

An Evaluation of the 18-Month Training Program of Technical and Vocational Training Organization (TVTO): A Case Study in Isfahan Province, Iran

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ABSTRACT

The purpose of this case study was to evaluate the performance of the 18-month training program organized by Technical and Vocational Training Organization (TVTO) in Isfahan province, Iran. This study utilized a program evaluation model to determine the performance of the training plan of TVTO. The population of this study consisted of all trainees of the TVTO 18-month training program, trainers, managers and experts who were responsible at the time of implementation, plus employers who had hired the trainees. The samples in this study comprised selected trainees, trainers, managers, and employers. The instruments used consisted of a set of questionnaires and interview protocols. Kolb's theory of experiential learning was used as the underpinning theory to explain the learning process while a program evaluation model was used to assess the training program from the perspectives of different stakeholders. Five main aspects of the training were evaluated, namely (a) graduates are needed by the job market, (b) education standards of the training in terms of curriculum are relevant, (c) facilities and equipment are adequate, (d) the trainers are competent, and (e) management are efficient. The results showed that job market was perceived as good for those who completed the training program. However, most respondents rated low on educational standards of the training program, facilities and equipment and trainers' competency. In conclusion, the TVTO training program has several key weaknesses that need to be taken into account. This study implicates that a significant revamp of the TVTO training program is needed to upgrade the quality of the skills training program in Iran.

Keywords: TVTO 18-month training program, management plan, educational standards, job market, Iran