

National University of Science and Technology

An Evaluation of the Technical Courses For The Electricity

Industry

A Research Project

By

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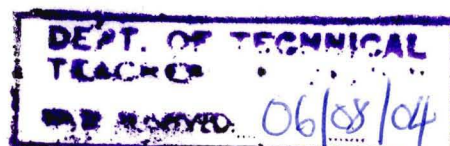
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ABSTRACT

A challenge to the training function is to determine the knowledge, processes, and skills that already exist in relation to the levels of expectation for the students' category and the knowledge, processes, and skills that are in need of instructional attention in order to facilitate their growth.

The Technical Training Function for the Electricity Industry is faced with challenges to come up with structured training programmes as intervention measures for the improvement of skills, knowledge and processes with a view to optimise operations. To meet that challenge, training programmes have to be streamlined and focused. Instruments to expose any weaknesses have to be developed and measurement of deviations established with minimum bias.

This research project related the importance of relationships among learning objectives, instructional strategies and assessment techniques. To ensure that the total evaluation of the Training Programmes, among them, Substation Maintenance Course; Linesmen Course and Apprentice Training Institutional Course remained focused while giving value for money, the evaluation model was developed.

Potential trainees were identified and seconded for training by their operating departments. In most situations, there was no proper needs identification and assessment as worker unrest problems could have been the motivator to send people for training. However, a systematic approach in programme evaluation that sets certain conditions on the whole system and finally enhances training was developed and used. To that end, the study tended to identify the 'must-know' custodians of data as well as results and reports who would have a defined role as beneficiaries from the structured evaluation. All efforts to eliminate bias were pursued and incorporated into the evaluation packages.

Formative and summative evaluation techniques were inculcated into the evaluation procedures with a view to enhance the whole concept of evaluation. Assumptions were made that the needs have been identified and that all stakeholders would cooperate and benefit from the successful implementation of the evaluation plan. Thus, the Operating Department, The Training Department and the Financing Department become the key stakeholders though related and all interested parties were welcome to put suggestions and even get requisite materials about the evaluation exercise.

The systems were investigated, developed, tested and evaluated. These have already yielded tremendous results. The evaluation appendix that was developed was made available for use at various business units. That resulted in improved enrolments and more useful evaluation inputs as sampled and attached.