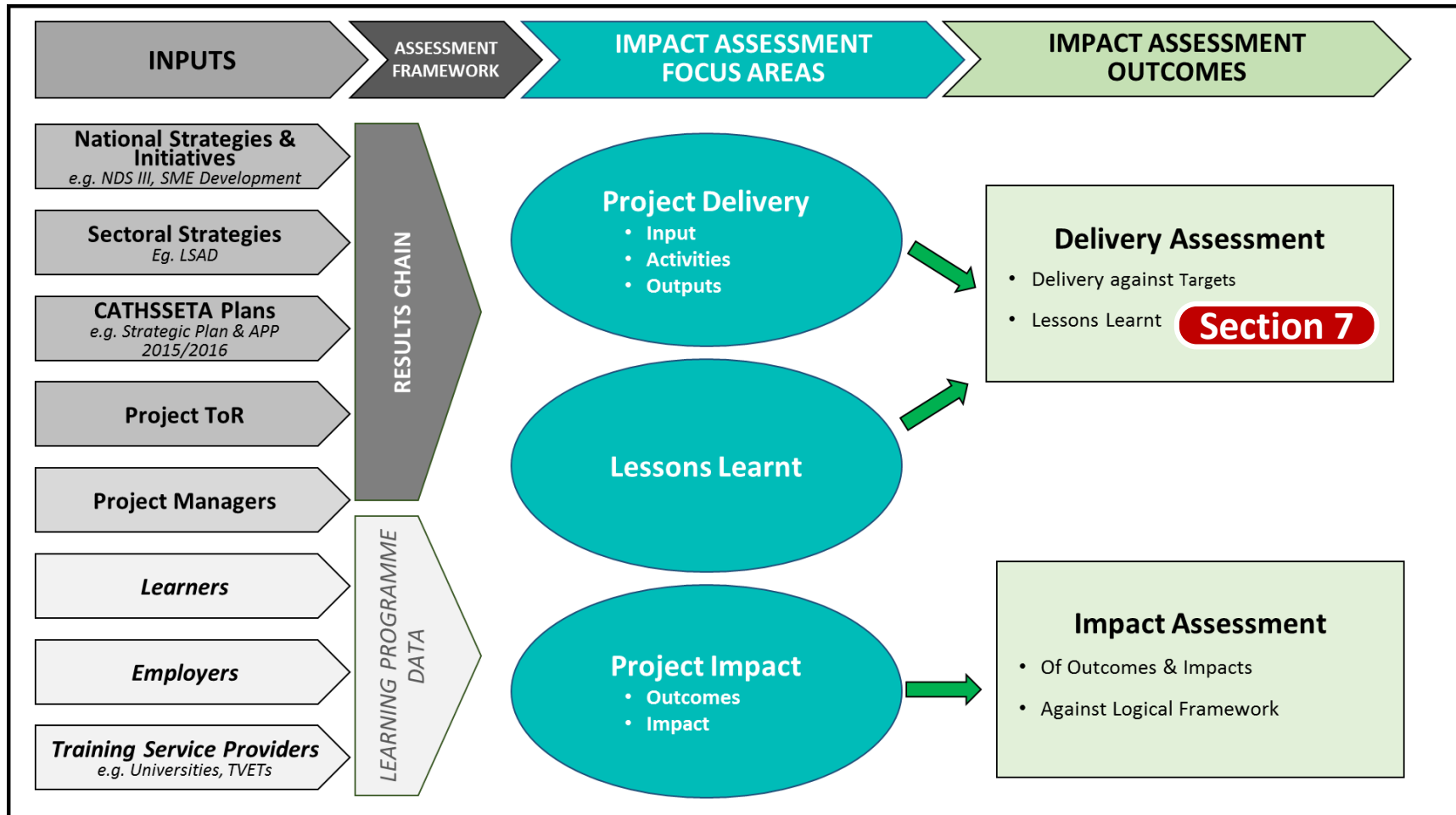
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1	Age	Youth – under 35 years' old	60%	96%	✓
2	Disability	All forms of disability	1%	0,7%	✓
3	Gender	Female	65%	56%	✗
4	Race	Black	85%	90%	✓
5	Geography	Rural and informal settlements	45%	54%	✓

Special Note: With regard to the assessed delivery against the target for Disability, the Actual figure as reflected above was determined by an analysis of QMR data, which was deemed by CATHSSETA to be under-reporting this figure. Colloquially, CATHSSETA believe they have met the target.

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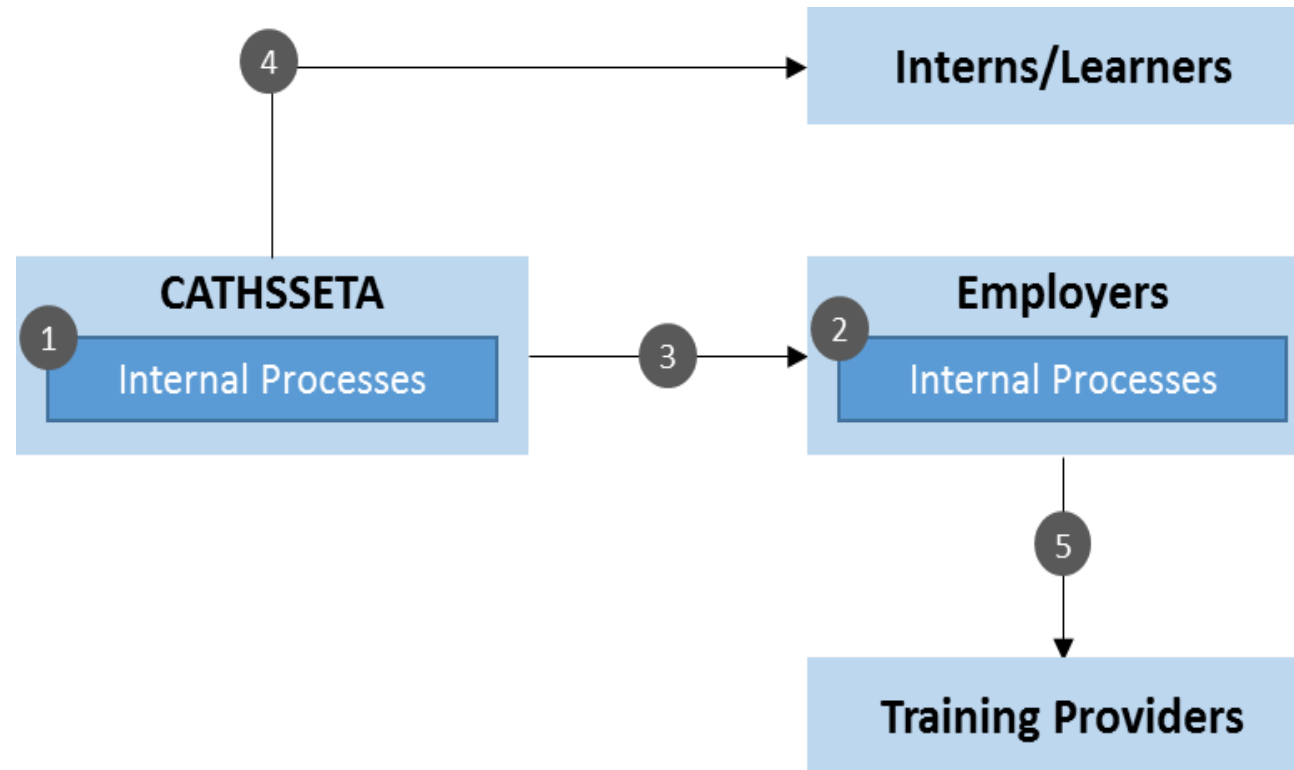
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Lessons Learnt

Process Structures



Lessons Learnt

CATHSSETA

1

Internal Processes

Key Finding

CATHSSETA processes are viewed as inefficient (as reported by Employers and Learners)

- Insufficient time allowed for Employers to apply and recruit for learning programmes
- Learners are receiving their certificates very late or are receiving them with incorrect details

Lessons Learnt

CATHSSETA

1

Internal Processes

Suggested Resolution

CATHSSETA should explore the following:

- Increasing staffing to address resourcing constraints that may be negatively impacting support provided to Employers
- Advance planning of learning programme funding windows to enable earlier notice to Employers and better alignment with industry timelines
- Better management of the certification process/ expectations

Lessons Learnt

Employers

2

Internal Processes

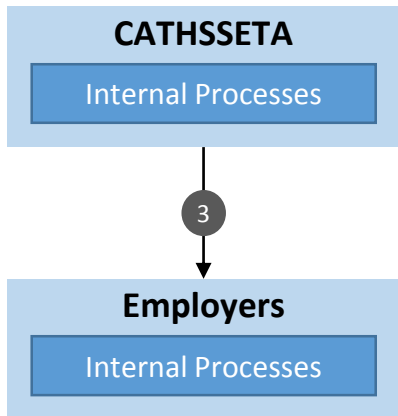
Key Finding

- The quality and extent of mentoring provided by Employers does not fully meet Learner/ Intern needs

Suggested Resolution

- CATHSSETA to investigate training to be provided to mentors, based on Employers specification of needs.

Lessons Learnt

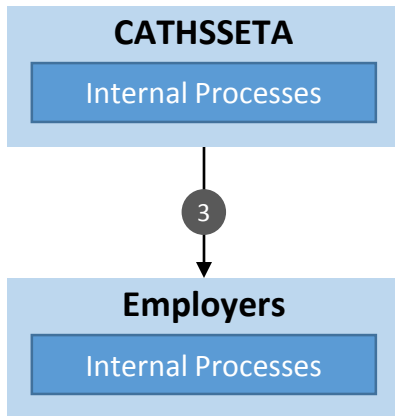


Key Finding

CATHSSETA engagement with Employers reported as inadequate

- Employer have reported that low levels of engagement with CATHSSETA limit the efficacy of the relationship, and the degree of beneficial support from CATHSSETA
- Employers have requested guidelines for the running of learning programmes
- Stipends are deemed inadequate to meet Learner/Intern needs, resulting in Learner/Intern hardship or cost overruns for Employers
- Employers have raised concerns regarding the lack of support received from CATHSSETA
- Employers have requested additional funding for mentorship
- Employers have raised concerns that CATHSSETA is not present during the induction of their Learnership/Internship programmes

Lessons Learnt

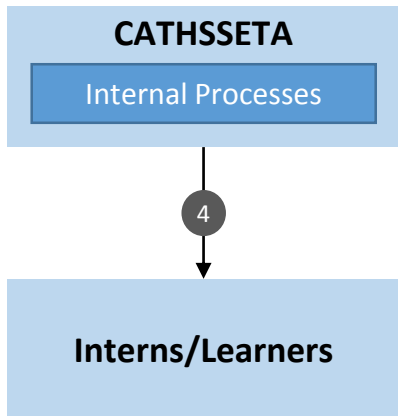


Suggested Resolution

CATHSSETA to consider the following:

- Increased engagement with Employers to better manage the relationship, and to proactively address Employers needs
- Proactively managing Employer and Intern/ Learner expectations around stipends, by communicating stipend focus and structural limitations
- Provision of Guidelines for Employers for conducting learning programmes
- Improved CATHSSETA presence at Learner/Intern induction programmes

Lessons Learnt



Key Finding

CATHSSETA engagement with Learners/Interns reported as inadequate

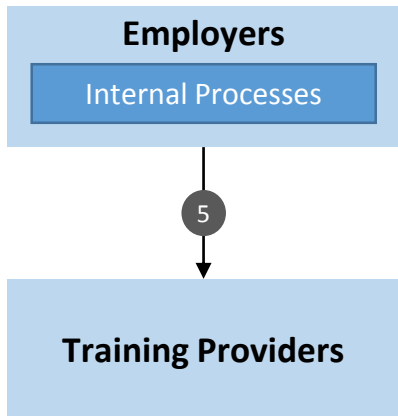
- Learners have raised concerns about the level of contact they have with CATHSSETA and the extent of support provided

Suggested Resolution

CATHSSETA should explore the following:

- A higher level of engagement with Learners/ Interns, e.g. during induction, monitoring, and graduation

Lessons Learnt



Key Finding

Communication and support between Employers of Learners and Training Providers requires improvement.

- Employers are unaware of which training providers are available and which ones are recommended by CATHSSETA
- Employers have raised concerns that training providers do not always provide effective training and that material is sometimes outdated

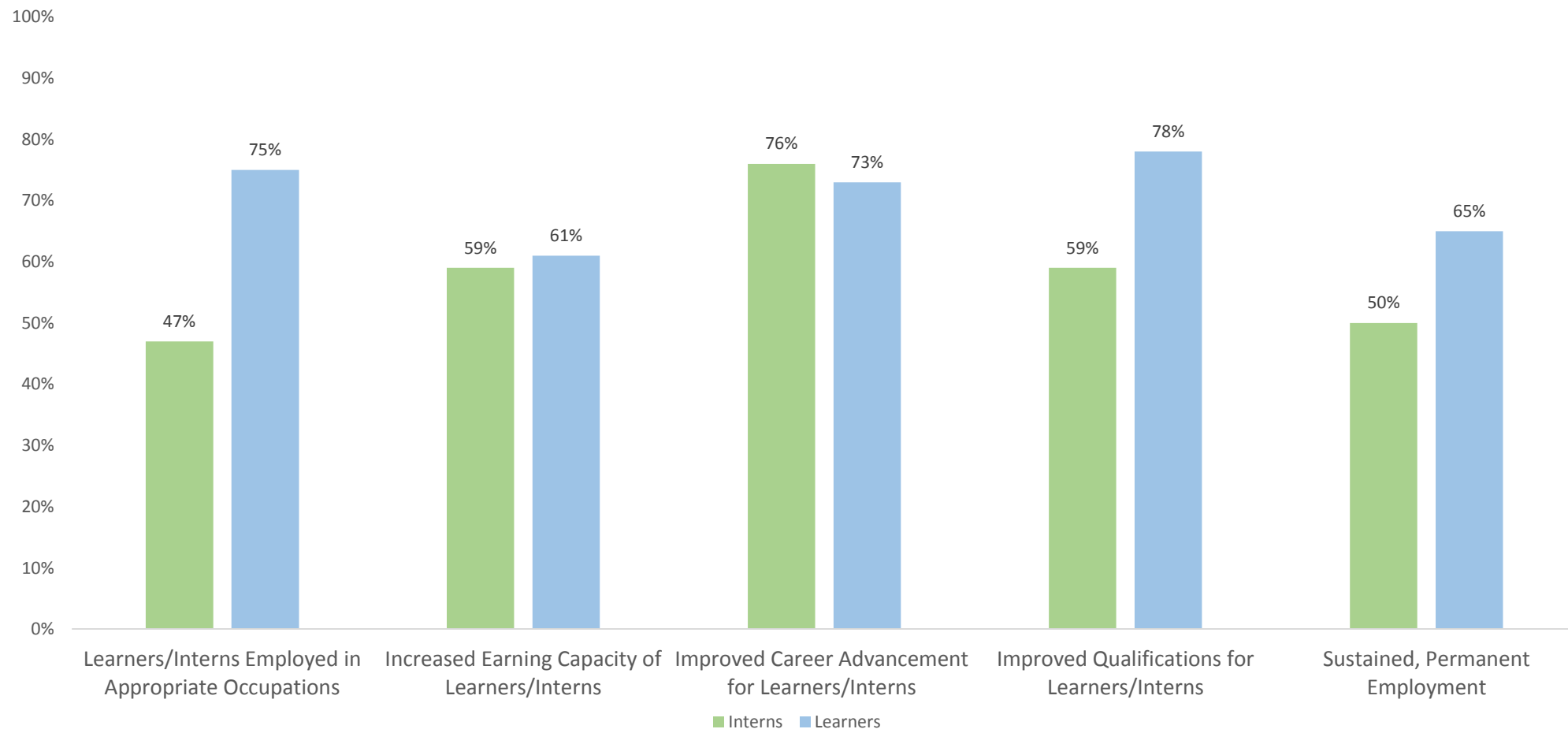
Suggested Resolution

CATHSSETA to consider the following:

- Increasing Employer awareness of training providers
- Providing Employers with increased avenues for reporting issues with training providers and training material, should this be required.

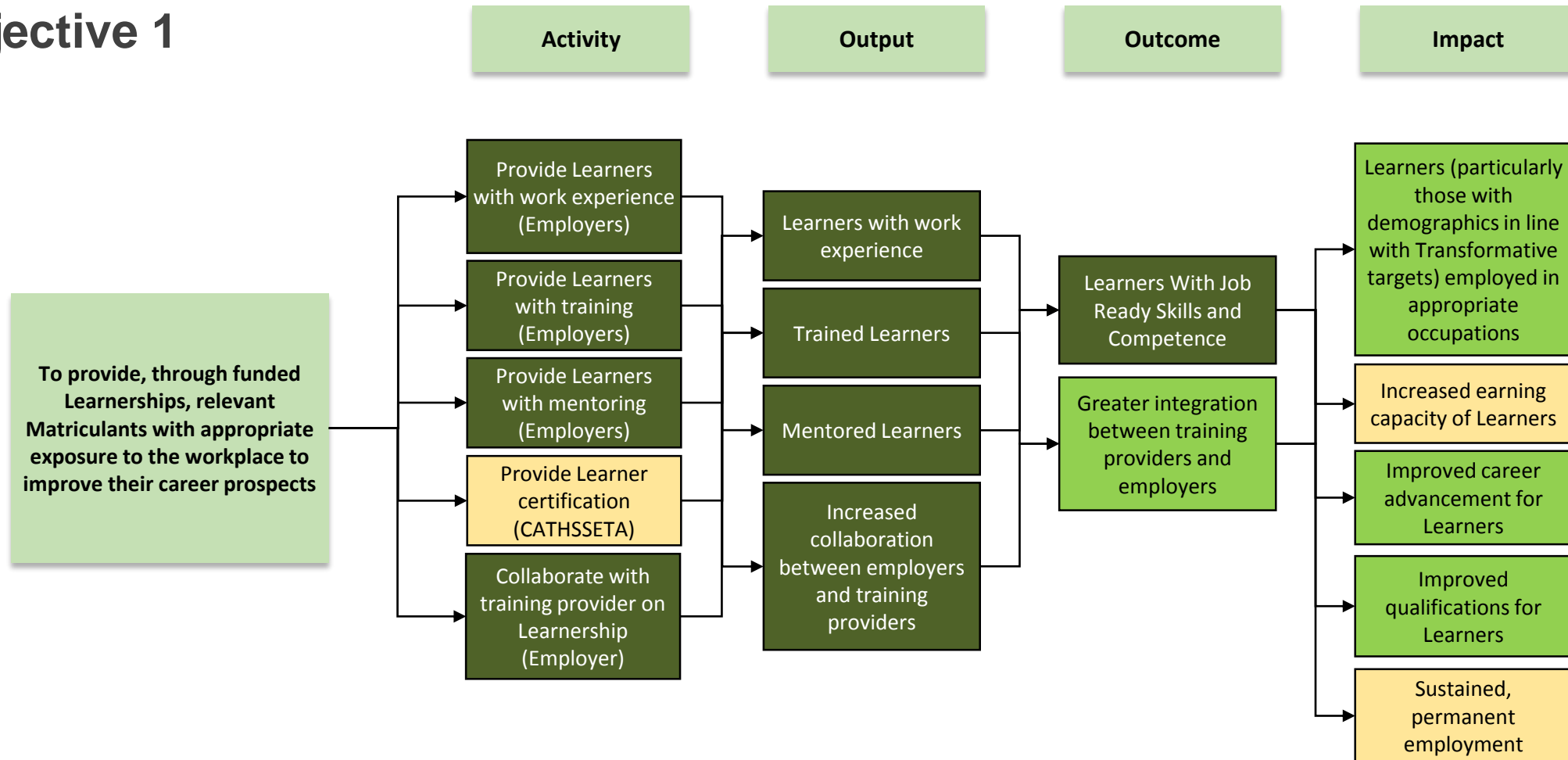
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Summary Findings - Learnerships

Objective 1



Session Close

Thank You

