

APTC Performance Assessment Framework

Ref	Narrative	Verifiable indicators	Means of Verification	Assumptions
APTC Goal				
	<p>Increased supply of skilled workers and increased productivity in targeted sectors in the Pacific region.</p> <p>Pacific Islanders realise improved employment opportunities nationally, regionally and internationally</p>	<p>Employers report increased availability of work ready candidates for jobs.</p> <p>Studies show increased labour supply and opportunities nationally, regionally and internationally.</p>	<p>Industry survey.</p> <p>Study undertaken in year 2 and 4 of increased skilled labour supply, productivity, and employment opportunities nationally, regionally and internationally.</p>	
		<p><i>Employment opportunities:</i> Numbers of women and men leaving PFCs for regional / international work opportunities from targeted sectors.</p>	<p>Australian, NZ, US and other receiving country migration statistics</p>	
		<p>Statistics for APTC graduates:</p> <p><i>Employment opportunities:</i> Numbers of women and men accessing regional / international labour markets and remitting wages.</p> <p><i>Employment quality:</i> Numbers of women and men describing improvements in average income and job security.</p>	<p>Student enrolment profiles and annual tracer studies.</p>	

Ref	Narrative	Verifiable indicators	Means of Verification	Assumptions
Purpose				
	Women and men with Australian qualifications able to find employment in targeted sectors.	<p>Numbers of students graduating (disaggregated by demographic characteristics). [1360] graduates from Hospitality and Tourism School and [1183] from Technology Schools within four years.</p> <p>Employment experience</p> <p>Industry satisfaction with RTO graduates</p> <p>Up to date and comprehensive information available on job opportunities for skilled Pacific Islanders</p> <p>Cost effectiveness of training.</p>	<p>RTO graduations records. Student outcomes survey (NCVER standard).</p> <p>Employer survey (NCVER standard)</p> <p>Information databases held by APTC</p> <p>Cost Benefit Analysis undertaken in year 2 and 4.</p>	<p>Political instability or economic downturn does not drive most graduates overseas.</p> <p>Training addresses skills required in national, regional and international labour markets, and market information is available to graduates.</p> <p>Pool of graduates not confined to existing employees and providing enough new entrants to make an impact on the sector.</p> <p>Employers recognise added value of RTOs.</p>
Key result area 1: Reputation				
<i>Outputs</i>				
1.1	APTC earns a reputation of offering valued training appropriate to Pacific Islander needs at an affordable price	<p>Numbers of applications disaggregated by origin, gender, educational attainment and self/employer/scholarship financed.</p> <p>Student satisfaction surveys.</p> <p>Employer satisfaction surveys.</p> <p>Feedback from Pacific Islander Advisory Board members.</p> <p>Press articles.</p> <p>Numbers of complaints about unethical marketing or encouraging unrealistic expectations</p>	<p>RTO admissions records.</p> <p>Student/employer surveys at exit</p> <p>Advisory Board minutes</p> <p>Press cutting collection.</p> <p>RTO records</p>	<p>RTOs able to attract diverse applicants.</p> <p>Jobs exist for graduates.</p> <p>Cultural barriers to VET participation overcome.</p>

Ref	Narrative	Verifiable indicators	Means of Verification	Assumptions
1.2	APTC accepted by PIF governments as an educational option for their workforce.	Results of consultations with Government representatives. APTC featuring in Government plans for VET.	Minutes of consultations Official policy documents	APTC does not substitute for existing VET capacity
Key result area 2: Partnerships				
<i>Outputs</i>				
2.1	Agreements with partner training institutions in PIF countries in place and managed	Specific and monitorable agreements, and procedures for reviewing their functioning, are in place by project commencement Review procedures implemented and problems resolved	Records of agreement. Minutes of review meetings	Financing and governance context for partner institutions does not change
2.2	Employers sending significant numbers of employees to RTOs	Number of students sponsored by industry.	RTO Records	Employers continue to prioritise training, and see APTC as relevant
2.3	Coordination Office and RTOs have access to information and advice on industry trends in the region and internationally	APTC advisory board constituted by July 2007; industry boards constituted within three months of project commencement Industry contact in job descriptions of selected staff. Research into requirements of international job market Coordination Office and RTOs using quantitative and qualitative information on changing industry needs to inform training content	Coordination Office and RTO records Minutes of meetings Terms of reference Research results Employer satisfaction Curriculum changes Internal audit	Active participation from well disposed and well informed board members

Ref	Narrative	Verifiable indicators	Means of Verification	Assumptions
Key result area 3: Quality learning				
<i>Outputs</i>				
3.1	RTOs adding value to student intake	Systems in place to give credit for prior learning <i>Illustrative only:</i> 80% of students progress by at least one Australian certificate level	RTO records (AVETMIS – compliant) RTO assessments	Candidates of sufficient quality
3.2	Courses delivered which are appropriate to student needs, meet AQTF standards and produce work ready graduates	Courses delivered according to annual plans AQTF accreditation maintained for all [most?] courses Curricula assessed by staff and students as relevant for Pacific context and using effective teaching modalities Comparison of student data with output from equivalent Australian courses	RTO records AQTF audit Student attendance Separate focus groups with men and women students and staff at course end or more frequently Comparative research commissioned or in-house	Candidates of sufficient quality Remedial literacy and numeracy within planned limits Results of feedback incorporated into future course planning
Key result area 4: Student management				
<i>Outputs</i>				
4.1	Access for under represented groups and smaller states.	Numbers, gender and socio-economic status of students and scholarship recipients as a subset. Scholarships scheme benefiting students who would otherwise not have attended Documented plans to increase access from under represented areas or groups Marketing materials appropriate to under	Country office (or RTO) records. CO annual plans Internal audit	Marginal cost of reaching under represented groups is acceptable

Ref	Narrative	Verifiable indicators	Means of Verification	Assumptions
		represented groups		
4.2	Transparent and efficient admissions procedures	Students admitted according to planned timelines and within resources. Numbers of complaints about admissions.	RTO records	Numbers of applicants allow for genuine selection
4.3	Students enabled to make the most of study opportunity	Student reception, welfare, academic supervision, learning support and follow up procedures documented and working.	RTO records Internal audit	Appropriate balance between local and incoming students
Key result area 5: Planning and management				
<i>Outputs</i>				
5.1	Governance and co-ordination arrangements elaborated and understood by all stakeholders	Responsibilities of APTC CO, country offices, RTOs, parent institutions in Australia, local training partners and AusAID documented in respect of: <ul style="list-style-type: none"> • Planning and budgeting • Teaching delivery • Student management, including scholarships • Financial control • Quality control • Risk management • Monitoring and reporting and reviewed annually	Records of agreement Periodic reporting Collective review of experience	

Ref	Narrative	Verifiable indicators	Means of Verification	Assumptions
5.2	High quality male and female teaching staff who understand the Pacific context	Student outcome data Feedback from students Regular teacher assessment Arrangements for cultural orientation where required Numbers of Pacific islander staff Staff gender balance	RTO records	
5.3	Reduced dependence over time on AusAID funds	Level of non-AusAID income Degree of substitution of local for Australian resources	APTC reporting	Continued AusAID funding for the foreseeable future.