

Progress of the Technical and Vocational Training Institutions

02nd Quarter 2019



**Department of Project Management & Monitoring
Ministry of Finance**

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Progress of the Technical and Vocational Training Institutions

2nd Quarter 2019

Introduction

In Sri Lanka, both public and private institutions involve in providing technical and vocational training through short term, certificate, diploma and degree level courses for both unemployed youth and employed persons to cater the demand in the labour market, both at local and global level. In the public sector, 13 major institutions contribute the sector, and the government has allocated around Rs. 11 billion for year 2019. (*Capital allocation of Rs. 2,777.9 Mn and recurrent allocation of Rs. 8,225 Mn for VTA, NAITA, DTET, OUSL, CGTTI, NYC, UNIVOTECH, NYSC and no allocation for balance five institutes; NSBM, NIBM, SLIOP, SDF, SLITHM*).

Existing T&VT Providers	Function / Purpose
Vocational Training Authority (VTA)	VTA conducts vocational and technical training programs and provide National Vocational Qualification (NVQ) certificates.
National Apprentice and Industrial Training Authority (NAITA)	Provides standard vocational and technical training for youth, to acquire employable skills to meet the manpower requirement in the industry.
National School of Business Management Ltd (NSBM)	Provides higher educational qualification such as postgraduate, degree and higher diploma in technical fields.
National Institute of Business Management Ltd (NIBM)	Provides professional and higher education accredited by a range of international and local organizations.
Sri Lanka Institute of Printing (SLIOP)	Offers study programmers leading to Advanced Diploma Programmers in Printing & Visual Communication technology in collaboration with the University of Colombo.
Department of Technical Education & Teaching (DTET)	Provides technical education and training to its customers nationally and internationally.

Existing T&VT Providers	Function / Purpose
Skills Development Fund Ltd (SDF)	Provides skills development trainings.
Ocean University of Sri Lanka (OUSL)	Conducts academic and professional education and vocational training activities in fisheries, marine and nautical engineering to fulfill and develop the needs of the fisheries and allied sector.
Ceylon German Technical Training Institute (CGTTI)	Provides training on automotive technology.
National Youth Corps (NYC)	Provides training for youth to enhance soft skills such as discipline, personality development and jobs oriented vocational activities.
Sri Lanka Institute of Tourism and Hotel Management (SLITHM)	Provides training in the field of hospitality and travel industry.
University of Vocational Technology (UNIVOTECH)	Provides degrees and diplomas in technical and vocational education for all with aspirations to achieve professional excellence.
National Youth Service Council (NYSC)	Facilitates and empower the youth providing skill development training to face life challenges by making use of the local and global opportunities.

This report contains the result achievement of these 13 institutions against the agreed targets as at end of 2nd Quarter 2019; measuring through eight KPIs at output and outcome level.

Progress up to end of 2nd quarter, 2019

KPI 01. Course Completion

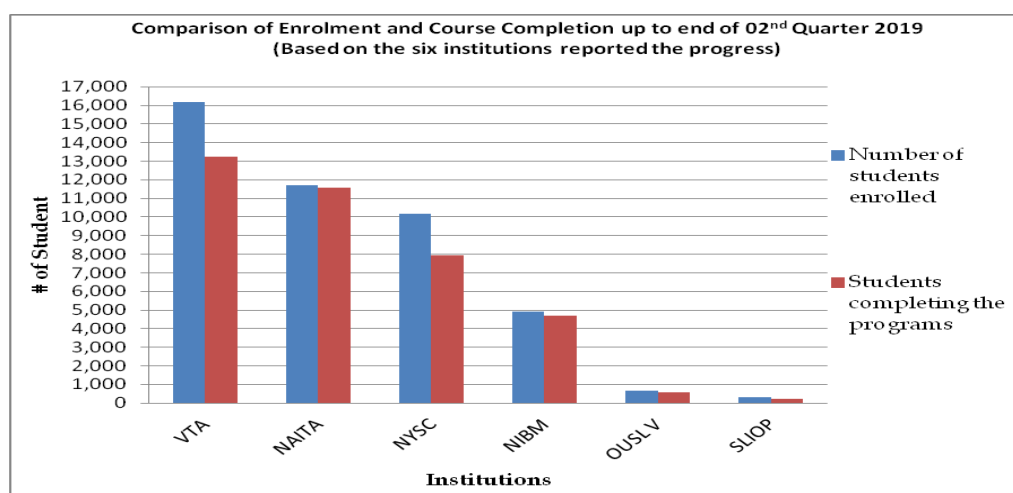
Definition: (Students completing the programs/ Number of students enrolled) x 100

Six (06) out of 13 institutions have reported course completion data on quarterly basis. NSBM, DTET, SDF, CGTTI, NYC, SLITHM, and UNIVOTECH expect to report their achievements on this KPI by end of the year, as their courses are designed to provide results annually.

Table 01 : Course Completion – up to 2nd quarter 2019			
Institute	Number of students enrolled *	Students completing the programs	Course Completion Rate (%)
VTA	16,169	13,240	82
NAITA	11,724	11,587	99
NIBM	4,933	4,714	96
SLIOP	320	246	83
OUSL Vocational	658	570	86
NYSC	10,166	7,925	78

*Note: *Enrolment is relevant only to the completed courses.*

- NAITA and NIBM have achieved above 90% course completion level and also VTA, SLIOP, OUSL Vocational & NYSC reached the level of above 75%.
- SDF attains 100% enrollment rate as they conduct courses on clients demand. However, their course completion figures will be available by end of the year.



KPI 02. Capacity Utilization

Definition: (Actual Number of Students/ Capacity to train students) x 100

All 13 training providers have targeted to accommodate 122,492 trainees up to 2nd quarter of 2019 and; reached 88% by accommodating only 107,378 trainees. Capacity utilization varies from 73% to 117%.

Table 02 : Capacity Utilization (as % & Absolute values)- 2nd quarter 2019			
Institute	Capacity to train students	Actual Number of Students	Capacity Utilization (%)
VTA	23,197	22,069	95
NAITA	21,088	16,942	80
NSBM	9,000	8,504	94
NIBM	5,260	4,893	93
SLIOP	460	435	94
DTET	35,535	27,786	78
SDF	1,535	1,809	117
OUSL Vocational	757	551	73
CGTTI	2,000	2,040	102
NYC	6,570	4,867	74
SLITHM	4,800	5,014	104
UNIVOTECH	1,000	1,030	103
NYSC	11,090	11,438	103

- Especially SDF, CGTTI, SLITHM, UNIVOTECH & NYSC have exceeded their targets.
- VTA, NSBM, NIBM & SLIOP utilized over 90% of their capacity.
- NAITA, DTET, OUSL (Vocational) & NYC have utilized around 70% of their capacity.

KPI 03. Enrollment (Intake)

Definition: (Number enrolled / Number of Applications) x 100

Table 03 : Enrollment (As % and Absolute values) – 2nd Quarter 2019			
Institute	Number of Applications	Number enrolled	Enrollment (%)
VTA	29,229	22,069	76
NAITA	21,088	16,942	80
NSBM	1,545	1,626	105
NIBM	5,063	4,933	97
SLIOP	110	90	82
DTET	77,425	27,786	36
SDF	**	**	100
OUSL Vocational	943	474	50
CGTTI	3,074	600	20
NYC	8,501	7,081	83
SLITHM	4,608	2,221	48
UNIVOTECH	6,894	1,030	15
NYSC	15,780	11,438	73

*Note: ** Courses are conducted on demand basis. Therefore always enrollment is 100% and real picture can be seen by end of the year. OUSL (Higher Education) expects to report their result by end of the year.*

- NSBM has achieved above 100% enrollment level as they process enrollments through interviews other than application processing. NAITA, NIBM, SLIOP & NYC were able to enrolle above 80% of the applications.
- The enrollment ratio of DTET, CGTTI & UNIVOTEC is less than 50% of applicants due to higher number of applications compared to their training capacities. There is a high demand for the courses of these institutions. However they enrolled the students at their maximum capacity selecting through competitive examinations, interviews etc.

KPI 04. Cost per Trainee

Definition: Total spend for the year (recurrent cost) / Total number of student per year

This indicator highly depends on the number of students and therefore comparison among institutions cannot be made. But courses conduct at each institute can be compare if quality and course curriculum are equal. VTA, NAITA and NSBM will be reported at the end of year. Cost per trainee is not applicable for SDF, since courses are planned on demand.

Table 04 : Cost per Trainee – 2nd quarter 2019		
Institute	Absolute Value	
	Expected Cost	Actual Cost
NIBM	41,000	47,712
SLIOP	20,000	11,521
DTET	Not forecasted	23,560
OUSL Vocational	Not forecasted	17,720
CGTTI	150,000	150,000
NYC	Not forecasted	169,470
SLITHM	Not forecasted	290,613
UNIVOTECH	Not forecasted	110,792
NYSC	Not forecasted	2,116

- CGTTI, NYC, SLITHM and UNIVOTECH showing considerably high cost per trainee.

KPI 05. Employability

Definition: (Number Employed / Number passed out) X 100

Only three (VTA, NIBM & NYC) training providers have reported the indicator result on employability up to 30th June 2019 while 03 other (SLIOP, CGTTI & UNIVOTECH) have reported employment based on previous year, 2018. Other institutions are expected to report later.

Table 05 : Employability – 2nd quarter 2019			
Institute	Number passed out*	Number Employed	Employability (%)
VTA	4,723	2,641	56
NIBM	4,714	4,598	98
SLIOP	692	571	83
CGTTI	484	363	75
NYC	2,285	222	10
UNIVOTECH	181	136	75

*Note: *“Number passed out” is considered with regard to previous programmes as there is no sufficient time period for employing recently passed out students.*

- NIBM, SLIOP, CGTTI & UNIVOTECH have reached above 75% employability and VTA shows above 50% performance when considering employability.
- NYC shows less performance; however, it does not directly contribute to the employability as they provide training for personality development. Further, this value is not relevant to SDF, as it caters only the employees who are already in the service.
- NSBM & NYSC will report the progress by end of the year. NAITA & SLITHM are in the process of establishing a mechanism to gather this information.

KPI 06. Self-generated Funds to Total Spending

Definition: (Course fee collected from the student / Total spend for the year) X 100

NAITA & NYC has not established a mechanism to gather this information and VTA has informed that they report the result of this indicator by end of the year.

Table 06 : Self-generated Funds to Total spending - 2nd quarter 2019			
Institute	Total spend for the year (Mn)	Course fee collected from the student (Mn)	Self-generated Funds to Total Spending (%)
NSBM	1,666	1,823	109
SLIOP	3,151,900	4,989,014	158
DTET	820,949,000	31,600,000	3.80
SDF	17,588,988	14,595,200	83
OUSL Vocational	8,399,297	924,450	11
SLITHM	653,590,500	22,215,814	3.40
UNIVOTECH	457,793,640	38,715,500	8.45
NYSC	15,061,125	12,132,924	81

- Based on report, NSBM & SLIOP which are self funding institutions have achieved beyond their actual target. And also NIBM is a self funding institution and does not depend on treasury funds as well as achieved 100% progress.
- SDF & NYSC achieved over 80%.
- DTET, SLITHM, UNIVOTECH and OUSL Vocational are not able to cover the total recurring expenses through course fee collection, since they offer most of the courses free of charge or at a very lower cost. Moreover programs in OUSL Higher Education and full time courses in CGTTI are free of charge. (Course fee collected for part time courses in CGTTI is Rs. 80 Mn and expenditure is Rs. 260 Mn).

KPI 07. Lecturer Capacity Based on Availability

Definition= (No. of Lecturers available / No. of Lecturers required) X 100

Table 07 : Lecturer Capacity Based on Availability – 2nd quarter 2019			
Institute	No. of Lecturers required	No. of Lecturers available	Lecturer Capacity Based on Availability (%)
VTA	1,475	1,147	78
NAITA	248	128	52
NSBM	120	62	52
NIBM	60	60	100
SLIOP	20	20	100
DTET	1,255	544	43
OUSL Vocational	68	17	25
OUSL Higher Education	31	26	84
CGTTI	120	114	94
NYC	612	583	95
SLITHM	76	69	90
UNIVOTECH	110	56	51
NYSC	420	416	99

- NIBM & SLIOP are fulfilling their requirements 100% and CGTTI, NYC, SLITHM & NYSC have above 90% lecturer capacity.
- Table 07 shows Lecturer capacity based on availability and here NAITA, NSBM, DTET, and OUSL Vocational, and UNIVOTECH facing with the problem of Instructors' shortage. This situation affects the efficiency and delivery capacity of these institutions.
- For SDF, lectures are being hired contractually.

KPI 08. Lecture Capacity Based on Approved Cadre

Definition = Number of Lectures, Instructors Available / Approved Cadre X 100

Table 08 : Lecturer capacity based on approved cadre- 2nd quarter 2019			
Institute	Approved Cadre	Number of Lectures, Instructors Available	Lecture Capacity Based on Approved Cadre (%)
VTA	1,614	1,147	71
NAITA	248	128	52
NSBM	120	62	52
NIBM	60	60	100
SLIOP	20	20	100
DTET	1,171	544	47
OUSL Vocational	51	17	75
OUSL Higher Education	31	26	84
NYC	1,012	583	57
SLITHM	76	69	90
UNIVOTECH	56	56	100
NYSC	161	127	58

- NIBM, SLIOP and UNIVOTECH have no vacancies in approved academic cadre. However, UNIVOTECH required more lectures.
- It is difficult to deliver expected outputs of other institutions (VTA, NAITA, NSBM, DTET, OUSL, NYC, NYSC) and reach their full capacity without providing required staff for academic purposes.
- It is observed that some training providers operate with the cadre approved many years ago; therefore, it is necessary to re-visit the required cadre and obtain approval for the current requirement.
- For SDF, lectures are being hired contractually from outside. CGTTI, revise the carder and therefore, will be reported after obtaining approval.

Summary of overall progress

1. Overall course completion rate of six institutions (VTA, NAITA, NIBM, SLIOP, OUSL (Vocational) & NYSC) was 87 % (38,282 out of 43,970 trainees completed courses under these institutions) up to 2nd Quarter.
2. Capacity utilization rate of 13 institutions in the T &VT sector was reported as 88%. Overall capacity of 13 institutions was 122,492 trainees and; actual number of trainees up to 2nd quarter 2019 was 107,378.
3. Enrollment for 12 institutions up to 2nd quarter 2019 was reported as 96,290 and; number of applications received by all institutions was 174,260. It is observed that most of the short term courses are offered free of charge in view of providing more space to the students for vocational training opportunities. Since UNIVOTECH & CGTTI has the highest demand compared to its training capacity, it needs suitable measures to enhance its capacity.
4. Cost per trainee (as at 2nd quarter 2019) was reported by 09 institutions; it is necessary to review the cost per trainee at the end of year, in comparison with cost of previous years in order to understand the trends and related issues. It is expected to reduce the recurrent cost per trainee by application of modern technology for teaching and training while increasing the quality of training. Cost on capital investment for laboratories and modern equipment could be high at the beginning of necessary reforms; but the recurrent cost of training is expected to be decreased in long-term.
5. Employability: Only Six (06) training providers have reported data on employability while other institutions expect to report either by end of year. Since the employability is an outcome, it is suitable to measure employability of entire sector after completion of an academic year.
6. NSBM, NIBM and SLIOP are conducting courses through self generated funds while SDF & NYSC also covers 83% & 81% of course spending respectively through course fee. The expectation of measuring the percentage of self generated funds against the total recurrent expenditure is to encourage the training providers to improve the quality and demand for their training with a long-term target to be self- sufficient, competitive and reputed training providers.
7. Lecturer capacity (based on availability): 12 training providers (Except SDF) require 4,615 lecturers; but available cadre of lecturers is reported as 3,242 (70% of required lecturers are available).
8. Lecturer capacity (based on approved cadre): Approved cadre of 11 training providers (except SDF & CGTTI) is 4,620 and available cadre is 2,839. SDF has no lecturer-cadre as they utilize resource persons on part time basis. CGTTI has not reported cadre details because the cadre is being revised at the time of reporting.

Issues in the Technical and Vocational Training Sector and Recommendations

1. **Inadequate Competent Technical Teachers or facilitators:** This issue prevails in many subject areas of the Technical and vocational training sector. This can be addressed by taking measures to provide up to date training facilities for existing staff. Even though recruitment and retaining new qualified staff is difficult due to existing remuneration package, it is rather difficult to revising the same. However, there must be a proper system to upgrade the skills and knowledge of the existing staff while putting efforts to revisit the remuneration package and do the suitable changes in the long run.

In addition, those institutions can maintain a pool of competent resource persons from the government and private sector so that they can be utilized as per the requirement.

2. **Upgrading courses and expansion of sectors and courses:** Existing courses conducted in institutions especially focusing vocational skills need to be upgraded with latest knowledge and technology to face the dynamic job market. New courses need to be introduced considering the country's economic policy and existing trends in the job market. Also existing courses have to be upgraded to match with the present demand. Example; Agriculture, Industry and tourism promotion sector. Private sector also needs to be consulted in this exercise.
3. **Lack of awareness on vocational training and existing opportunities:** The awareness of school leavers on vocational sector is less and also do not familiar with Technical & Vocational Training Institutions. Also no proper guidance is given to them. With this lacking, people have negative attitude towards vocational training. Therefore, steps to be taken to make aware the school leavers on these opportunities and to popularize the vocational training sector.
4. **Even though few institutions (NSBM & UNIVOTECH) have linkages with the private sector and there is a demand from the sector, majority of institutions have no such linkages.** Public private partnership is necessary in improving the vocational training sector in view of creating demand in the job market.
5. **It is noted that several institutions provide qualifications on similar fields of studies. However, these qualifications are at different levels. This situation needs to be considered and introducing standards is necessary for the courses where it is missing to maintain the level of quality.**
6. **Weak quality control system:** There is no established quality control system in the sector. Hence, while standardizing the qualifications, establishing a quality control system is very much important at national level and all institutions need to be monitored accordingly.