



# TRACER STUDY IN MOLDOVA



Vera Chilari, TVET Department,  
Ministry of Education of the Republic of Moldova

ETF Learning programme on measuring labour market outcomes  
of participants in VET courses – Implementation of Tracer Studies

3–5 May 2017, Prizren, Kosovo



# NORMATIVE BASES

- ▶ The Methodology of Tracing the Professional Track of VET Graduates is normative grounds for studying the professional integration trajectory of persons that graduated from a VET institution.
- ▶ Ministry of Education Order no. 1187 of December 10, 2015 on approving the testing of the Methodology of Tracing the Professional Track of Vocational Education Graduates
- ▶ in accordance with the *Action Plan on Restructuring of VET Network for 2015–2020*, approved by Government Decision No. 230 of May 4, 2015, and Action Plan for the implementation of the *VET Development Strategy for 2013–2020*

# GOAL & OBJECTIVES

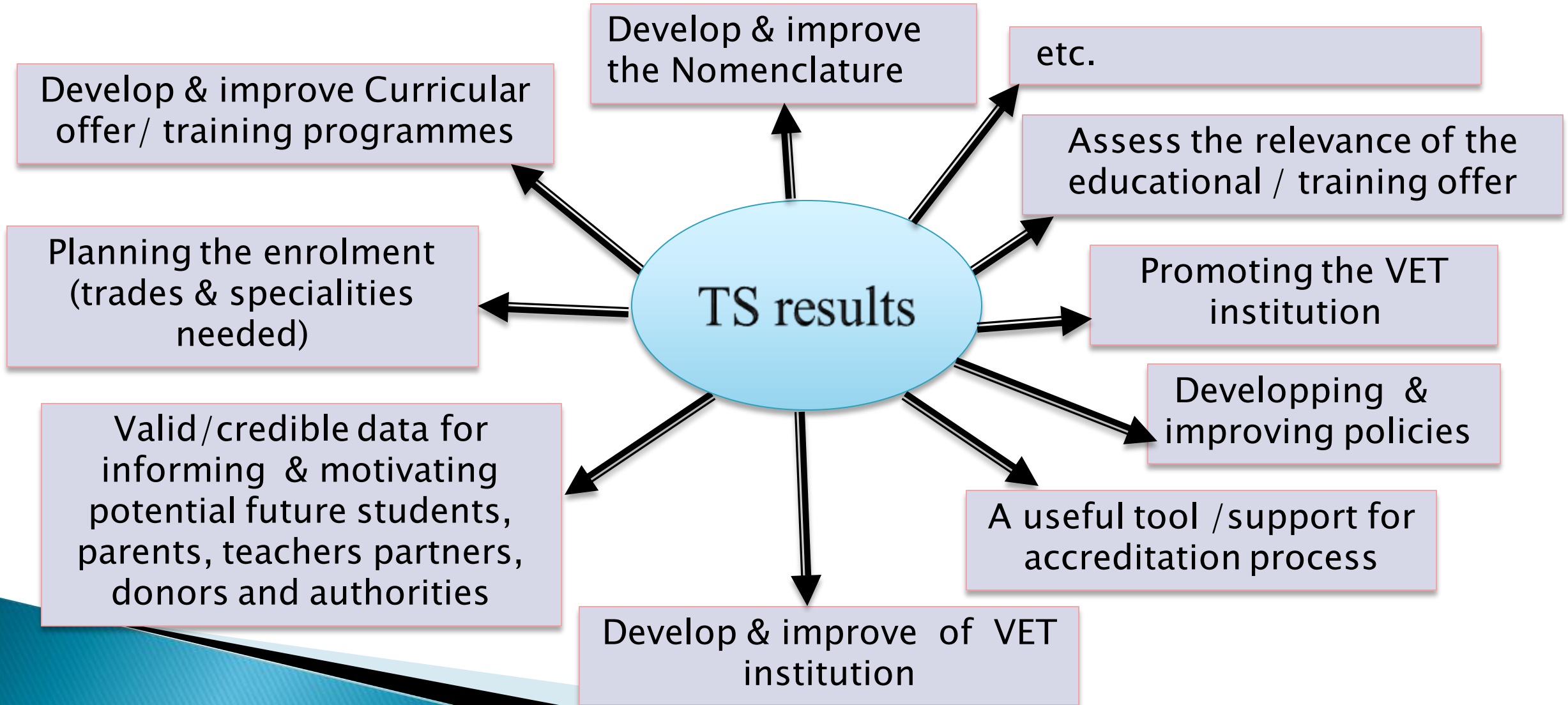
▶ to determine the degree of **professional integration** of VET graduates on the labor market & the **transition rate** of VET graduates to the next **education level**

- ▶ To analyze the **general data** about graduates;
- ▶ To analyze the **conditions pertaining** to the graduation of the VET institution in the reporting year and the **level of satisfaction** with them;
- ▶ To analyze the conditions pertaining to the period immediately following the graduation;
- ▶ To find the **preferential degree of obtaining access to another education level**;
- ▶ To **find the employment degree**;
- ▶ To analyze the **process** related to **job search** and employment;
- ▶ To identify the conditions related to keeping the first job;
- ▶ To determine the **compliance of competences acquired** during the vocational education to **job requirements**;
- ▶ To **identify the obstacles to employment** according to qualification;
- ▶ To establish the preferential degree for **continuing professional development**;
- ▶ To analyze the **career growth possibilities** for VET graduates;
- ▶ To make a **comparative analysis of incomes** of VET graduates at first and current job;
- ▶ To analyze the **job quality**.



# Quality indicator of VET – % employability

**BNEFITS** (School, Young People, Parents, Policy Makers, Society, Economy)



# TRACER STUDY IN MOLDOVA – MAIN STEPS

Design & approve the Methodology on TS

Develop the questionnaire

Test the Questionnaire

Train & inform the staff in VET institution

Pilot process – I phase (preparation phase)

Collect data (contact data base)

ETF support – training the team in Turin

Decide on tool / method of data collection – QTAFI

# TRACER STUDY IN MOLDOVA – MAIN STEPS

Piloting process II phase 27 VET institutions

Develop a Plan of actions decide upon  
Centralised or decentralised

Workshops with school staff

Training the team in VET institutions  
ETF expert & ETF support with QTAFI

Update contact details

Launching of the survey

Contact graduates 3 times/ send Reminders

Collect the data & clean the data

Training workshop I phase new cohort of graduates (2017)

Collect feedback on the process / analysis &  
reporting about the overall findings

Analyse the data

Disseminate the results

# TRACER STUDY IN MOLDOVA

# MAIN STEPS

2015

- Methodology on Tracer Study for VET + Questionnaire – Developed & approved

2016


- **Piloting process – I phase (preparation phase)**
- **training workshops**; informing, exercising with staff and future graduates
- **data collection** (contact data base: name, address, parents' address, data of birth, email, facebook, phone (fixed, cell), progr./course of studies, degrees etc.)
- **testing the questionnaire**
- **ETF support – training the team in Turin – advice during the process of piloting**

2017

- **Piloting process II phase seminars – January**
- **training the team in VET institutions – February**
- **launching of the survey – February – April**
- **collect data | | training workshops – I phase new cohort of graduates (2017)**
- **data analysis at institutional level and national level**
- **analysis and reporting about the overall findings**
- **dissemination of results**


# I PHASE : PREPARATION OF DATA COLLECTION

## Things to do

- Design the goal & the key objectives,
  - Decide on the target – the cohort of graduates,
  - Decide on the time after graduation when graduates are to be contacted (plan the activities),
  - Preparing and testing the questionnaire,
  - Collect the contact details of graduates,
  - Prepare the tools, consider the costs and time needed,
  - Preparing the staff and future graduates, motivate the graduates
- 




# DESIGNING THE QUESTIONNAIRE

- ▶ Decide upon what information you need and what for
  - ▶ Write the questions
  - ▶ Use clear and simple language
  - ▶ Consider:
    - the format of questions (reliability, validity, comparability, usefulness, credibility of results, friendly),
    - the length of the questionnaire,
    - the order of the questions,
  - ▶ Pilote/ test the questionnaire in some schools
- 

# QUESTIONNAIRE

# KEY QUESTIONS

- ▶ What happens to graduate after leaving the VET institution?
  - ▶ Was he/she able to get paid employment in an acceptable time?
  - ▶ Do they use the skills and competences they have acquired during VET? If not, why?
  - ▶ Do /did they need requalification?
  - ▶ What is the degree of satisfaction of the VET course/acquired skills?
  - ▶ What are the skills and competences demanded on the labour market?
  - ▶ Etc.
- 


# QUESTIONNAIRE STRUCTURE

One questionnaire

In blocks

- ▶ core block – common questions targeted to:
  - ▶ graduates that are in Employment
  - ▶ graduates that are in Education
  - ▶ graduates that are in Employment & Education
  - ▶ graduates – NEETs
- ▶ Flexible block (questions tailored to institution's need)
- ▶ Message addressed to graduates, underlying the value of the survey
- ▶ The message is recommended to be signed by school principle (QTAFI allows to add a picture 9 a logo of the institution for ex.)

# TARGET

- ▶ 2016 Graduates
  - ▶ 27 VET Institutions (VET Schools, VET Colleges, Centres of Excellence) various fields and different geographical position in the country, and different capacities regarding staff & nr of students in the school
- 

# QTAFI (DATA COLLECTION INSTRUMENT)

## Advantages

- Free of charge
- Basic IT skills
- Linux server or windows PC application
- Creation and management of online surveys
- Unlimited number of participants
- Creation of pins or URL authentication
- Personal data protection
- Response rate documentation

## Disadvantages


- ! Sending emails in bulks limited to 50
- ! Sending the survey via emails
- ! Limited, basic analysis of data
- ! Basic IT skills

# Phase II – DATA COLLECTION


## Things to do

- ▶ **Decide on methods/tools for data collection**
  - Face-to-face interviews
  - Telephone interviews
  - Mail
  - Online (QTAFI)
- ▶ **Train and motivate the team (basic IT skills)**
- ▶ **Prepare the tools**
- ▶ **Launch the survey**
- ▶ **Collect the data**
- ▶ **Prepare for the I phase in parallel**
- ▶ **Report**
- ▶ **Analyse**
- ▶ **Disseminate**

# PHASE II: DATA ANALYSIS AND DISSEMINATION


- Coding and data storage
  - Data analysis tools export in excel, SPSS, STATA for a more detailed analysis,
  - QTAFI – basic analysis,
  - Interpretation of the data,
  - Writing the method report,
  - Writing the content report,
  - Dissemination of the results.
- 

# MAIN CHALLENGES


- ▶ 20+7 VET institutions various fields and capacities,
  - ▶ Low IT skills,
  - ▶ **Wrong emails or lack of emails,**
  - ▶ Technical unexpected challenges: **sending emails in bulks**, the application got blocked, 2 languages Questionnaire,
  - ▶ Launching the survey took longer time than expected,
  - ▶ Unmotivated staff in some institutions,
  - ▶ The application working language – not native language,
  - ▶ Low capacities to analyze the data,
  - ▶ Advice for VET institutions in all phases – it is time consuming.
- 



# TO CONSIDER

- ▶ Responsible person for TS (basic IT skills) nominated by the Head of the School
  - ▶ Team work realizat în echipă (School Head, deputy head, head of department, class teacher, teachers, students, parents, former students,...)
  - ▶ Continuous process
  - ▶ Correct and functional emails
  - ▶ Avoid sending the survey via facebook or
  - ▶ Do not push/force the students
  - ▶ Proper methods to motivate them
  - ▶ Make use of data
- 

# TO CONSIDER

- Set clear objectives
  - Design a Structured, Qualitative, Reasonable length Questionnaire
  - Organize institutional setting with clear roles, responsibilities and capacity
  - Assure good response rate
  - Analyse and interpret the results
  - Qualitative report method and c
  - Dissemination of results at institutional and national level
  - Proper use of results
  - Students' & teachers' motivation to communicate via email
- 

# Thank you

**Vera Chilari, email: [vera.chilari@gmail.com](mailto:vera.chilari@gmail.com)**

**Ministry of Education of the Republic of Moldova**