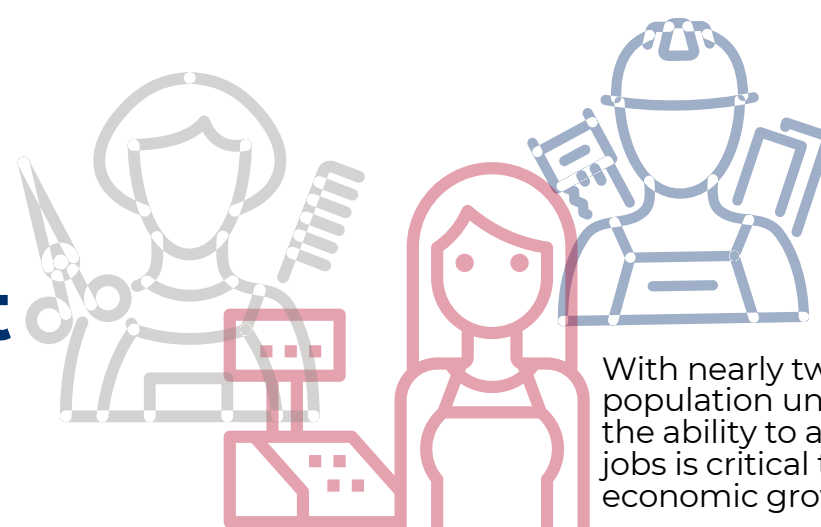


Training for Employment Activity (TEA)

Final Evaluation



With nearly two-thirds of the population under the age of 30, the ability to access entry-level jobs is critical to long-term economic growth and security.

Activity Background

The purpose of Training for Employment Activity (TEA) was to train and employ youth in Jordan. This USAID-funded Activity was contracted by three implementing partners (IPs) - Luminus Technical University College; Education for Employment - Jordan; and Technical Vocational Training Academy. The IPs were tasked with assessing labor market needs, creating direct links with the private sector, and training job seekers for available vacancies. TEA supported broad-based economic development through removing supply-side labor market barriers and responding to market demand for an improved labor force.

Evaluation Purpose

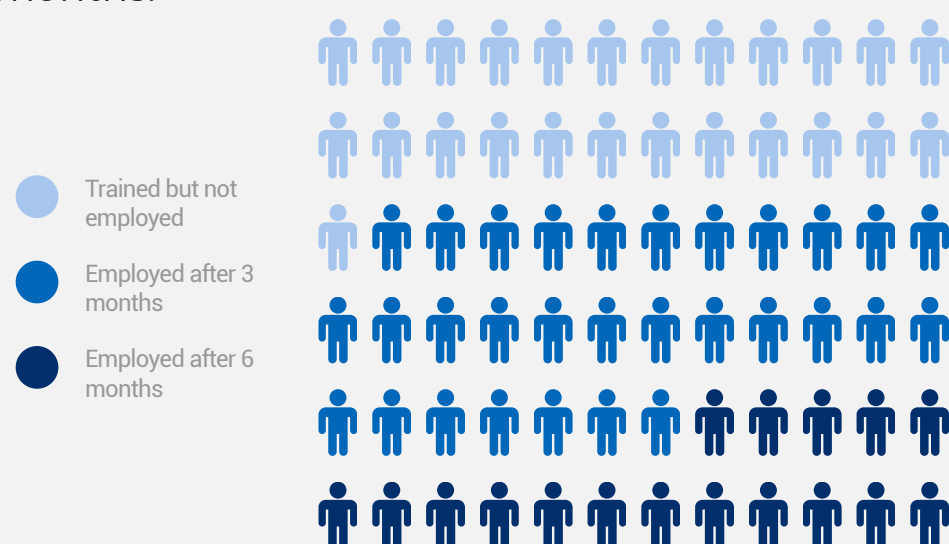
The purpose of the evaluation was to inform economic development programming by identifying successful approaches to meeting private sector demand for skilled and semi-skilled labor. Lessons identified from the modality of using contracts to match labor supply with demand may inform USAID's future interventions relative to workforce development.

Key Findings

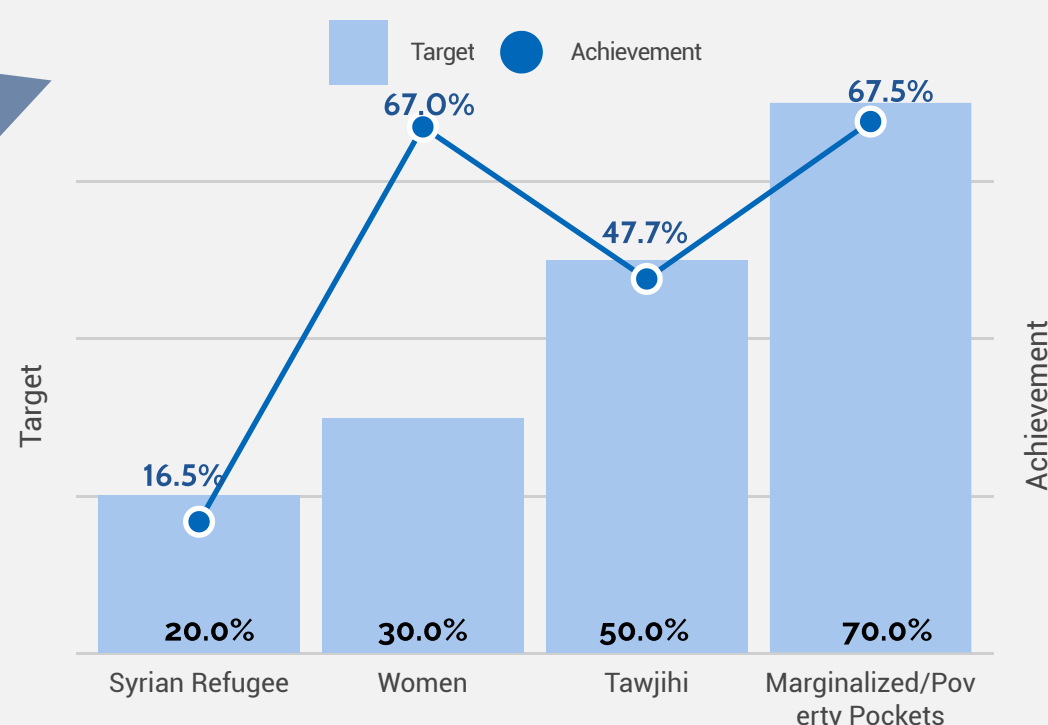
Beneficiaries

5,924 individuals were trained through TEA

41.4% were officially employed 3 months after job placement, and 23.6% remained employed after 6 months.

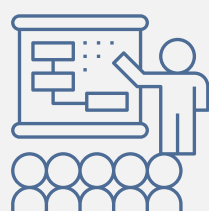


All three IPs were requested to meet the below demographic targets in their recruitment. The only target that was exceeded was in the targeting of women participants.



Participation

The final evaluation determined that of the individuals that participated in TEA



93.5% did not face significant barriers to participating in the **training** sessions

And

74.4% did not face significant barriers to finding **employment**



35.3%

women stated that they **faced barriers** to finding employment; this was **2x** more than surveyed men

Employers



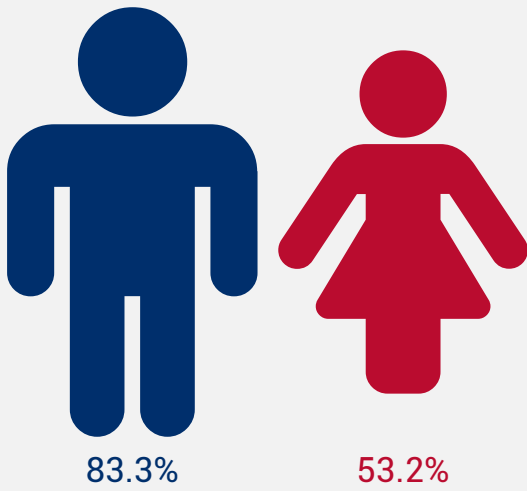
91.2% of surveyed employers were **satisfied with the skill level of the employees** they received through TEA



43.3% of surveyed employers stated they would **pay through company funds for tailor-made courses** that focused on skill needs for their positions.

Retention

Percent of surveyed respondents employed at the time of evaluation:



The evaluation found that of the employed participants, male trainees remained employed to a higher degree than their female counterparts.

Similarly, **37.7% of males** had changed employers during their engagement with TEA, as compared to **14.5% of female** participants.



The most **common barriers** to female participation included:



Recommendations

- 01** Continue consulting and collaborating with private sector employers. This helps to respond to market demand, and the customization of curricula which supports retention outcomes.
- 02** Explore opportunities for engagement in both formal and informal markets (e.g., self-employment, digital markets, gig work).
- 03** Future activities should track employee performance (e.g., promotion, retention, salary grade) to determine quality of activity implementation.