Monitoring KARIER

Graduate career tracking system in Poland
The perspective of theory-based evaluation

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INSTYTUT BADAŃ EDUKACYJNYCH
Państwowy Instytut Badawczy

PRESENTATION PLAN

1. SECONDARY SCHOOL GRADUATE CAREER TRACKING SYSTEM
2. SYSTEM IMPROVEMENT / TBE APPROACH
3. (INTENDED) USERS' NEEDS ASSESSMENT
4. UX RESEARCH
5. SYSTEM IMPROVEMENT (continued)

1. SECONDARY SCHOOL GRADUATE CAREER TRACKING SYSTEM

GRADUATE CAREER TRACKING SYSTEM

- Based on the ***Education Law Act,*** as the task of the Ministry of Education
- Purpose: to provide information on graduate career paths **for education policy purposes**
  - Adaptation of the educational offer to the requirements of the labour market
  - Preparing students to choose a school occupation
- **Covers** (almost) **all secondary school graduates**
- Uses **data from public registers**
- Launched in **2021**

DATA FROM REGISTERS VS LONGITUDINAL SURVEY DATA

CRITERION OF COMPARISON	REGISTERS	SURVEYS

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CRITERION OF COMPARISON	REGISTERS	SURVEYS
1) Exact results		
2) Results for small groups		
3) Free of „positive” bias		
4) Free of retrospective bias		
5) Temporal granularity		
6) Lower costs		
7) Unregistered activities		
8) Explanatory variables (e.g. SES)		

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5) Temporal granularity		✓
6) Lower costs		✓
7) Unregistered activities		✓
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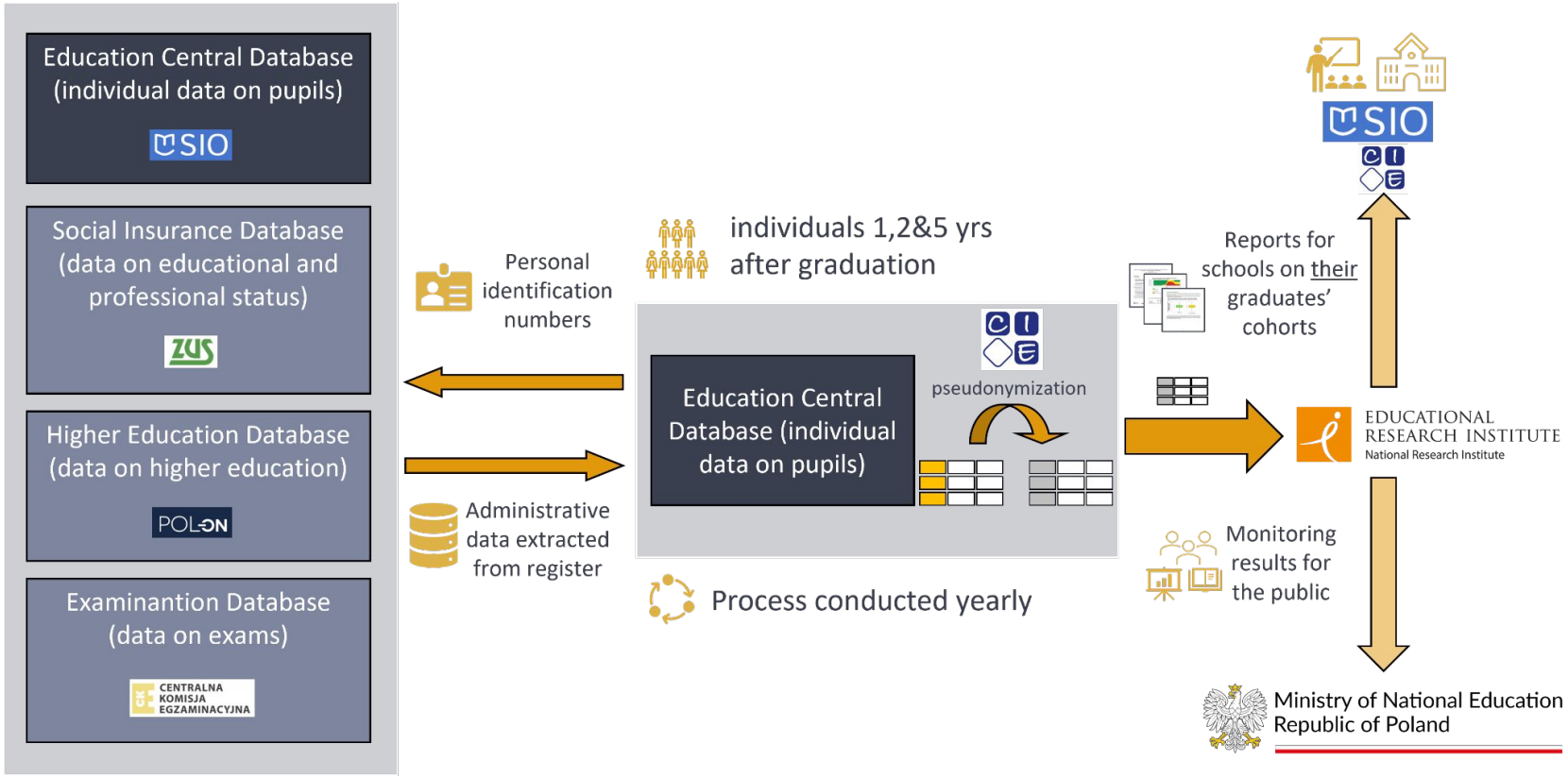
7) Unregistered activities		✓
8) Explanatory variables (e.g. SES)		✓

USE OF THE DATA FROM PUBLIC REGISTERS



SCOPE OF THE REPORTS

- Educational and professional status (5 options)
- Passing the exams (*matura* and vocational)
- Continuing education: type of school / university
- Earnings (limited reliability)

…agregated by:

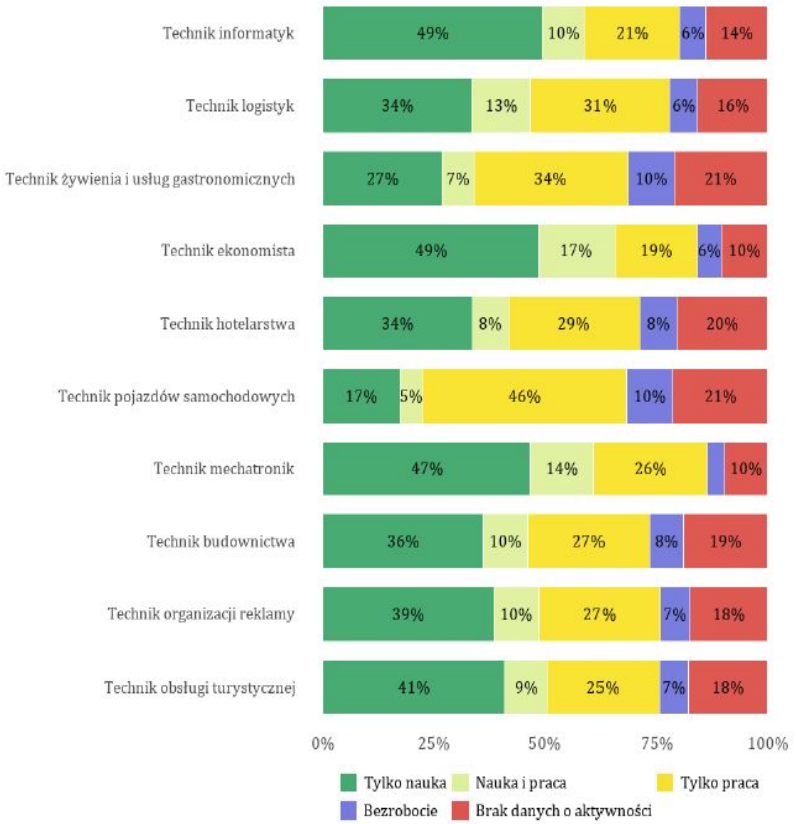
- Type of school
- Gender
- Occupation learned at school

Educational and professional status in December 2022, 6 months after graduation from secondary technical school – by the occupation learned at school

Statuses: Education only / Education and work / Work only / Unemployment / No registered activity

Occupations: IT technician / Logistics technician / Food and catering technician / Economist technician / Hotel technician / Automotive technician / Mechatronics technician / Construction technician / Advertising technician, Tourist service technician

Wykres 75: Status edukacyjno-zawodowy w grudniu 2022 r. - absolwenci techników z 2022 r. - w podziale na zawody o największej liczbie absolwentów



Źródło: Dane z monitoringu karier absolwentów szkół ponadpodstawowych pozyskane w 2024 r.

2. SYSTEM IMPROVEMENT / TBE APPROACH

IMPROVEMENT IN TERMS OF:

- **The scope of the data used**
  - New indicators
  - New aggregates
  - Improved reliability of some indicators
  - Expanding analysis
  - Expanding the period covered
- **Disseminating the results**
  - Dashboards

...BASED ON THE RESEARCH

A. Graduate career tracking system

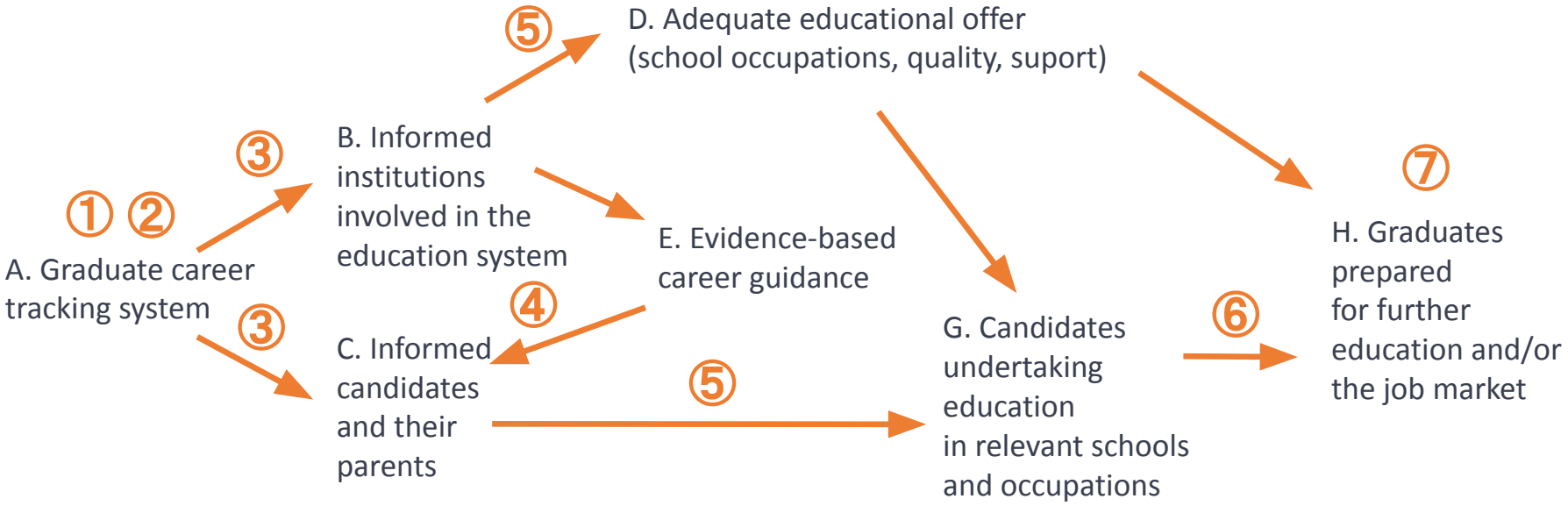
H. Graduates prepared for further education and/or the job market

THEORY-BASED EVALUATION APPROACH

"The purpose of theory-driven evaluation is to provide information not only [on] the performance or merit of a program, but on how and why the program achieves such a result." (Chen H.T. 2005. *Theory-driven evaluation*. In: Mathison S. (ed). *Encyclopedia of Evaluation*, London: SAGE Publications, pp.415-419)

- To understand **how the intervention works** (*opening the black box*)
- Taking into account also **external factors**
- Based on the ***theory of change*** that underlies an intervention
- Two **stages:**
  - **conceptual** (developing a causal model and using it to guide evaluation)
  - **empirical** (testing the model)
- **Method-neutral**

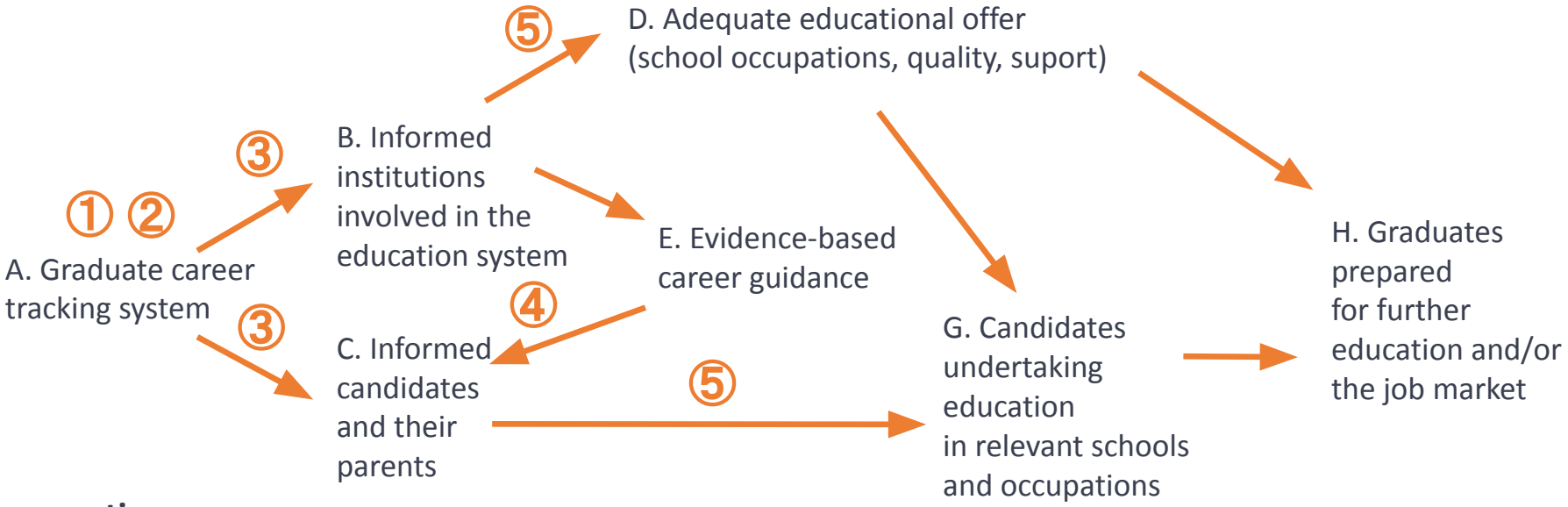
CAREER TRACKING SYSTEM AS AN INTERVENTION: *THEORY*



Assumptions:

① The scope of the results corresponds to the institution's tasks, responsibilities and priorities
② The results are presented in a way that is accessible to the users
③ Users access the results
④ Students (secondary school candidates) use career guidance
⑤ Users (institutions and students) have the resources / capital necessary to act accordingly
⑥ Students achieve educational success
⑦ The demand for graduates with a given profile remains relatively stable

CAREER TRACKING SYSTEM AS AN INTERVENTION: *THEORY*



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④ Students (secondary school candidates) use career guidance

⑤ Users (students) have the resources / capital necessary necessary to act accordingly

RESEARCH QUESTIONS AND METHODS TO ANSWER THEM

① Does the scope of the results correspond to the institution's tasks, responsibilities and priorities? If not fully, what should be added?

⇨

Intended users needs assessment:
- **Qualitative interviews with representatives of the institutions**
- **Analysis of the law defining institutions' tasks and responsibilities**

② Are the results presented in a way that is accessible to the users? If not, what should be fixed?

⇨

- **UX Research: Moderated usability tests**

③ Do the (intended) users access the results?

⇨

- Website metrics

④ ⑤ What factors influence students' educational decisions, and how (career guidance, capital, support)?

⇨

- Literature review
- Qualitative interviews with:
  - secondary school students (biographical)
  - employees of institutions

3. (INTENDED) USERS’ NEEDS ASSESSMENT

PARTICIPANTS AND METHODS

1) Moderated usability tests with representatives (51) **of institutions:**

- Ministries:
  - Ministry of Education
  - Ministry of Family, Labour and Social Policy
- Local governments running schools
- Labour market institutions:
  - Employment offices – mainly at the voivodship level (NUTS-2)
  - Voluntary Labour Corps (institution counteracting the social exclusion of youth)
- Employers' organisations as partners in social dialog

2) Analysis of the law defining the tasks and responsibilities of the institutions

MAIN RESULTS AND RECOMMENDATIONS

- Career Tracking System results are potentially useful:
  - for designing education policy and labour market policy
  - at the country, vioivodship (NuTS-2) and poviat level
  - for public institutions and partners participating in social dialogue
- Add information on the (mis)match between the learned occupation and the actual job
- Improve the information on wages (include working time and work without social security contributions)
- Present the results for the vulnerable groups: immigrants, graduates with disabilities and graduates from foster care
- Interest in the situation of secondary school graduates after finishing higher education
- Need to know if expensive options in the education system are effective (e.g. for students with disabilities)

4. UX RESEARCH

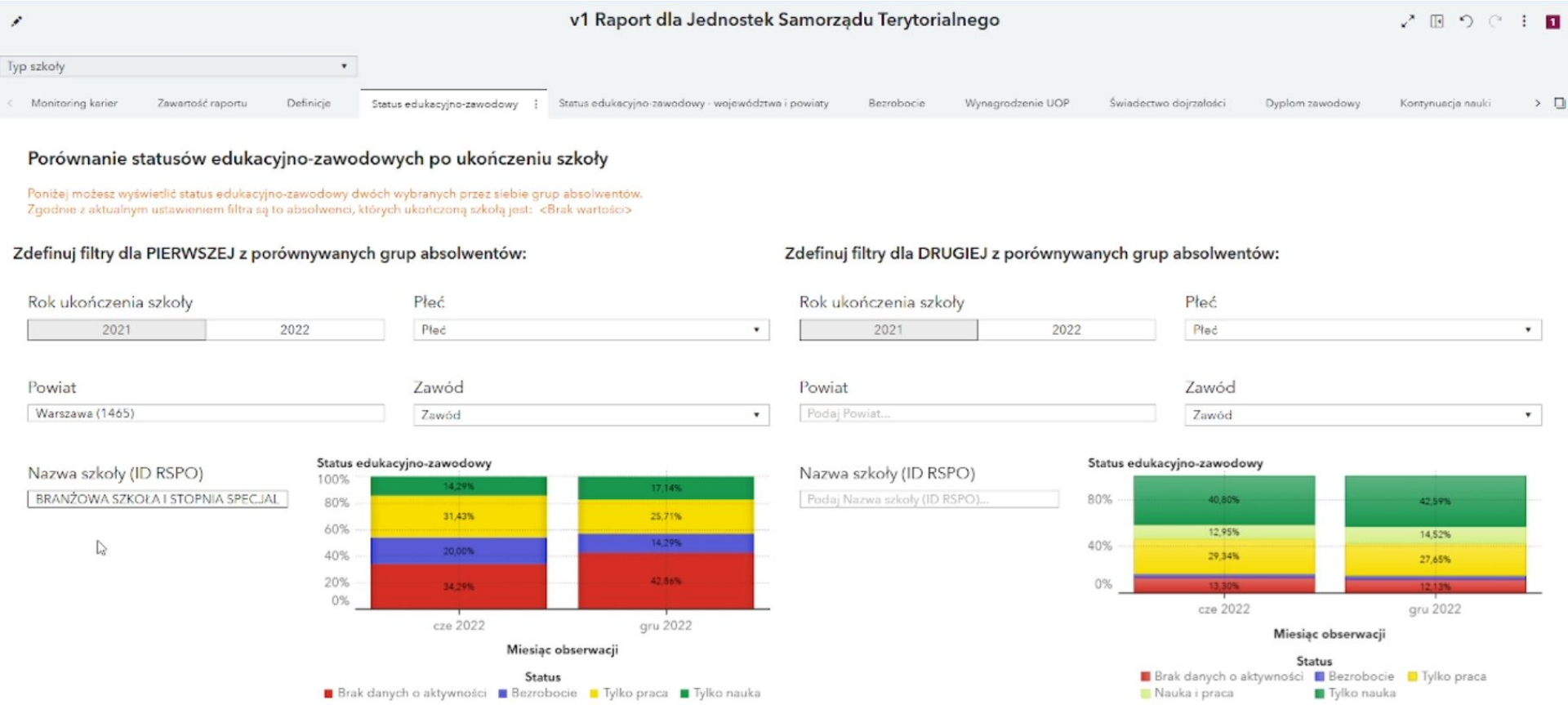
PARTICIPANTS AND METHODS

Moderated usability tests with representatives (30) **of institutions**

- Ministries:
  - Ministry of Education
  - Ministry of Family, Labour and Social Policy
- Local governments running schools
- Labour market institutions:
  - Employment offices – mainly at the voivodship (NITS-2) level
  - Voluntary Labour Corps (institution counteracting the social exclusion of youth)
- Employers' organisations as partners in social dialog

Three kinds of tasks: 1) Exploration, 2) Finding the specific result, 3) Finding the needed result

DASHBOARD – FIRST PROTOTYPE FOR TESTING



5. SYSTEM IMPROVEMENT (continued)

IMPROVEMENT IN TERMS OF:

- **The scope of the data used** – ongoing legislative process
  - New indicators - (mis)match between occupation learned and actual job
  - New aggregates – by country of origin, disability, homeschooling
  - Improved reliability of some indicators – employment status and wage
  - Expanding analysis – exam scores
  - Expanding the period covered – 7 years after graduation from the school
- **Disseminating the results**
  - Dashboards

FURTHER PLANS:

- **Monitoring the careers of early school leavers**
- **Using taxation data**
  - More reliable data on wages
  - Include work without contributions to the social insurance system
  - Place of living (?)

THANK YOU

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