

MAKING EVALUATION WORK

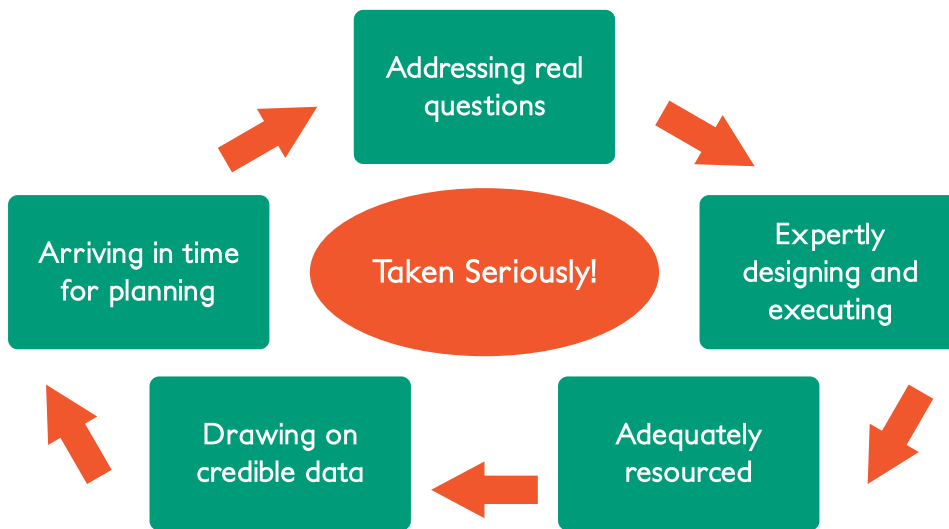
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For evaluations in the skills system to 'work' PSET role players must use them. Failure to use evaluation findings constitute a waste of time and money. In this Brief we note some of the reasons why evaluations findings are not always used, and discuss how to address the challenges.

If PSET role players do not see evaluations being used, they are less likely to start or support new evaluations...resulting in a PSET system that lacks evidence-based strategic direction.

To make evaluations work we need them to be ...



Sometimes evaluation findings arrive out of sync with planning processes, or they lack credibility. Often they answer only a few narrow questions, leaving the bigger, burning questions unanswered. For evaluations to be useful, they must be designed to answer real, system-wide questions, adhere to quality criteria and draw on available, credible data. They must be adequately resourced, integrated into the organisation's planning processes, and they must be taken seriously!

How do we make this happen for evaluations undertaken in the SETA environment? Who is best placed to take the necessary steps? It may need a joint and/or joined-up effort!



Extent to which SETA Evaluations are Used – Survey

In the table below, list all the evaluations your SETA has undertaken in the past, that you are aware of. For each of them, indicate

Evaluation undertaken	Data completed (approx.)	How were the findings used?	Factors preventing the use of findings	Factors supporting use

Name of SETA:

Information provided by:

Contact details:

I agree that this information can be provided for research purposes, provided the identity of the organisation(s) involved is not publicly disclosed.

Signed:



Evaluations must address real, system-wide questions

How do we formulate questions that will provide useful answers?

- Who are the role players that need to help formulate evaluation questions?
- What is the role of previous evaluations in formulating new evaluations?
- How do we store, access and review past evaluations?
- What platforms can be used to formulate evaluation questions? By whom?



Evaluations must be expertly designed and executed

How do we ensure this?

- How do SETAs draw up appropriate ToR's and commission credible evaluations?
- Can SETAs themselves conduct or undertake credible evaluations? How?
- Where can information on appropriate design and quality standards be found?
- Who is best placed to improve the quality of evaluations in the SETA system?

Evaluations must be adequately resourced

- What human resources are needed for evaluation in the SETA environment?
- Where do the financial resources come from and are they adequate?
- Who is best placed to address human and financial resourcing challenges?

Evaluations need access to credible data (see also Brief 4)

- What are the current data challenges?
- What has been done to address them?
- What more needs to be done, and by whom?

Evaluations must be accessed during planning processes

- How can all PSET planners be encouraged to use all credible evaluation findings?
- How can all PSET planners be supported in using all available findings?
- Who is best placed to do this?



All SETA M&E Project Reports and other deliverables are available at
www.ru.ac.za/elrc/projects/meinasetaenvironment/publicationsusefullinks/deliverables

All DPME M&E Guidelines are available at www.dpme.gov.za/keyfocusareas/evaluationsSite/Pages/Guidelines.aspx

Ward, M. and Rosenberg, E. 2019. SETA M&E Project 3: Develop Standards for SETA Performance: Scoping Report. Rhodes University, Grahamstown