

Part III

**What Can We Learn from the Multi-
Dimensional and Multi-Stakeholders Data?
Insights from Ethiopia**

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TVET sector in Ethiopia

■ Dual system of cooperative training

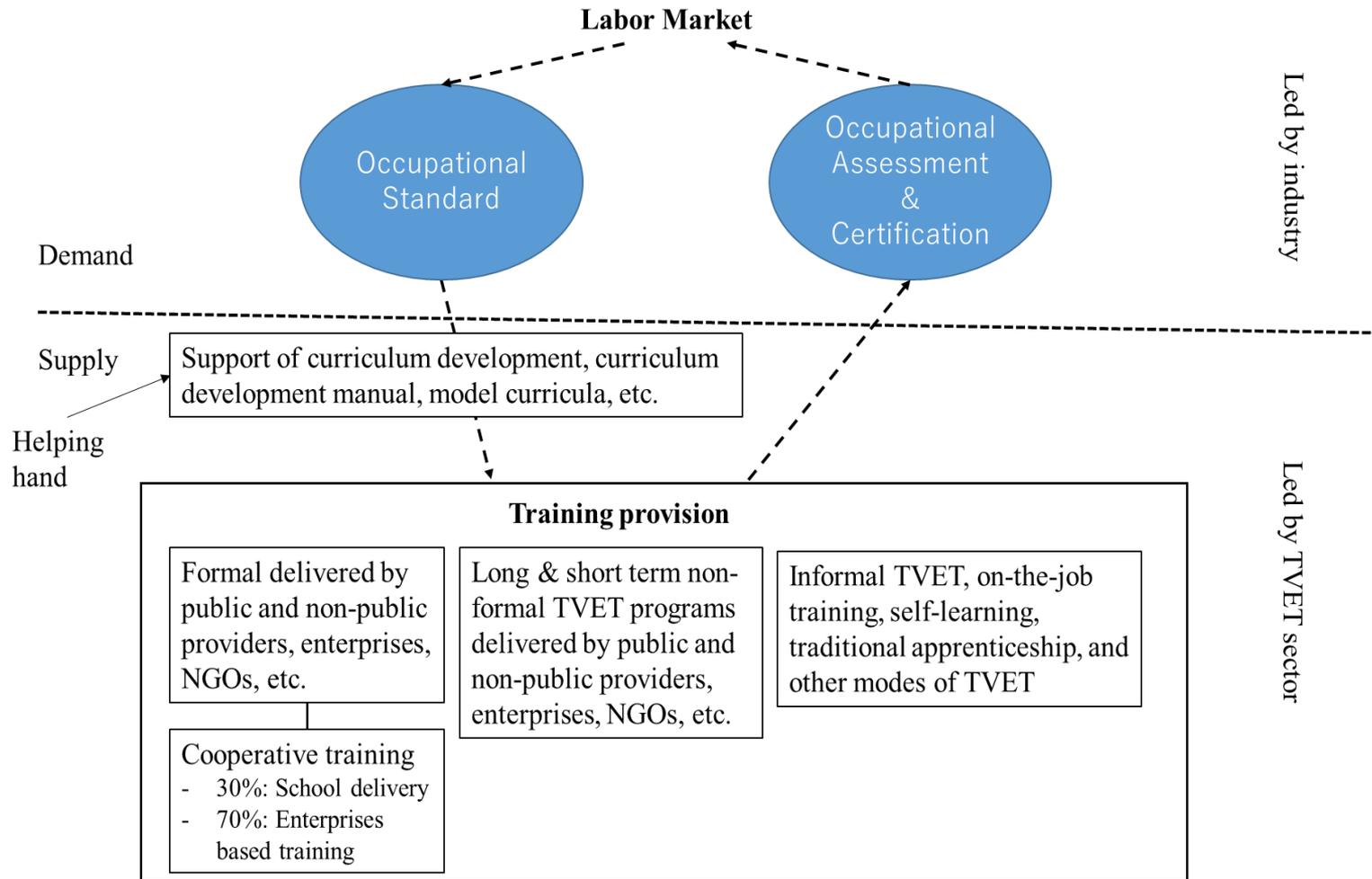
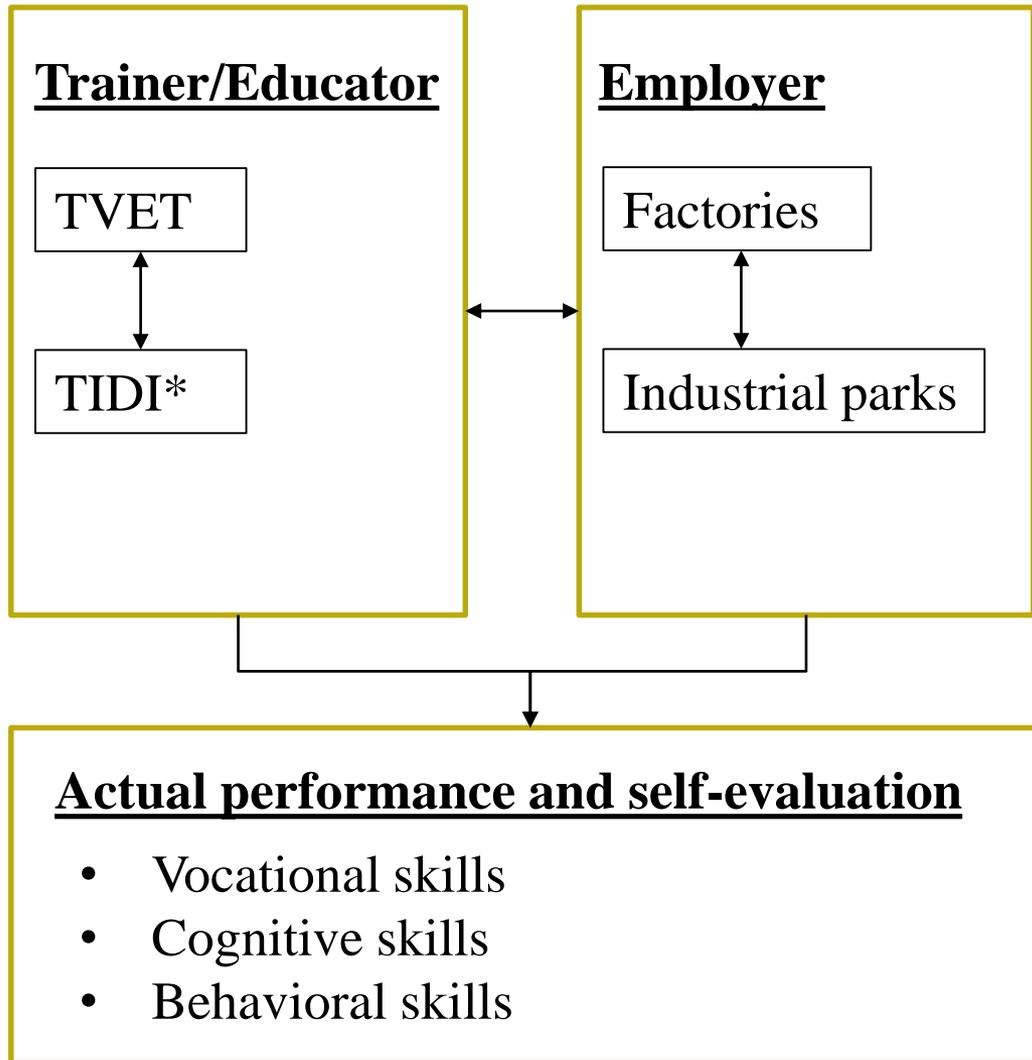


Figure 1: Outcome-based organization of TVET system

Multiple stakeholders data collection



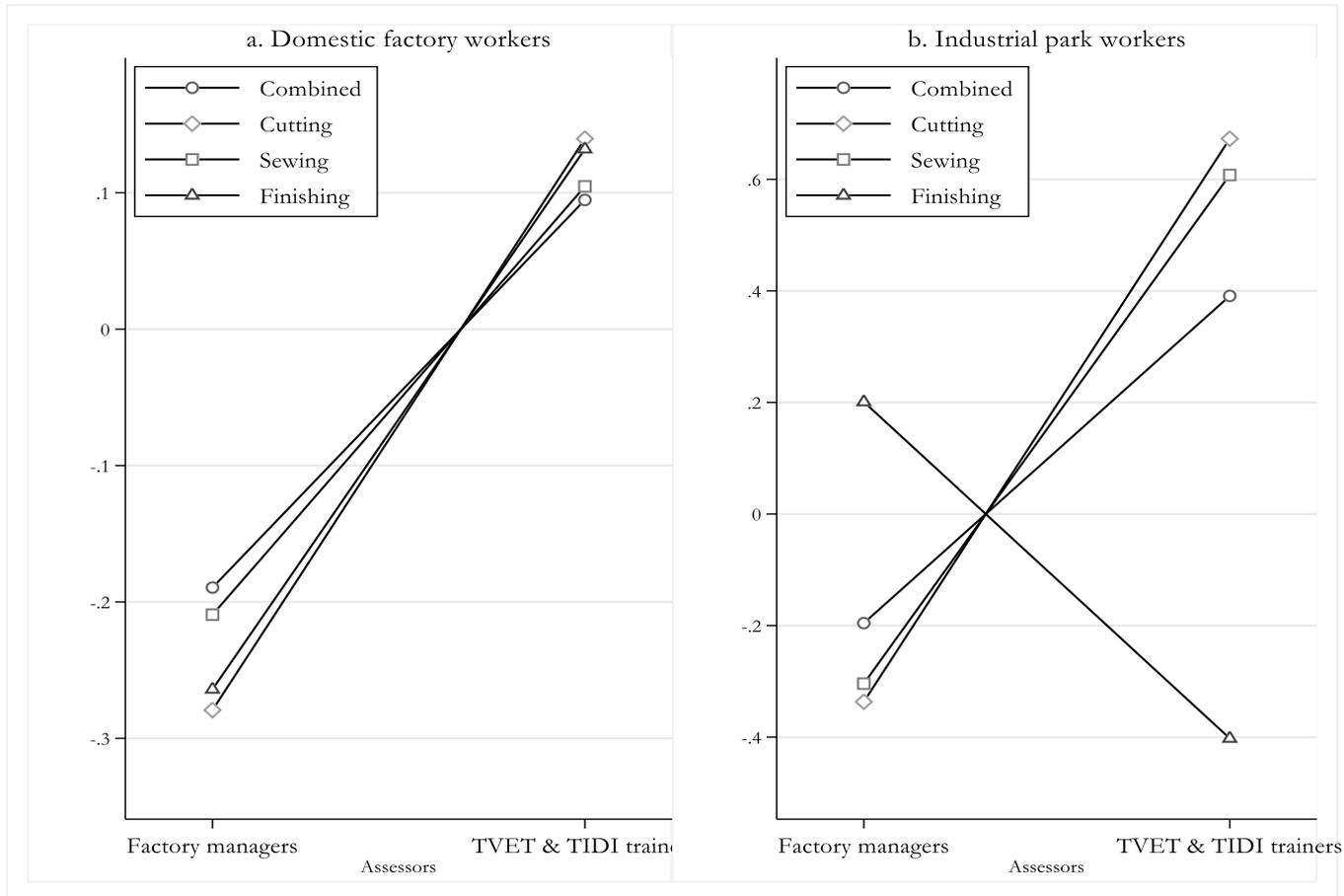
- 1st round: Dec 2015 – Jan 2016
 - ← 13 Local factories; 19 workers
 - ← 5 TVET institutes; 30 Trainers
 - ← 9 assessors
- 2nd round: Sept 2016
 - ← 7 TVET; 162 students; 53 trainers
- 3rd round: Sept 2017 – Mar 2018
 - ← 2 Industrial parks; 22 factories; 588 workers
 - ← 5 TVET institutes; 30 Trainers
 - ← 7 assessors

Actual performance and self-evaluation

- Vocational skills
- Cognitive skills
- Behavioral skills

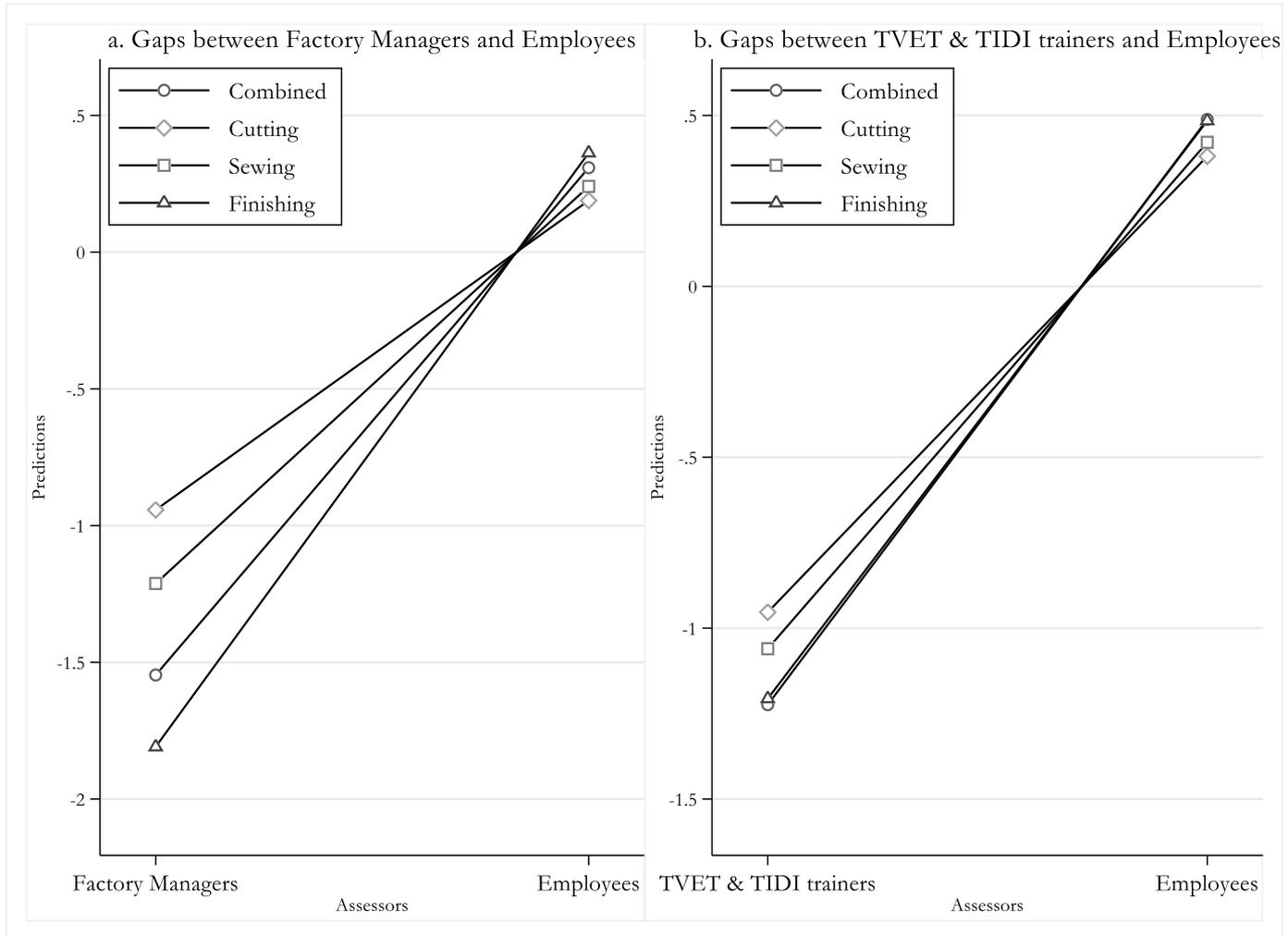
Perception gaps

- Perception gaps of employability skills between supply and demand sides of skills
 - ← Factory managers have a greater appreciation for behavioral skills in new workers, such as discipline, punctuality and obedience, than TVET trainers have.
 - ← Ethiopian occupational standards emphasize these skills less than other skills.
 - ← Factory managers in the industrial parks highly grade the finishing skills of workers compared to factory managers of domestic firms.



Perception gaps

- Self-promotion gaps between employees and assessors (employers and trainers)
 - ← Employees highly self-promote themselves, especially regarding sewing and finishing skills
 - ← Self-promotion gaps are explained by personality traits such as agreeableness and grit.



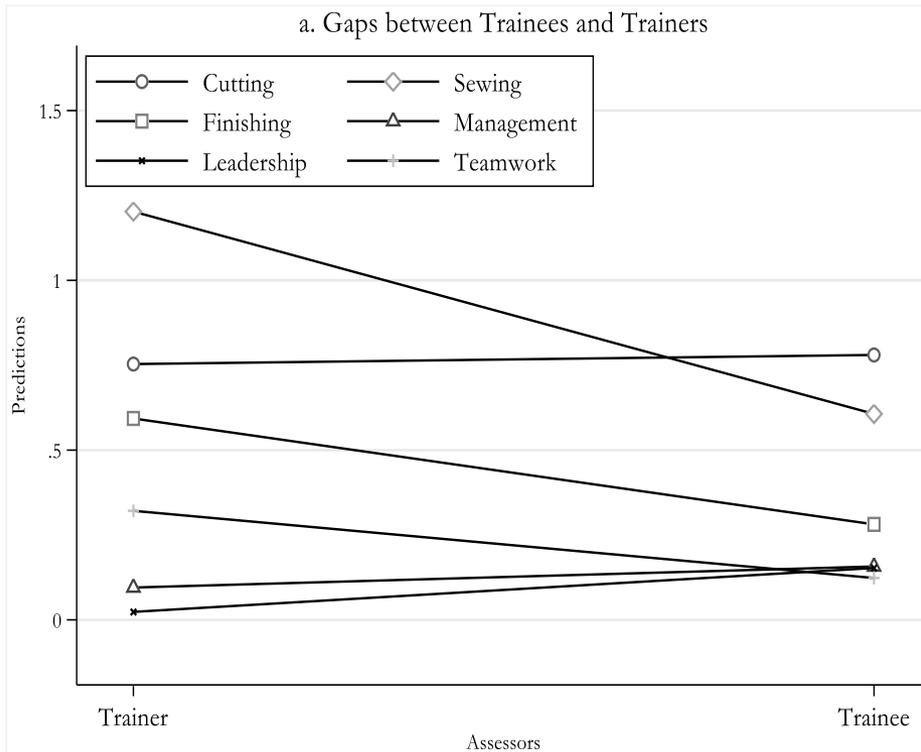
Perception gaps

■ Perception differentials of employability skills

- ← Gaps in perception on employable skills are caused by different factors between teachers and students.
- ← Teachers' perceptions are mostly influenced by their persistence on conventional approaches of teaching and the level of exposure to new approaches based on CBT.
- ← Students' perceptions are largely based on their job aspiration and the motivation to attend the TVET program.
- ← Students want to become entrepreneurs while the TVET system wants to make them factory workers.

a. Factory worker

a. Gaps between Trainees and Trainers



b. Self-employed

a. Gaps between Trainees and Trainers

