

Result : Improving economic empowerment of Youth through demand driven skills Trainings

Indicator: Training Quality

Rationale/ Critical Assumption for Indicator:

Quality is compact indicator of the precision, reliability, functionality and elegance. Precision implies conformance to specifications, tolerances and allowances. Reliability means living up to stated performance (use and frequency). Functionality means performance of intended tasks efficiently. Elegance is an aesthetic characteristics attributed to the product/service.

In training context, precision accrues from accuracy , brevity and clarity of information. The accuracy of information consist of simple logical explanation in reference to the context. The explanation must also appeal to the common sense. The brevity discards the redundant information. The clarity brings forth the concepts and logic in simple to understand format.

Reliability is the mainstay of the training course. The contents are current and produce the desired competencies when learned and practiced properly. The outcome are the same when repeated and replicated.

Functionality implies that contents address the tasks to be learned. The learning and practice of various tasks have inbuilt safety and efficiency features. The learner takes the necessary safety measures before undertaking the tasks. The tasks performance are carried out in small steps that build on each other.

Elegance is the attraction to the onlooker . It draws the attention and builds the confidence of the customer in the service and product. Elegance is imbued with aesthetics and style. The characteristics can be felt and appreciated with the help of feel, looks and sounds.

## Methodological Notes:

Precision is measured by first examining the accuracy of the information. The accuracy makes sense and serves the purpose. The sense is explained with examples and sample calculations. The purpose is served by the wholeness by answering all possible questions. The brevity is devoid of redundant information and references instead focuses on the meaningful information only. It implies that required information is stated in as few words as possible. Associated is the trait clarity. The choice of words and sentence formation is simple and contiguous. The meanings are understood similarly by most.

Reliability is the currency of training. The contents of the training are judged as modular i.e. building on the previous. The modules are designed as self contained unit with sufficient information and instructions to equip trainee with adequate knowledge and competency to perform and proceed to next level.

Functionality is evaluated by matching the contents with the tasks intended to be performed. The contents are scrutinized for step by step approach to the performance tasks and associated functions relating to preparation and execution. Checking the tasks after performance for various shortcoming and removing these are also included in the contents.

Elegance is the more subjective than objective. The subjectivity is underpinned by the aesthetics and pride. Both of these can be judged by the expression and feelings. The objectivity is rooted in symmetry, size and user friendliness.

What do we need?

The data needed for determining precision by taking into account the correctness and validity parameters as noted in the information notes especially examples and sample solutions. Reliability data may comprise of the chapters and their sequence offered during the course. Functionality data may consist of the tasks defined and their preparation, execution and examination with medial

measures noted in the training contents. Elegance data may relate to symmetry and the feel.

#### Data Analysis:

The data may be analyzed by keeping in view the project intervention logic of working for learning outcomes. The data elements may be combined and cross referenced in clever ways to determine the precision, reliability, functionality and elegance .

Indicator Calculation: The indicator may be calculated by calculating the precision, reliability, functionality and elegance .

#### How the Monitoring Report on this Indicator would look like

The District A comprising of x number of Union Councils out which y were targeted under the project, was surveyed to collect data regarding the presence of business in the area, scope, capacity and the local formal and informal service and products profile, demography, public infrastructure(communication, transport, media, energy, entertainment, housing, sanitation, health etc.), natural resource, tourism, labor regulations enforcement, business permission and finance/credit and community perceptions and intentions towards encouraging skilled persons. The experience/skill level of selected persons and the local formal and informal trade and industry profile, demography, public infrastructure(communication, transport, media, energy, entertainment, housing, sanitation, health etc.), natural resource, tourism, labor regulations, business permission and finance/credit and community perceptions and intentions towards encouraging skilled persons to seek guidance from the experts, make associations and travel outside their homes for learning and market exploration etc. were analyzed. The technical products and services ( description) were found/not found to be in demand. The demand for better designs and products and services stemmed from locally available raw materials, natural/historical attractions, traditions and families defined by occupations. The various types of products and services sold and purchases were -----The

general awareness level and awakening amongst in the market for quality products and services was found to be lacking/in place. The eligible youth were/were not prepared to take on the challenge of demonstration of competencies desired by the employer/customer. They did/not exhibit precision, reliability, functionality and elegance.

#### General Remarks

The market for skilled services/products is universal and permanent. People travel great distances to buy the skilled services/products. The competency based skill acquisition and practice such that it stays relevant with increasing qualitatively throughout work life of skilled worker.