

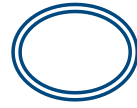


**Dr.Amany El-Sharif**

**PAP  
Egypt**

**Dr.Maha Rashwan**

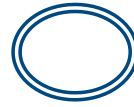




# **Training needs for African Quality assurance staff**

# *Scope*

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**1** Overview of the PAP

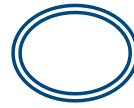
**2** Results

**3** Challenges

**4** Way Forward

# 1

## Overview of the PAP

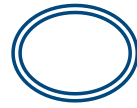


## **Overall objective**

Building the capacity of African QA agencies/H.E. institutions.  
(Achieved by March 2018, 14 months)

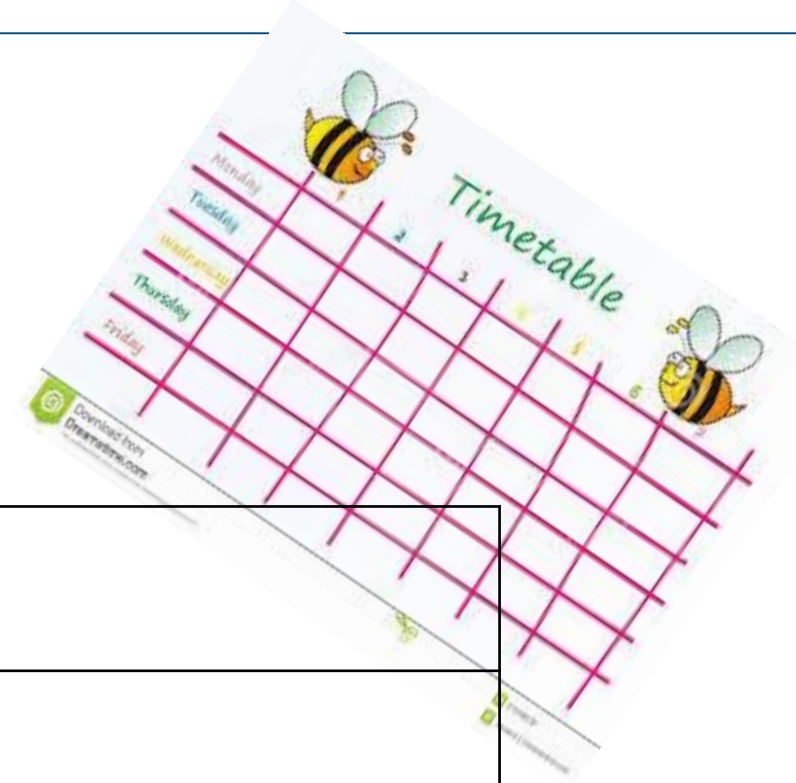
## **Specific objective**

Assessment of training needs of African Q.A. agencies/H.E. institutions via HAQAA family members (until May 2017, 5 months)



# Rationale

- Variation in capacities of African QAA (some are newly established )
- We believe in continuous professional development & LLL
- NAQAAE has 10 years of expertise to share
- The topic is Achievable with a potential for short term outputs & outcomes
- Can benefit from & relates to HAQAAE initiative tools & objectives
-



1. Build the questionnaire	1 month
2. Verification and translation	2 weeks
3. Dissemination of questionnaire	2 months
4. Analysis of responses	2 week
5. Drafting report	2 weeks

https://docs.google.com/forms/d/e/1FAIpQLSfs-tLJkbO2szGV4kW3oJKlOqsvpx05VdifTdJH\_\_IwF8TYQ/viewform?c=0&w=1

## HAQAA training needs analysis

Dear colleagues

In service of our common goals of raising the quality of HE in African countries and of building the capacity of Quality Assurance personnel in Africa, this survey was designed to help assessing your training needs in order to better plan for capacity building programs that fit these needs. In that respect we ask you to kindly respond to the following questions, selecting the answers that you find describing your actual status not the ideal status.

\*مطلوب

Q1. Years of experience in the field of quality Assurance of Education \*

- less than 3 years
- 3-6 years
- 6- 10 years
- more than 10 years

English questionnaire : <https://goo.gl/forms/17JN2cRjsTGxe38N2>  
(14 responses)

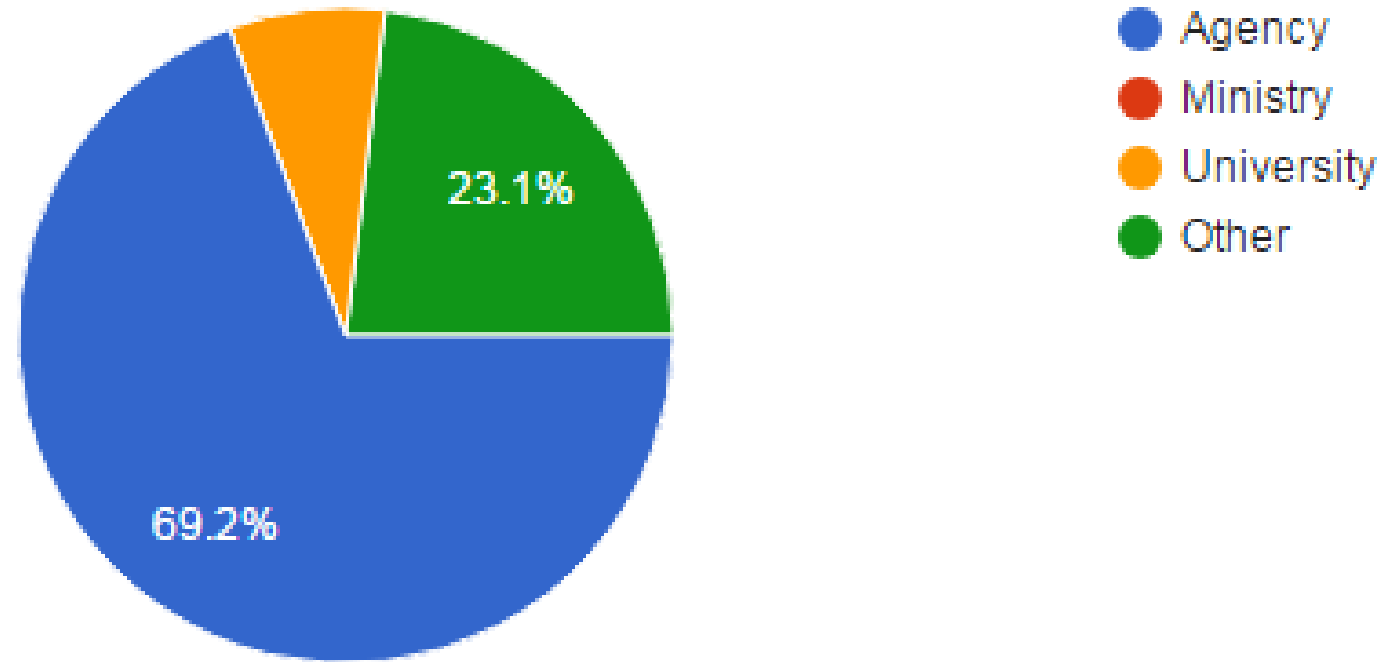
French version : <https://goo.gl/forms/h6zISAxvTT66CXTI2>  
(zero responses)

2

## Results

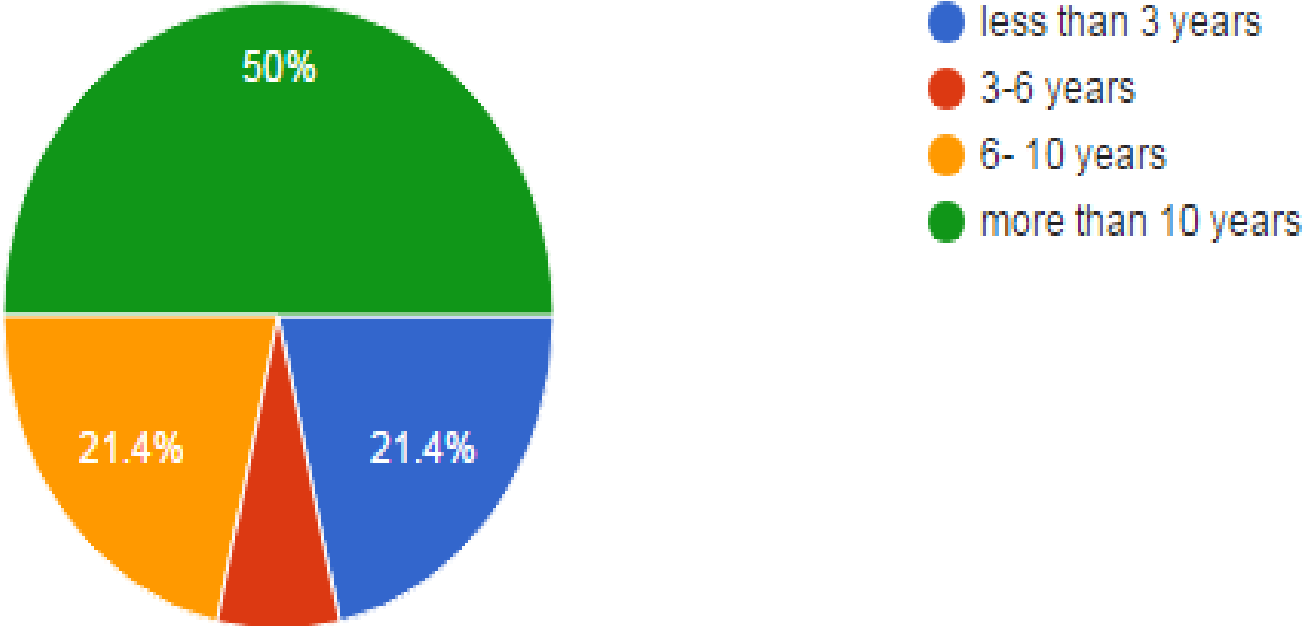


### Q3. Field of work at the moment. (13 responses)

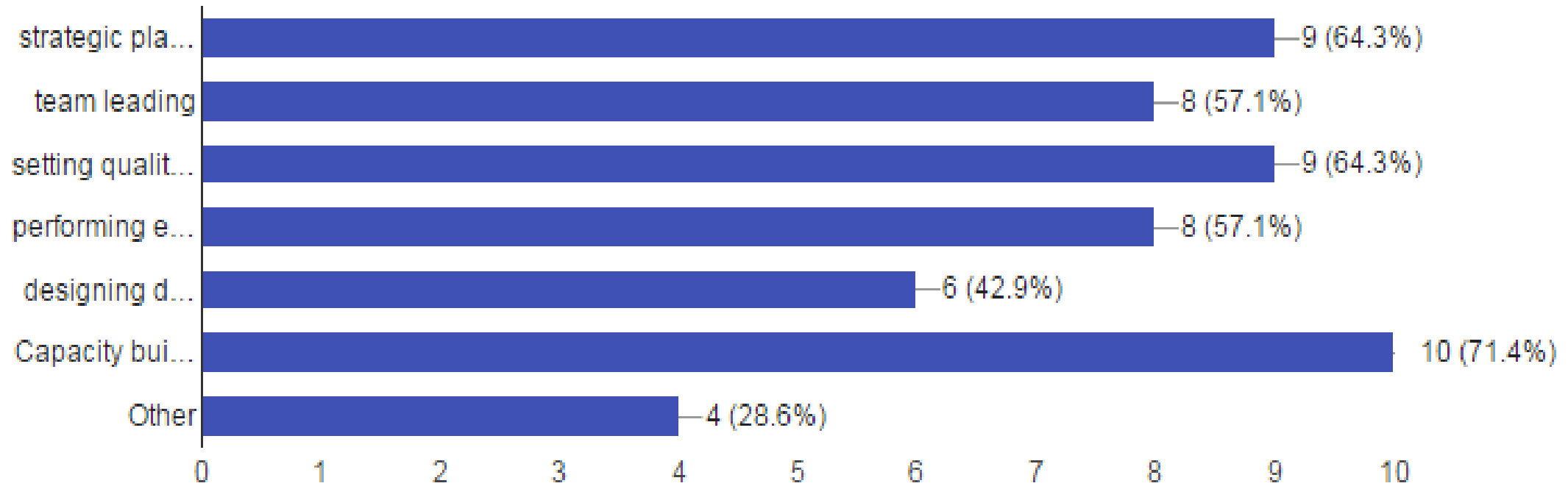


# Q1. Years of experience in the field of quality Assurance of Education

(14 responses)



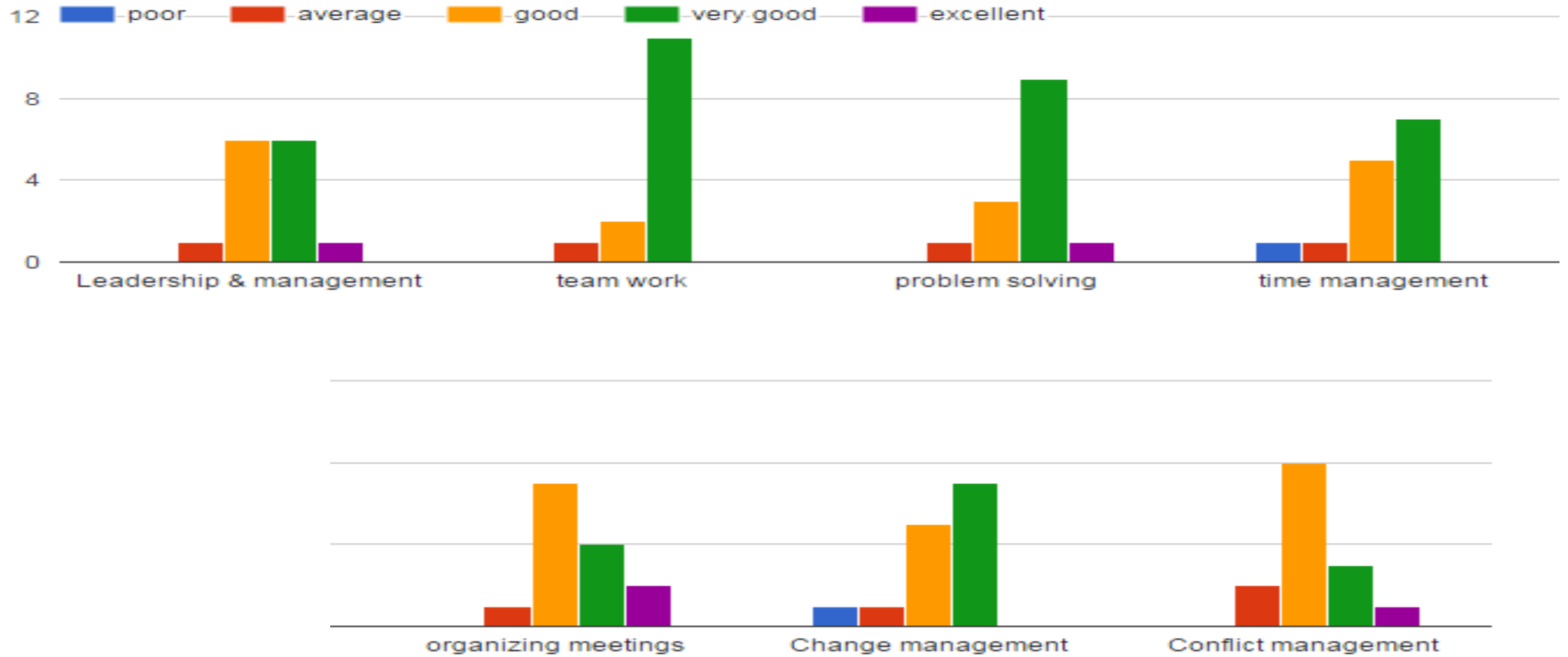
## Q4. Your work in QA involves the following: (14 responses)



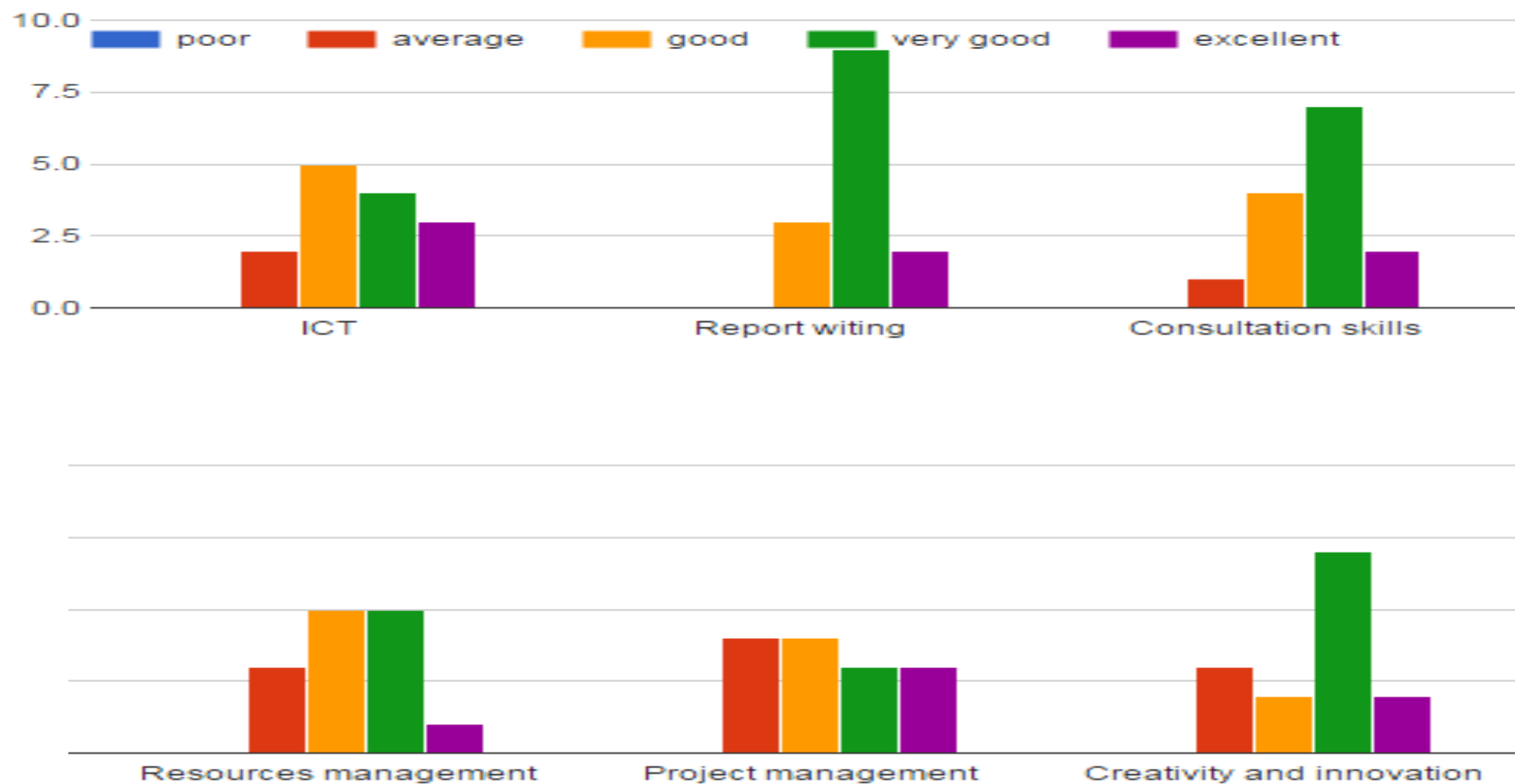
## Q5. Describe your knowledge in the following areas?



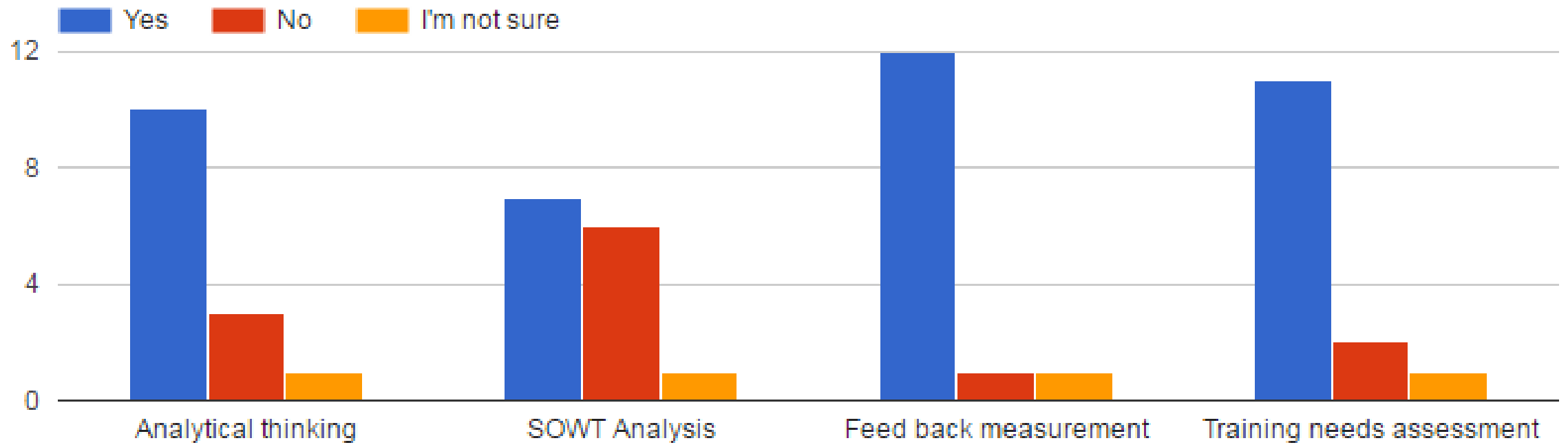
### Q6. Describe your soft skills in the following areas?



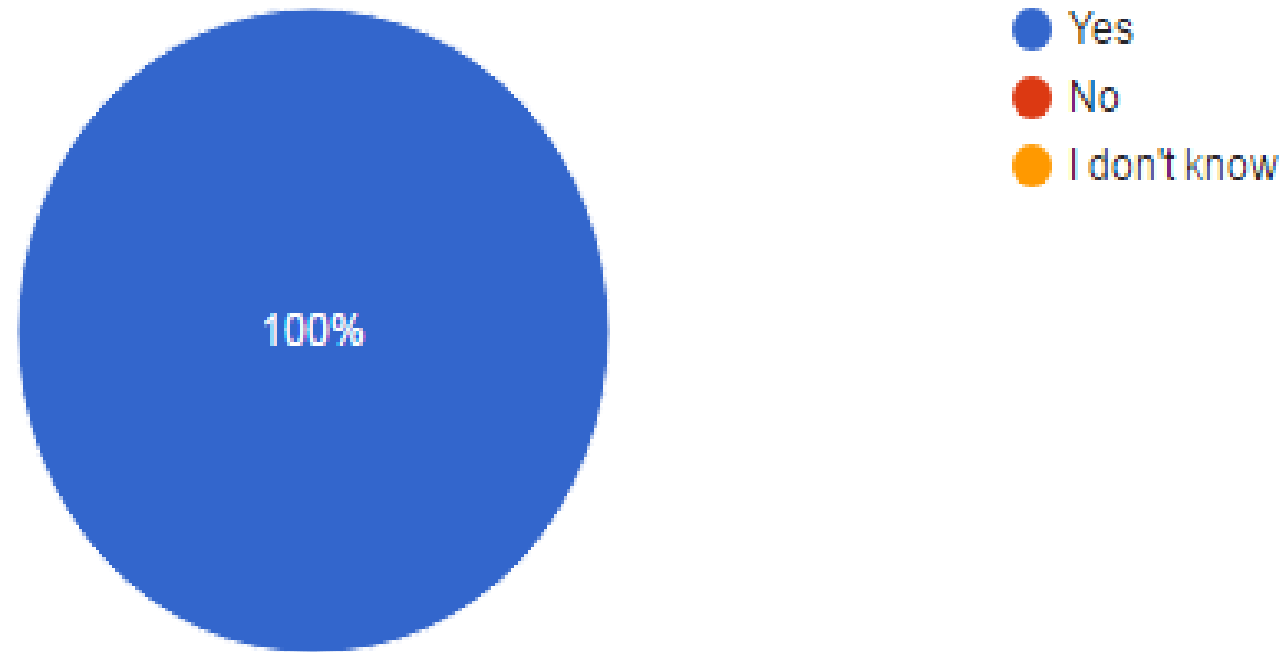
## Q7. Describe your quality practice related skills



# Q8. Do you need to enhance your quality skills in the following area?



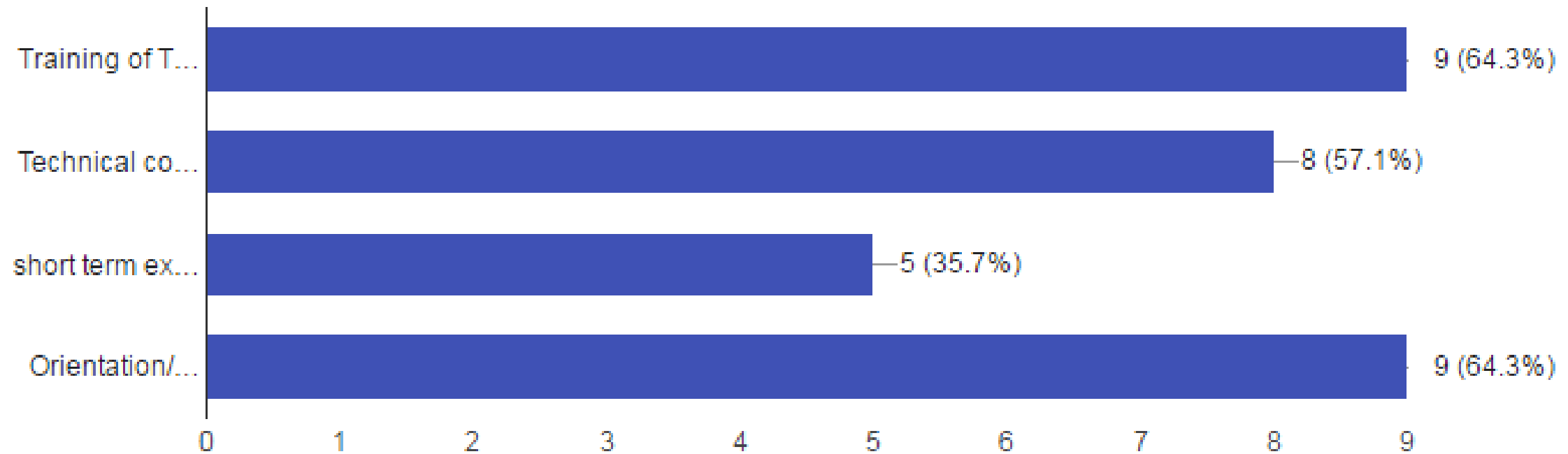
Q9. Does your organization need capacity building (14 responses)



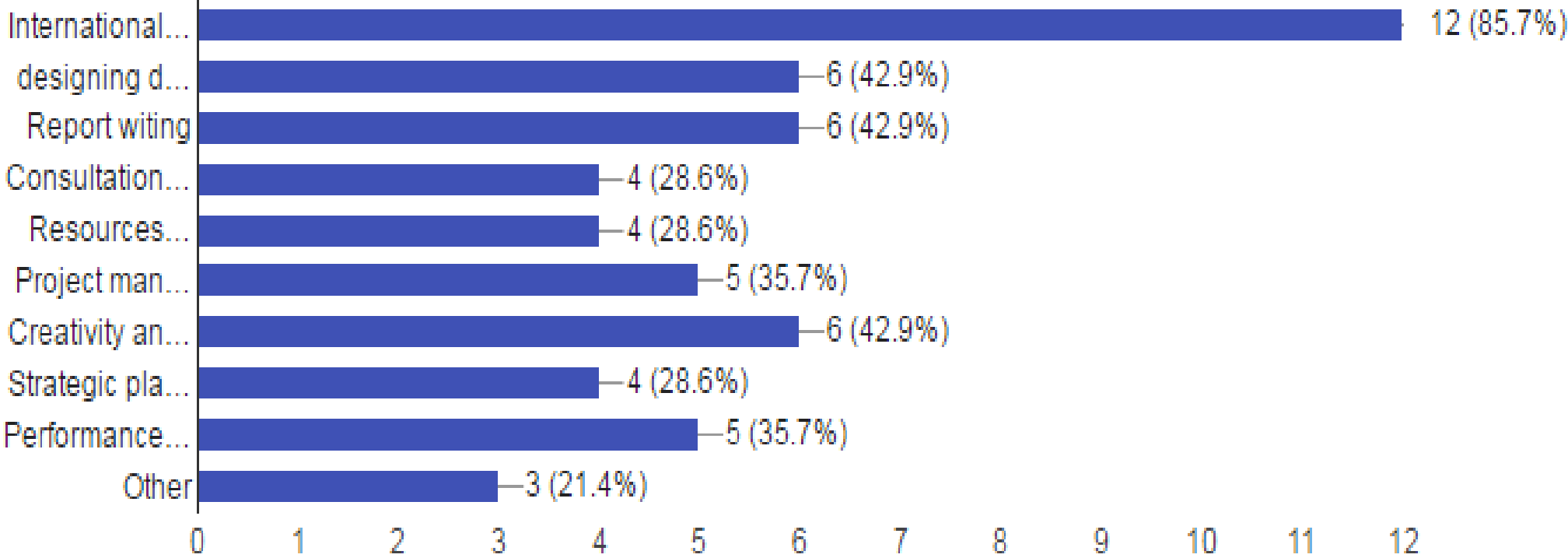
**All respondents agree on the need for continuous professional development**

## Q10. If the answer is yes, what type of capacity building do you think your organization needs?

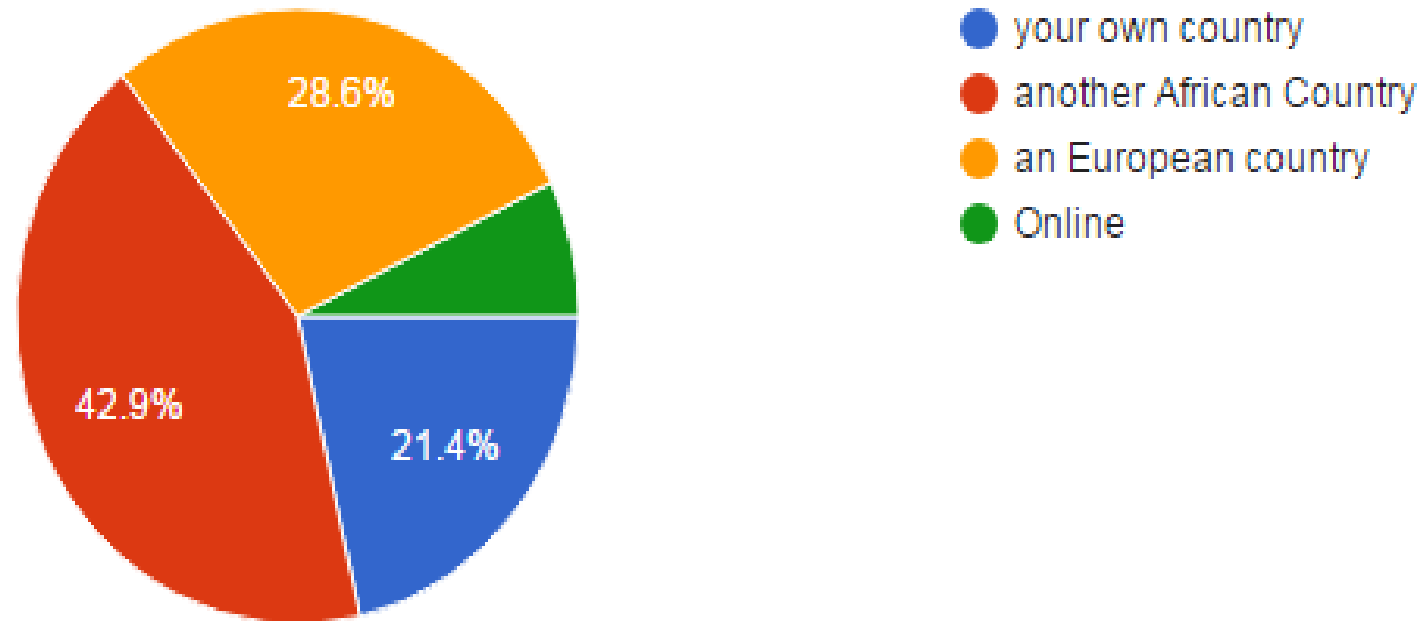
(14 responses)



### Q11. What topics of orientation/workshops required (14 responses)

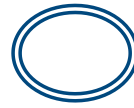


Q12. In case you will join a training program , you prefer it to be delivered in  
(14 responses)



3

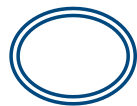
# Challenges



- Poor response rate (only 13 respondents)/ out of 41 countries!!
- Lack of collaboration between Anglophone & Francophone countries (HAQAA language!)
- Different perception of Q.A. in A.H.E.
- How to ensure sustainability of the cooperation/funding

4

**Way Forward**



*Only Education & training can Change Nation's  
Destination*

# What is next???



Activities A	When?	Where	who	Needed resources	resistance	How to measure
Determine needs	May/June 2017	Ghana meeting	NAQAEE expert and HAQAA team	- A time to discuss the results in HAQAA agenda	- Insufficient responses	- Report of defined training needs
Finding a partner to fund building capacity of quality agents staff	June 2017			- Agent to fund the project Potential sponsor is DAAD (being concerning by building capacity in developing countries)	- Lack of interested sponsor - Limited fund	- M. understanding or proposal of agreement

<b>Activities A</b>	<b>When?</b>	<b>Where</b>	<b>who</b>	<b>Needed resources</b>	<b>resistance</b>	<b>How to measure</b>
<b>Form the work team</b>	July 2017	On- line	NAQAAE experts & DAAD & HAQAA& t.b.c.	Filling participation form	Weak response of some members	Nomination of the team
<b>Categorize Training programs</b>	July 2017	On-line	NAQAAE expert + DAAD expert	Report of questionnaire analysis	Time limitation	Matrix of training modules
<b>Set Objectives /T.G...for training programs</b>	August 2017	On-line	Nominated team	Internet to communication between team members	Lack of communication/ weak response	List of training objectives
<b>Designing of training materials</b>	Sep. – Dec. 2017	Egypt/Germany/ other African country	Nominated team	Reviews, time,	Lack of communication/ weak response/ lack of time Limited fund	Training materials fit for purpose

Activities A	When?	Where	who	Needed resources	Resistance	How to measure
Reviewing training program	Nov. 2017	On-line	Volunteers of HAQAA team		Lack of communication/ weak response/ lack of time	Modified T. materials
Release a Call	Oct. 2017	On-line	sponsor	Financial cover to run the program	Shortage in financial support	On-line Call
Implementation of the training	Dec. 2017	African/European country? Or on-line??	Trainers (NAQAAE/DAAD)	H.R. Fund	Weak applications Weak fund	No. of applicants
Measure the impact	Dec.- April 2018	On-line	Program management	Pre & post questionnaire to individuals and their institutions	Weak response Limited fund	Analysis of both responses
Develop the program	March 2018	On- line	Program management	Feedback of trainees & trainers	Limited access to feed back Limited fund	Modified training materials
Cycle 2 of the program	April 2018	Same as 1 <sup>st</sup> cycle	Program management			



# Let's Reflect



#tceatots

- What do you think?

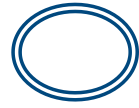
## Points to discuss



- How to motivate all HAQAA members for more engagement? (consider language challenge)
- Are there other areas in need for capacity building?
- What are the differences between H.E. Institutions & Q.A. Agencies' capacity building needs & approaches?
- Are there other questions that should have been included in the questionnaire?







- HAQAA language
- Different perception of Q.A. in H.E.
- Common understanding of Q.A. in H.E.