



Table 3: National Council on Technical Vocational Education Training

2008-2009

Strategies/Objectives	Performance Indicators	Means of Verification	Weight
1. Competency standard documents developed, approved and posted on the NQR Weight 15%	1.1 Thirty (30) Levels 2 to 4 qualifications developed and sixty (60) revised across six (6) sectors by 03/09	Qualification plan and competency standards, monthly report	15
2. Assessment instruments developed and approved Weight 24 %	2.1 Assessment instruments developed and verified for 200 unit of competencies by 03/09 2.2 Assessment instruments developed and verified for three (3) modular/non modular examination cycles through to 03/09 2.3 Assessment instruments developed and verified for two (2) HISEP test cycles through to 03/09	Assessment Instruments and packages Monthly reports	10 10 4
3. Qualification Framework and Certification system monitored Weight 15%	3.1 NCTVET Electronic Database Management System (EDMS) updated and maintained through to 03/09 3.2 Process and procedures for certification of the CVQ implemented through to 03/09	Reports: <ul style="list-style-type: none"> ● NQR ● NCTVET Occupational Certification System ● HISEP and NCTVET Website Registrar's report	10 5

Strategies/Objectives	Performance Indicators	Means of Verification	Weight
<p>4. Technical support provided to improve quality in training and assessment services across the TVET system</p> <p>Weight 12%</p>	<p>4.1 Technical service provided to facilitate the Assessment of NVQ-J/CVQ programmes in MOE Schools as requested through to 03/09</p> <p>4.2 Technical services provided to facilitate the assessment of HISEP in approved centres as requested through to 03/09</p> <p>4.3 Training and orientation to CVQ provided to Ministry of Education school personnel by 08/08</p>	<p>Monthly Reports NCTVET Newsletter</p>	<p>5</p> <p>5</p> <p>2</p>
<p>5. Quality Assurance activities monitored and maintained</p> <p>Weight 18 %</p>	<p>5.1 NCTVET's ISO Quality Management system status maintained through to 03/09</p> <p>5.2 Quality Awards system for Accredited Training Organisation established and implemented by 03/09</p> <p>5.3 Site Evaluations and Maintenance Audits conducted as scheduled through to 03/09</p> <p>5.4 Moderation activities directed and monitored in six (6) sectors by 03/09</p> <p>5.5 Four (4) training sessions provided for Auditors, ATOs and Training Agents to enable improved implementation of the Standards and Quality Assurance practices by 12/08</p>	<p>Reports:</p> <ul style="list-style-type: none"> • Surveillance • Audit • Internal Audit 	<p>4</p> <p>1</p> <p>10</p> <p>2</p> <p>1</p>

Strategies/Objectives	Performance Indicators	Means of Verification	Weight
6. Public awareness of NCTVET's products and services promoted Weight 10%	6.1 Stakeholders and interest groups awareness of NCTVET products and services measured by 10/08 6.2 Promotional strategies developed and implemented to improve awareness of NCTVET's products and services through to 03/09 6.3 Customer Satisfaction level improved by 5% by 03/09	Surveys Marketing Plan Reports Survey	5 3 2
7. Strategic Human Resource capital improved by 03/08 Weight 5%	7.1 Approved training interventions implemented for staff members through to 03/09 7.2 Effectiveness of training interventions measured by 03/09	Approved training plan Evaluation report	2 3
8. Budget variance maintained within established guidelines Weight 1%	8.1 Budget expenditure and income managed within variance through to 03/09	Reports	1